

**SHENANDOAH VALLEY EDUCATIONAL TELEVISION CORPORATION / WVPT**  
**Organizational Hiring Goals**

*WVPT is committed to employing a staff of professionals to meet the organization's needs to serve our viewing region with quality services. It is the goal of WVPT to employ the best qualified candidate for any position and to recruit for any positions through mechanisms that will encourage and allow for as diverse of a pool of potential employees as possible.*

**Guidelines for Recruitment:**

- Recruitment for open positions and general employment guidelines will adhere to, and be based upon, WVPT's Formal Diversity Goals and Policies
- WVPT is an equal employment opportunity employer (with quarterly EEO reports provided on-line and as part of WVPT's Public Inspection File), and as such will strive to recruit a diverse work force and continue to explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, marital status, or any other prohibited status or condition
- This recruitment process will include promotion of job opportunities in various job forums to best ensure the inclusion of a diverse pool of job candidates/applicants.

**Employment Statistics as of September 2012 (to be updated annually):**

**Total Number of Employees: 15 FTE's**

**Age %'s:**

47% 50 and below

53% above 50

**Gender %'s:**

53% Male

47% Female

**Race %'s**

93% White Non-Hispanic

7% African American