

WNVC(TV), WNVT(TV)
EEO PUBLIC FILE REPORT
June 1, 2015 – May 31, 2016

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
MHz had no job vacancies for this period		

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
1	Washingtonpost.com Internet Classifieds Web address: www.washingtonjobs.com	No	0
2	Station Website www.mhznetworks.org	No	0
3	Corporation for Public Broadcasting Job Line Phone: 202.879.9600 Address: 901 E. Street, NW Washington, DC 20004-2037 www.cpb.org	No	0
4	National Association of Broadcasters Contact: Karen Hunter Phone: 202.429.5300 Address: 1771 N Street, NW Washington, DC 20036 www.nab.org	No	0
5	College Central Network/EmployerCentral.com Contact: Jeff Gardner Phone: (800) 442-3614 Address: 141 West 28 th Street, 9 th Floor New York, NY 10001-6115 www.employercentral.com	No	0
6	Employee Referral	No	0
7	TVJobs.com Contact: Broadcast Employment Services Phone: 760.754.8177 Address: P.O. Box 4116 Oceanside, CA 92052 www.tvjobs.com	No	0
8	Nonprofitjobs.org Website Contact: Community Career Center Phone: 702.809.8599 Address: 2160 W. Charleston, Suite L345 Las Vegas, NV 89102 www.nonprofitjobs.org	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
9	International Television Association Contact: Job Line Phone: 301.916.0204 fax Address: P.O. Box 1608 Germantown, MD 20875-1608 www.itvadc.org	No	0
10	American Women in Radio and TV Contact: Careerline Online Phone: 703.506.3290 Address: 8405 Greensboro Drive McLean, VA 22102 www.awrt.org	No	0
11	Idealist.org Website Contact: Action Without Borders, Inc. Phone: 212.843.3973 Address: 79 Fifth Avenue, 17 th Floor New York, NY 10003 www.idealist.org	No	0
12	Electronic Media Contact: Classified Advertising Dept. Phone: 312.649.5385 Address: 740 Rush Street Chicago, IL 60611-2590	No	0
13	Non-Employee Referral	No	0
14	Craig's List Contact: Jim Buckmaster Phone: 800-664-0633 Address: P.O. Box 225159 San Francisco CA 94122-5159 www.craigslist.org	No	0
15	TvGigsOnline A division of Maslow Media Group Phone: 202.965.1100 Address: 2134 Wisconsin Avenue, NW Washington, DC 20007 Contact: postagig@tvgigsonline.com	No	0
16	CSB School of Broadcasting 2170 Crystal Plaza Arcade #38 Arlington, VA 22202 Contact: csbarlington@gocsb.com OR jobs@gocsb.com	Yes	0
17	Career Builder www.careerbuilder.com	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over 12-month period
18	Media Bistro Contact: Ms. Jacky Carter, Community Coordinator Phone: 212.547.7893 475 Park Avenue South, 4 th Floor New York, NY 10016 www.mediabistro.com	No	0
19	Krop.com Website 22287 Mulholland HWY. Suite 159 Calabasas CA 91302 Phone: 323.405.7431 info@krop.com / www.krop.com	No	0
20	JobScribble.com Website Bronx, NY www.jobamatic.com	No	0
21	University of Maryland Career Site www.careercenter.umd.edu/	No	0
22	Volt Technical Resources Contact: David B. Giacomini Phone: 571-533-3612 Address: 8603 Westwood Center Dr # 320 Vienna, VA 22182-2230 dgiacomini@volt.com	No	0
23	LinkedIn (advertising) 2029 Stierlin Court Mountain View, CA 94043 United States	No	0
24	Broadcasting & Cable Magazine Contact: Kristin Parker, Classifieds Phone: 617.558.4532 Address: P.O. Box 15157 North Hollywood, CA 91615-5157 www.broadcastingcable.com	No	0
25	Internal Posting	No	0
26	Unknown*	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			4

* Upon inquiry from the SEU, these interviewees were unable to identify their referral source.

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	April/May 2016 – MHz developed a program to bring on paid interns in the area of closed captioning. Interns will learn captioning standards and then will review content and make audio notations as needed.
2.	Establish a training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions	March/April 2016 – MHz put into place a goal system for network operations personnel to help manage a new 12-hour shift schedule and the skills needed to fully support this new schedule. As a part of the program, each employee will report into his or her manager on a regular basis to discuss progress in pre-determined areas, look at skillsets that may be missing and evaluate if additional training is necessary. This is an ongoing training and management program that will be rolled out the rest of the company once stabilized in the NOC.
3.	Provide...and/or other career development assistance pertinent to broadcasting.	July 2015—MHz unfortunately experienced lay-offs and offered five hours of out-placement to all employees impacted by the lay-off. MHz had a consultant provide the following services: reviewing resumes, talking about job opportunities that would be appropriate, developing professional social media profiles, interviewing techniques, working through follow up questions post interview, helping to negotiate offers related to salaries, benefits, etc.