

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003) FOR FCC USE ONLY
<p>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT (To be filed with broadcast license renewal application)</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>	FOR COMMISSION USE ONLY FILE NO. - 20120531AHO

Section I

Legal Name of the Licensee SHENANDOAH VALLEY EDUCATIONAL TELEVISION CORPORATION		
Mailing Address 298 PORT REPUBLIC ROAD		
City HARRISONBURG	State or Country (if foreign address) VA	Zip Code 22801 - 3052
Telephone Number (include area code) 5404345391		E-Mail Address (if available) TMANCARI@WVPT.NET
Facility ID Number 60111		Call Sign WVPT
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input checked="" type="radio"/> Educational TV

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WVPT	60111	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	STAUNTON, VA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WVPY	66378	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	FRONT ROYAL, VA	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name WILLIAM H. FITZ		Street Address 1201 PENNSYLVANIA AVE., N.W.		
City WASHINGTON	State DC	Zip Code 20004-2401	Telephone Number 2026625120	

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during Yes No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent TONY MANCARI
Title CHIEF OPERATING OFFICER	Telephone No. (include area code) 5404374251
Date 5/31/2012	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: TONY MANCARI	Title: CHIEF OPERATING OFFICER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: EXHIBIT 2 - EEO PUBLIC FILE REPORTS

EEO PUBLIC FILE REPORT (JUNE 1, 2010 - MAY 31, 2011)

EEO PUBLIC FILE REPORT (JUNE 1, 2011 - MAY 31, 2012)

Attachment 2

Description
<u>EXHIBIT 2 - EEO PUBLIC FILE REPORTS</u>

Attachment 3

Description
<u>EXHIBIT 3 - NARRATIVE STATEMENT</u>

FCC FORM 396

EXHIBIT 2

(WVPT-WVPY Employment Unit)

- A. Annual EEO Public File Report (June 1, 2011 - May 31, 2012)

- B. Annual EEO Public File Report (June 1, 2010 - May 31, 2011)

A. Annual EEO Public File Report (June 1, 2011 - May 31, 2012)



Virginia's Public Television

WVPT-DT, Staunton, Virginia
 WVPY-DT, Front Royal, Virginia

EEO PUBLIC FILE REPORT
June 1, 2011 – May 31, 2012

Positions filled and recruitment sources used as part of the process:

Position	Sources Sent To	Hiree Source
Field Service Engineer/RF Supervisor	1, 13, 14, 15, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 42, 43, 44, 45	45

Total interviewees for full-time positions: 4
 Number of Interviewees by Recruitment Source: # 45 (4)

RECRUITMENT SOURCES

#	Recruitment Source	Contact	Address	Phone
1	Daily News Record (circulation app 33,000)	www.dnronline.com	P.O. Box 193 231 Liberty Street Harrisonburg VA 2280	540/574-6210
2	The News Virginian (circulation app 9,000)	Marsha Grim	544 W. Main Street Waynesboro VA 22980	540/886-3400 540/932-3553
3	The News Leader (circulation app 19,000)	www.newsleader.com	POB 59 Staunton VA 24402	540/885-7387 540/213-9143 f-540/885-8779
4	The Daily Progress (circulation app 32,000)	Lisa Green	POB 9030 Charlottesville VA 22902	434/978-7202
5	The Washington Post	Contact assigned on	1150 15 th St NW	202/334-4100

		placement	Washington DC 20001	
6	USA Today	Contact assigned on placement	7950 Jones Branch Drive McLean VA 22108	703/854-3400
7	Winchester Evening Star	Stacy Hartley	2 N. Kent Street Winchester VA 22601	540/667-3200 ext-248
8	Northern Virginia Daily	Susan O'Connor	North Holiday Street Strasburg VA 22657	800/296-5137 ext-173
9	Richmond Newspapers	Classified Dept	20 Franklin St Petersburg, VA 23803	804/524-9723
10	The Roanoke Times	Gloria McAllister	201-209 Campbell Ave Roanoke VA 24016	540/981-3211 540/981-3411 f-540/981-3365
11	Current	Danielle Mungin	1612 K. St NW suite 704 Washington DC 20006	202/463-7055 ext- 36
12	Broadcasting and Cable Magazine	Classified Dept	1627 K St NW Washington, DC 20006	202/293-5361
13	PBS	JobPostings		
14	CPB Jobline	JobPosting	901 E. Street NW Washington DC 20004	202/393-1045
15	VA Association of Broadcasters	Peter Easter www.vabonline.com	630 Country Green Ln. Charlottesville, VA 22902	434-977-3716
16	National Association of Broadcasters -	Karen Hunter www.nab.org	1771 N Street NW Washington, DC	202-429-5498
17	Virginia Employment Commission	www.valleywork.com	1909A East Market St. Harrisonburg, VA 22801	540/434-2513
18	*Working Women's Forum	President	Rt 2 Box 44 New Market VA 22844	
19	John Mann U. Methodist Church	Lorenzo Hill	119 E. Cork Street Winchester VA 22601	540/667-7774
20	Howard University	Career Development Dept	2400 6 th Street NW Washington DC 20059	202/806-7513 f- 202/462-4267
21	James Madison University	Denise Meadows http://www.formsite.com/jmuфинаid/jld_posting/	Harrisonburg VA 22807	540/568-6555
22	James Madison University	David Chase www.jmu.edu/aacd/interviewing/employers/postajob.htm	Harrisonburg, VA 22807	540-568-6229
23	James Madison University	Sylvia Whitney sylvia@bbbshr.org	Hispanic Services Council Harrisonburg, VA 22807	
24	Blue Ridge Community College	Elizabeth Hall, Student Services Coordinator	POB 80 Weyers Cave 24486	540-234-9261

		careers@brcc.edu		
25	Mary Baldwin College	sena@mbc.edu	New & Frederick Street Staunton VA 24401	540-887-7221
26	Eastern Mennonite University	Hellen Nafziger nafzigh@emu.edu	1200 Park Rd Harrisonburg VA 22802	540/432-4000 540/432-4131
27	Bridgewater College	ocs@bridgewater.edu	Office of Career Services 402 East College St. Bridgewater, VA 22812	540-8285371
28	Radford University	Kathy Jordan	East Main St. Radford, Va. 24142	540/831-5000 540/831-5373 f-540/831-5374
29	Lord Fairfax Community College	Paula Cooper	173 Skirmisher Lane Middletown, VA 22645	1-800-906-5322 Ext-7160
30	Virginia Commonwealth University	Broadcast Media Placement Nicole Footen fax: 804-828-2660	910 W Franklin St. Richmond, VA 23284	804/828-1645 804/828-7299
31	Washington & Lee University (NAACP office)	barnesk@WLU.edu	W&L University POB 5122 Lexington VA 24450	540/458-8730
32	National College of Business & Technology	Barbara Carson-Campbell bcarson-campbell@ncbt.edu	51B Burgess Rd. Harrisonburg, VA 22801	540-432-0943
33	George Washington University	www.gwired.gwu.edu/career	Career Center 1922 F St. NW Washington, DC 20052	202-994-6495
34	Norfolk State University	careerservices@nsu.edu	Mass Comm. 700 Park Ave. Norfolk, VA 23504	757-823-8330
35	Old Dominion University	Andrea Harrell aharrell@odu.edu	Career Mgt 2202 Webb Center Norfolk, VA 23529	757-683-4388
36	Virginia Tech	Betsy McCoy betsy.mccoy@vt.edu	Blacksburg, VA	540-231-8089
37	Mass VO Tech	jwest@rockingham.K12.va.us	325 Pleasant Valley Rd Harrisonburg, VA 22801	540-434-5961
38	West Virginia University	http://simpleforms.scripts.wvu.edu/journals/postajob/	School of Journalism, PO Box 6201 Morgantown WV 26506	
39	Broadcasting Institute of Maryland	nb@bim.org	7200 Harford Rd. Baltimore MD 21234	434-254-2770
40	TVjobs	Mark Holloway		

		www.tvjobs.com		
41	WHSV TV3	Tina Wood www.wHSV.com	50 North Main St. Harrisonburg, VA 22802	540-433-9191
42	*CSB School of Broadcasting	David M. Churchwell, Campus Coordinator jobs@gocsb.com	2170 Crystal Plaza Arcade #28 Arlington VA 22202	703/415-7600
43	WVPT.net	Donna Meyerhoeffer	298 Port Republic Road Harrisonburg VA 22801	540/434-5391
44	WVPT internal posting	Donna Meyerhoeffer	298 Port Republic Road Harrisonburg VA 22801	540/434-5391
45	SBE.org	Society of Broadcast Engineers	9102 N Meridian St, Suite 150 Indianapolis IN 46260	317/846-9000

WVPT/WVPY broadcasts, periodically, 15-second announcements notifying the public that organizations that recruit job seekers may request the station include them on its outreach referral list. In the above list of recruitment sources, we have placed an asterisk (*) next to any source that has requested notifications.

SUPPLEMENTAL OUTREACH INITIATIVES

In addition, the WVPT employment unit engages in outreach activities that help provide information about opportunities in broadcasting not related to specific job openings.

Category/Description	Contacts/Time Period/WVPT Contact
<p>WVPT Intern Program</p> <p>Information posted on the wvpt.net website for our year-round program.</p> <p>Interns gain hands-on experience in many of the facets of broadcast operations, such as production of taped and live shows, marketing and development and corporate communications</p> <p>Three students from James Madison University worked in the following departments: Creative Services/Production.</p>	<p>Requests for additional information from students at:</p> <p>James Madison University, Harrisonburg, VA; University of Virginia, Charlottesville, VA; Eastern Mennonite University, Harrisonburg, VA; Mary Baldwin College, Staunton, VA; Bridgewater College, Bridgewater, VA; Lord Fairfax Community College, Winchester, VA; Blue Ridge Community College, Meyers Cave, VA, Radford University, Radford, VA</p> <p>Email contact with schools before the semesters.</p> <p>Supervised by Production Manager, Director of Education Services, or Membership Manager depending on the area of interest</p>
<p>Federal Work Study Program</p> <p>One student from James Madison University worked in Development</p>	<p>1 student—James Madison University, Harrisonburg, VA</p> <p>Supervised by Development/Membership Manager</p>

<p>Business Fair(s) We raise awareness of public broadcasting careers. Receive resumes from attendees</p>	<p>At the two annual WVPT Kid's Book Festivals we provide information to those indicating they have interest in a Career in Broadcasting</p>
<p>Community Tours Toured the studio and technical operations and broadcast operations centers with various community groups and Scout groups. Provided volunteer and intern information to groups as requested.</p>	<p>Cub Scout Troops interested in TV Broadcasting as a career (3) Provided tour to students visiting indicating an interest in broadcasting as a career. (10) During our annual open house for the Chamber of Commerce Business After Hours (BAH) we provide tours to individuals with interest in a career in broadcasting. (5) Provided by various staff members</p>
<p>WVPT staff engineer, production, and operations career development</p> <p>Engineering, operations, website, and production staff cross train in all aspects of station operations, website, and studio productions.</p> <p>Training allows staff to increase job knowledge and be promoted from within</p>	<p>Year-round Supervised by: WVPT Chief Operations Officer on behalf of The Society of Broadcast Engineers</p> <p>Direct hands on Managers:</p> <p>John Harper, Engineering Manager George Lilly, Corporate Creative Services/Production Manager John Neumann, Director of Education Services</p>
<p>Goodwill Industries Goodwill Program</p> <p>WVPT provides assistance to this unaffiliated non-profit organization interested in broadcast employment opportunities.</p> <p>We train and enable them to better refer candidates for broadcast positions</p>	<p>June 1, 2011 - May 31, 2012</p> <p>2 individuals trained at 30 hours per week. Supervised by WVPT Administration department.</p>
<p>Rockingham County Fair <i>(voted one of the top ten fairs in the country)</i></p> <p>Sponsored petting zoo and provided information about careers in broadcasting</p>	<p>Summer 2011</p> <p>Amy Roscher, Producer</p>
<p>Volunteer Fair -Activities/Events available to High School Students for the school year and summer.</p>	<p>WVPT Kid's Book Festival (KBF) Coordinator teaches non profit business at JMU and talks about careers in broadcasting.</p>

B. Annual EEO Public File Report (June 1, 2010 - May 31, 2011)



Virginia's Public Television

WVPT-DT, Staunton, Virginia
 WVPY-DT, Front Royal, Virginia

EEO PUBLIC FILE REPORT
June 1, 2010 – May 31, 2011

Positions filled and recruitment sources used as part of the process:

Position	Sources Sent To	Hire Source
No Openings occurred during the report time period	NA	NA

RECRUITMENT SOURCES

#	Recruitment Source	Contact	Address	Phone
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22	James Madison University	David Chase www.jmu.edu/aacd/interviewing/employers/postajob.htm	Harrisonburg, VA 22807	540-568-6229
23	James Madison University	Sylvia Whitney sylvia@bbbshr.org	Hispanic Services Council Harrisonburg, VA 22807	
24	Blue Ridge Community College	Elizabeth Hall, Student Services Coordinator careers@brcc.edu	POB 80 Weyers Cave 24486	540-234-9261
25	Mary Baldwin	sena@mbc.edu	New & Frederick Street	540-887-7221

	College		Staunton VA 24401	
26	Eastern Mennonite University	Hellen Nafziger nafzigh@emu.edu	1200 Park Rd Harrisonburg VA 22802	540/432-4000 540/432-4131
27	Bridgewater College	ocs@bridgewater.edu	Office of Career Services 402 East College St. Bridgewater, VA 22812	540-8285371
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37	Mass VO Tech	jwest@rockingham.K12.va.us	325 Pleasant Valley Rd Harrisonburg, VA 22801	540-434-5961
38	West Virginia University	http://simpleforms.scripts.wvu.edu/journals/postajob/	School of Journalism, PO Box 6201 Morgantown WV 26506	
39	Broadcasting Institute of Maryland	nb@bim.org	7200 Harford Rd. Baltimore MD 21234	434-254-2770
40	TVjobs	Mark Holloway www.tvjobs.com		
41	WHSV TV3	Candice Minor	50 North Main St.	540-433-9191

		www.whsv.com	Harrisonburg, VA 22802	
42	*CSB School of Broadcasting	David M. Churchwell, Campus Coordinator jobs@gocsb.com	2170 Crystal Plaza Arcade #28 Arlington VA 22202	703/415-7600
43	WVPT.net	Donna Meyerhoeffer	298 Port Republic Road Harrisonburg VA 22801	540/434-5391
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WVPT/WVPY broadcasts, periodically, 15-second announcements notifying the public that organizations that recruit job seekers may request the station include them on its outreach referral list. In the above list of recruitment sources, we have placed an asterisk (*) next to any source that has requested notifications.

SUPPLEMENTAL OUTREACH INITIATIVES

In addition, the WVPT employment unit engages in outreach activities that help provide information about opportunities in broadcasting not related to specific job openings.

Category/Description	Contacts/Time Period/WVPT Contact
<p>Intern Program</p> <p>Information flyer for year-round program.</p> <p>Interns gain hands-on experience in many of the facets of broadcast operations, such as production of taped and live shows, marketing and development and corporate communications</p> <p>Students from the following colleges: James Madison University worked in the following departments: Creative Services, Education Services, and Development</p>	<p>Distributed to: James Madison University, Harrisonburg, VA; University of Virginia, Charlottesville, VA; Eastern Mennonite University, Harrisonburg, VA; Mary Baldwin College, Staunton, VA; Bridgewater College, Bridgewater, VA; Lord Fairfax Community College, Winchester, VA; Blue Ridge Community College, Weyers Cave, VA, Radford University, Radford, VA</p> <p>Email contact with schools before the semesters.</p> <p>Supervised by Barbara Roadcap, WVPT Volunteer/Intern Coordinator</p>
<p>Federal Work Study Program</p> <p>Students from James Madison University worked in the following departments: Education Services, Development, Administration, Production and Programming</p>	<p>1 student–James Madison University, Harrisonburg, VA</p> <p>Supervised by Barbara Roadcap, WVPT Volunteer/Intern Coordinator.</p>
<p>Career/Job Fair(s)</p> <p>Discuss broadcasting careers with participants. Receive resumes from</p>	<p>-James Madison University Fall, Harrisonburg, VA Barbara Roadcap, WVPT Volunteer/Intern Coordinator</p> <p>-Bridgewater College, Bridgewater, VA</p>

participants.	Barbara Roadcap, WVPT Volunteer/Intern Coordinator
Business Fair(s) Raise awareness of public broadcasting careers. Receive resumes from attendees	-Harrisonburg VA WVPT Management Team -Warren County Job Fair Barbara Roadcap, WVPT Volunteer/Intern Coordinator -Front Royal Job Fair
Community Tours Toured the studio and technical operations and broadcast operations centers with three community groups and three Scout groups. Offered volunteer and intern information to groups.	3 Cub Scout Troops interested in TV Broadcasting as a career Provided by Barbara Roadcap, WVPT Volunteer/Intern Coordinator
WVPT staff engineer/production development Engineering staff/production staff cross train in aspects of master control and taped/live studio productions Training allows staff to increase job knowledge and be promoted from within	Year-round Supervised by: Tony Mancari, WVPT Chief Operations Officer on behalf of The Society of Broadcast Engineers Direct hands on Managers: John Harper, Engineering Manager George Lilly, Corporate Creative Services Manager
National PBS Development Conference, San Antonio WVPT Volunteer/Intern Coordinator was invited speaker at the Conference as a Trustee of the National Friends Board of Public Broadcasting.	Fall 2010 Barbara Roadcap, WVPT Volunteer/Intern Coordinator Topic of her presentation “ Recruitment of Volunteers”
Goodwill Industries Goodwill Program WVPT provides assistance to this unaffiliated non-profit organization interested in broadcast employment opportunities. We train and enable them to better refer candidates for broadcast positions	June 1, 2010 - May 31, 2011 2 individuals trained at 30 hours per week. Supervised by Barbara Roadcap, WVPT Volunteer/Intern & Outreach Coordinator

<p>Rockingham County Fair (<i>voted one of the top ten fairs in the country</i>)</p> <p>Booth displaying activities and opportunities available at WVPT</p>	<p>Summer 2010</p> <p>Barbara Roadcap, WVPT Volunteer/Intern Coordinator</p>
<p>Volunteer Fair</p> <p>Activities/Events available to High School Students for the school year and summer.</p>	<p>Broadway High School, Broadway, VA Barbara Roadcap, WVPT Volunteer/Intern Coordinator</p> <p>Warren County High School Barbara Roadcap, WVPT Volunteer/Intern Coordinator</p>

Supplemental outreach activities report data revised October 2011.

FCC Form 396
Exhibit 3
Narrative Statement (WVPT-WVPY)

The employment unit comprised of noncommercial education television station WVPT (Staunton, VA) and its satellite station WVPY (Front Royal, VA) has undertaken a number of measures to achieve broad and inclusive outreach in disseminating information throughout the communities that it serves about specific station employment opportunities as well as about broadcasting in general.

As reflected in the two attached Annual EEO Public File Reports, the employment unit has developed a recruitment source list that includes an array of sources designed to disseminate note of job vacancies widely within the community. During the 2-year period prior to filing the application, the unit has had only one full-time opening. The unit promoted this opening through the local newspaper *Daily News-Record* with a circulation of over 30,000. It also provided notification of the opening to a number of local educational institutions (*e.g.*, James Madison University, Eastern Mennonite University, Radford University, Mary Baldwin College, Bridgewater college and Blue Ridge Community College) and organizations (*e.g.*, Working Women's Forum and John Mann United Methodist Church). In addition, it utilized the widely used Internet job bank for broadcast employment tvjob.com. as well as job postings at PBS, CPB, The Society of Broadcast Engineers and the Virginia Association of Broadcasters.

As further reflected in the two recent Annual EEO Public File Reports, the WVPT-WVPY unit engaged in various supplemental outreach initiatives from the FCC's Menu of such activities. Over the past two years, such outreach endeavors have included, for example, establishing and maintaining an active intern program designed to help students develop skills in broadcasting. The unit also participated in the Goodwill Industries Employment Program and the Federal Work Study Program, helping prepare individuals for future work in broadcasting. In addition, the unit participated in career and job fairs, conducted station tours to provide information about NCE television broadcasting, and provided job training for existing employees.