

Federal Communications Commission Washington, D.C. 20554		Approved by OMB 3060-0922 (September 2002)		FOR FCC USE ONLY	
<b>FCC 397</b>					
<b>BROADCAST MID-TERM REPORT</b>				FOR COMMISSION USE ONLY FILE NO. <b>B397 - 20080602AMA</b>	
Legal Name of the Licensee <b>BLUE RIDGE PUBLIC TELEVISION, INC.</b>					
Mailing Address P.O. BOX 13246					
City <b>ROANOKE</b>		State or Country (if foreign address) <b>VA</b>		Zip Code <b>24032 -</b>	
Telephone Number (include area code) <b>8883327788</b>		E-Mail Address (if available) <b>JBAUM@BLUERIDGEPBS.ORG</b>			
FCC Registration Number <b>0004654091</b>		Facility ID Number <b>5981</b>	Call Sign <b>WBRA-TV</b>		
<b>TYPE OF BROADCAST STATION:</b>	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		
<b>Application Purpose</b>					
<input checked="" type="radio"/> New Program Report <input type="radio"/> Amendment to Program Report					
List call sign and location of all stations included on this report. 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 III 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.					
[Station List]					
<b>Station List</b>					
List call sign and location of all stations included on this report. 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 III 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)	
WBRA-TV	5981	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	ROANOKE, VA	<input type="radio"/> Yes <input checked="" type="radio"/> No	
WMSY-TV	5982	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	MARION, VA	<input type="radio"/> Yes <input checked="" type="radio"/> No	

WSBN-TV	5985	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	NORTON, VA	<input type="radio"/> Yes <input checked="" type="radio"/> No
<b>SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:</b>				
Name LAWRENCE M. MILLER		Street Address 1233 20TH STREET, NW SUITE 610		
City WASHINGTON	State DC	Zip Code 20036-7322	Telephone Number 2028331700	
<b>FILING INSTRUCTIONS</b>				
<p>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 television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .</p> <p>A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.</p> <p>Consider as "full-time" employees all those permanently working 30 or more hours a week.</p>				

<b>Section I</b>	
Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio? <span style="float:right;"> <input type="radio"/> Yes            <input checked="" type="radio"/> No         </span>	
If yes, you do not have to file this form with the FCC. However, you have the option to 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, if television, or eleven or more full-time employees, if radio, you must complete all of this form and follow all instructions.	
<b>CERTIFICATION</b> 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.	
<small>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).</small>	
<b>I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.</b>	
Signed	Name of Respondent JAMES BAUM
Title PRESIDENT AND CEO	Telephone No. ( include area code) 8883327788

Date  
06/02/2008

**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.

**Section II**

**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: BARBARA J. SPENCER	Title: HUMAN RESOURCES/BUSINESS MANAGER
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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.

**Section III**

**MID-TERM REPORT**

Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.

[Exhibit 1]

**FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT**

We have estimated that each response to this collection of information will average 30 minutes. 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-PERF, Paperwork Reduction Project (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@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 3060-0922.

**THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

**Exhibits**

**Attachment 1**

Description
<a href="#">EEO PUBLIC FILE REPORT 2006-2007</a>
<a href="#">EEO PUBLIC FILE REPORT 2007-2008</a>

# ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): From June 1, 2006 through May 31, 2007

Call sign(s) of station(s) comprising the reporting Station Employment Unit: WBRATV-DT/WMSYTV-DT/WSBNTV-DT

Station website: www.blueridgepbs.org

## I. Full-time vacancies filled during period

1. Job Title: Television Segment Producer Date Filled: 11/26/06 Interviewed 7 \*
2. Job Title: Receptionist/Member Services Assistant\* Date Filled: 2/22/07 Interviewed 15 \*
3. Job Title: President/CEO Date Filled: 01/03/07 Interviewed 2 \*
4. Job Title: Facilities Maintenance Date Filled: 01/15/07 Interviewed 1 \*
5. Job Title: VP Advancement and Development Date Filled: 3/5/07 Interviewed 1 \*

## II. Each recruitment or referral source ("source") used to seek candidates for each vacancy

1. Job Title (from Section I above): Television Segment Producer Date Filled: 11/26/06

Source	Contact Person, Address	Tel. No.	Referred Person Hired?
<u>Roanoke Times Newspaper &amp; Online, David Bernard, PO Box 2491, Roanoke, VA 24010</u>		<u>800-346-1234</u>	<u>Y</u>
<u>Roanoke Tribune Newspaper</u>	<u>2318 Melrose Avenue, Roanoke, VA</u>	<u>540-343-7366</u>	<u>N</u>
<u>PBS First Class website</u>	<u>Braddock Place, Alexandria, VA</u>	<u>703-739-5000</u>	<u>N</u>
<u>BRPTV Website</u>	<u>Carol Jennings, P.O. Box 13246, Roanoke, VA 24032</u>	<u>540-344-0991</u>	<u>N</u>
<u>BRPTV Bulletin Board</u>	<u>P.O. Box 13246, Roanoke, VA 24032</u>	<u>540-344-0991</u>	<u>N</u>

2. Job Title (from Section I above): Receptionist/Member Services Ass't\* Date Filled: 2/22/07

Source	Contact Person	Address	Tel. No.	Referred Person Hired?
<u>Roanoke Times Newspaper &amp; Online, David Bernard, PO Box 2491, Roanoke, VA 24010</u>			<u>800-346-1234</u>	<u>Y</u>
<u>Roanoke Tribune Newspaper</u>		<u>2318 Melrose Avenue, Roanoke, VA</u>	<u>540-343-7366</u>	<u>N</u>
<u>BRPTV Website</u>		<u>P.O. Box 13246, Roanoke, VA 24032</u>	<u>540-344-0991</u>	<u>N</u>
<u>BRPTV Bulletin Board</u>		<u>P.O. Box 13246, Roanoke, VA 24032</u>	<u>540-344-0991</u>	<u>N</u>

3. Job Title (from Section I above): President/CEO Date Filled: 01/03/07

Source	Contact Person, Address	Tel. No.	Referred Person Hired?
<u>Roanoke Times Newspaper &amp; Online, David Bernard, PO Box 2491, Roanoke, VA 24010</u>		<u>800-346-1234</u>	<u>N</u>
<u>Roanoke Tribune Newspaper</u>	<u>2318 Melrose Avenue, Roanoke, VA</u>	<u>540-343-7366</u>	<u>N</u>
<u>BRPTV Website</u>	<u>Carol Jennings, P.O. Box 13246, Roanoke, VA 24032</u>	<u>540-344-0991</u>	<u>N</u>
<u>BRPTV Bulletin Board</u>	<u>P.O. Box 13246, Roanoke, VA 24032</u>	<u>540-344-0991</u>	<u>N</u>
<u>Current Newspaper,</u>	<u>Menla Kelsand, 6930 Carroll Ave., Suite 350, Takoma Park, MD</u>	<u>301-270-7240</u>	<u>N</u>
<u>CPB Jobline</u>	<u>401 Ninth St., NW, Washington, DC 2004-2129</u>		<u>N</u>
<u>PBMA Jobline</u>	<u>Maryanne Schuessler, <a href="http://www.pbma.org">www.pbma.org</a></u>		<u>N</u>
<u>TVJobs</u>	<u>Mark Holloway, <a href="http://www.tvjobs.com">www.tvjobs.com</a></u>		<u>N</u>

<b>VAB Job Line</b>	<b>630 Country Green Lane, Charlottesville, VA 22902 434-977-3716</b>	<b>N</b>
<b>Richmond Times Dispatch</b>	<b>Classifieds@timesdispatch.com</b>	<b>N</b>
<b>Virginia Employment Commission</b>	<b>vec.virginia/gov</b>	<b>N</b>
<b>NETA Consulting</b>	<b>Eric Smith, 1910 Buford Blvd, Suite 1, Tallahassee FL 32308 850-402-1336</b>	<b>Y</b>

4. Job Title: Facilities Maintenance Date Filled: 01/15/07

Source	Contact Person, Address	Tel. No.	Referred Person Hired
<b>BRPTV Website</b>	<b>Carol Jennings, P.O. Box 13246, Roanoke, VA 24032</b>	<b>540-344-0991</b>	<b>N</b>
<b>BRPTV Bulletin Board</b>	<b>P.O. Box 13246, Roanoke, VA 24032</b>	<b>540-344-0991</b>	<b>Y</b>

5. Job Title: VP Advancement and Development Date Filled: 3/5/07

Source	Contact Person, Address	Tel. No.	Referred Person Hired?
<b>Roanoke Times Online</b>	<b>David Bernard, PO Box 2491, Roanoke, VA 24010</b>	<b>800-346-1234</b>	<b>Y</b>
<b>BRPTV Website</b>	<b>Carol Jennings, P.O. Box 13246, Roanoke, VA 24032</b>	<b>540-344-0991</b>	<b>N</b>
<b>BRPTV Bulletin Board</b>	<b>P.O. Box 13246, Roanoke, VA 24032</b>	<b>540-344-0991</b>	<b>N</b>
<b>TVJobs</b>	<b>Mark Holloway <a href="http://www.tvjobs.com">www.tvjobs.com</a></b>		<b>N</b>
<b>*Roanoke Tribune Newspaper</b>	<b>2318 Melrose Avenue, Roanoke, VA 24032</b>	<b>540-343-7366</b>	<b>N</b>

III. **Total number of persons interviewed for all full-time vacancies filled during period: 26**

IV. **Total number of interviewees for all full-time vacancies filled during period per source:**

Source	Contact Person	Address	Tel. No.	Interviewees
<b>Roanoke Times Newspaper &amp; Online</b>	<b>David Bernard</b>	<b>PO Box 2491, Roanoke, VA 24010</b>	<b>800-346-1234</b>	<b>15</b>
<b>BRPTV Bulletin Board</b>		<b>P.O. Box 13246, Roanoke, VA 24032</b>	<b>540-344-0991</b>	<b>1</b>
<b>BRPTV Website</b>		<b>Carol Jennings, P.O. Box 13246, Roanoke, VA 24032</b>	<b>540-344-0991</b>	<b>8</b>
<b>NETA Consulting</b>		<b>Eric Smith, 1910 Buford Blvd, Suite 1, Tallahassee FL 32308</b>	<b>850-402-1336</b>	<b>2</b>

V. **Outreach activities (attach a list and brief description of activities performed during period)**

1. April 30, 2007 – Managers attended a session presented by Tom Winn of Woods Rogers Attorneys at Law regarding Harassment, EEO practices, and FLSA Revised Overtime Standards as well as hiring guidelines.
2. HR/Business Manager and VP Operations attended PBMA Conference in May and attended FCC EEO Rules Update session presented by Todd Gray of Dow Lohnes, PLLC titled. This session reviewed the general EEO program, summary of EEO rules, routine filings and other general information.
3. BLUE RIDGE PBS continues to provide internship positions during the summer for students from Radford University. This reporting period three Production interns and four Educational Services interns were here.
4. October 2006, HR/Business Manager attended Virginia State SHRM Conference and attended sessions on pre-employment screening.
5. In December of 2006, HR/Business Manager attended Labor and Employment Seminar presented by Woods Rogers, Attorneys at Law. This was a day long seminar covering different aspects of hiring, firing, and general rules pertinent to the Human Resource office.
6. Advertised President/CEO position on Virginia Association of Broadcasters on 7/3/06.\*

\* As corrected on June 25, 2007

**EEO Public File Report**  
**Station Call Letters: WBRATV-DT/WMSYTV-DT/WSBNTV-DT**  
**Period Covered by Report: June 1, 2007 to May 31, 2008**

<b>Full Time Position</b>	<b>Date Filled</b>	<b>Recruitment Source(s)</b>	<b>Hired by Recruitment Source</b>	<b>Total # Interviewed</b>
<b>Foundation &amp; Marketing Director</b>	6/25/2007	Roanoke Times	1	1
		Roanoke Tribune		
		BRPBS Website		2
		BRPBS Bulletin Board		
		Current Magazine		
		News & Advance		
		CPB		
		Daily Progress		
		Herald Tribune		
		TV Jobs		
		NETA		
PBMA				
<b>Production Manager</b>	6/13/2007	Roanoke Times		1
		Roanoke Tribune		
		BRPBS Website		1
		BRPBS Bulletin Board	1 - internal candidate	1
		Current Magazine		
		TV Jobs		
		NETA		
		PBMA		
		Variety Careers		

<b>Full Time Position</b>	<b>Date Filled</b>	<b>Recruitment Source(s)</b>	<b>Hired by Recruitment Source</b>	<b>Total # Interviewed</b>
<b>Director of Engineering</b>	8/20/2007	Roanoke Times		1
		Roanoke Tribune		
		BRPBS Website		1
		BRPBS Bulletin Board		
		Current Magazine	1	1
		TV Jobs		
		NETA		
		PBMA		
		News & Advance		
		CPB		
		Daily Progress		
		Herald Tribune		
		Broadcast & Cable		
		PBS Connect		
VAB Job Line				
<b>Corporate Support Manager</b>	7/16/2007	Roanoke Times	1	2
		Roanoke Tribune		
		BRPBS Website		
		BRPBS Bulletin Board		
		NETA		
		PBMA		
		PBS Connect		
		VAB Job Line		
		Bedford Bullet		
		Variety Careers		
		Career Seeker		

<b>Full Time Position</b>	<b>Date Filled</b>	<b>Recruitment Source(s)</b>	<b>Hired by Recruitment Source</b>	<b>Total # Interviewed</b>
<b>Family Literacy Specialist</b>	8/13/2007	Roanoke Times	1	3
		Roanoke Tribune		
		BRPBS Website		1
		BRPBS Bulletin Board		
		NETA		
		PBMA		
		PBS Connect		
		VAB Job Line		
		Virginia Employ. Comm.		
		VWCC		
		Word of Mouth		2
<b>Executive Producer</b>	3/1/2008	Roanoke Times		
		Roanoke Tribune		
		BRPBS Website		1
		BRPBS Bulletin Board		
		NETA	1	1
		PBMA		
		PBS Connect		
		VAB Job Line		
		Current Magazine		
		News & Advance		
		Daily Progress		
		Herald Tribune		
		TV Jobs		
		Times Dispatch		
		NAB		
		Journalism Jobs		

<b>Full Time Position</b>	<b>Date Filled</b>	<b>Recruitment Source(s)</b>	<b>Hired by Recruitment Source</b>	<b>Total # Interviewed</b>
<b>Ass't Director of Engineering</b>	12/17/2007	Roanoke Times	1	1
		Roanoke Tribune		
		BRPBS Website		1
		BRPBS Bulletin Board		
		NETA		
		PBMA		
		Current Magazine		
		News & Advance		
		Daily Progress		
		Herald Tribune		
		TV Jobs		
		Times Dispatch		
		NAB		
		CPB		
VAB Job line				
<b>IT Systems Specialist</b>	4/7/2008	Roanoke Times	1	2
		Roanoke Tribune		
		BRPBS Website		2
		BRPBS Bulletin Board		
		NETA		
		PBMA		
		NAB		
		CPB		
		VAB Job line		
		PBS Connect		
		TV Jobs		
		Variety Careers		

Full Time Position	Date Filled	Recruitment Source(s)	Hired by Recruitment Source	Total # Interviewed
Family Literacy Specialist	5/12/2008	Roanoke Times	1	2
		Roanoke Tribune		
		BRPBS Website		2
		BRPBS Bulletin Board		
		NETA		
		PBMA		
		Word of Mouth		2
		<b>Total Number of Applicants</b>		
		<b>Interviewed</b>		<b>31</b>

**EEO Public File Report**  
**Recruitment Sources**  
**Stations: WBRATV-DT/WMSYTV-DT/WSBNTV-DT**  
**Period Covered: 6/1/07-5/30/08**

Source	Contact Person	Address	Telephone Number	Entitled to Notification
Bedford Bullet		402 E. Main St., Bedford, VA 24523	540-586-8612	N
Blue Ridge PBS Bulletin Board	Barbara Spencer	1215 McNeil Dr., Roanoke, VA 24015	540-344-0991	N
Blue Ridge PBS Website	Carol Jennings	1215 McNeil Dr., Roanoke, VA 24015	540-344-0991	N
Bristol Herald Tribune	Jeremy Chambers	<a href="http://www.tricities.com">www.tricities.com</a>	888-627-5875	N
Broadcast and Cable Magazine	Elana Davis	<a href="mailto:elana.denis@reedbusiness.com">elana.denis@reedbusiness.com</a>	646-746-6741	N
Broadcast Engineering Magazine	Susan Schaefer	<a href="mailto:susan.schaefer@penton.com">susan.schaefer@penton.com</a>	484-478-0154	N
Charlottesville Daily Progress	Anne McKenzie	685 Rio Road W Charlottesville, Va. 22901	434-978-7202	N
Corporation for Public Broadcasting (CPB)		<a href="http://www.cpb.org">www.cpb.org</a>	202-879-9600	N
Current Magazine	Kelsang Menla	6930 Carroll Ave., Takoma Park, MD 20912	301-270-7240	N
Hollins University	C. Burnette	<a href="mailto:cburnette@hollins.edu">cburnette@hollins.edu</a>	540-362-6364	N
Journalism Jobs		<a href="http://www.journalismjobs.com">www.journalismjobs.com</a>	510-653-1521	N
Lynchburg News & Advance	Dina Bennett	<a href="http://www.newsadvance.com">www.newsadvance.com</a>	434-385-5479	N
National Association of Black Journalists		<a href="http://www.careerservices.nabj.org/hr/">www.careerservices.nabj.org/hr/</a>	301-445-7100	N
National Association of Broadcasters (NAB)		<a href="http://www.nab.org">www.nab.org</a>	202-429-5300	N
NETA	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>	803-799-5517	N
PBMA	Maryanne Schuessler	<a href="mailto:maryanne@netaonline.org">maryanne@netaonline.org</a>	803-799-5517	N
PBS Connect Forums		<a href="http://connect.pbs.org/">http://connect.pbs.org/</a>		N
Richmond Times Dispatch	S. Moses	<a href="mailto:classified@timesdispatch.com">classified@timesdispatch.com</a>	804-643-4414	N
Roanoke College		221 College Lane, Salem, VA 24153	540-375-2500	N
Roanoke Times	David Bernard	PO Box 2491, Roanoke, VA 24010	800-346-1234	N
Roanoke Tribune	C. A. Whitworth	2318 Melrose Ave., Roanoke, VA 24014	540-343-7366	N
Society of Broadcast Engineers	Scott Jones	<a href="http://www.sbe.org">www.sbe.org</a>	317-846-9000	N
TV Jobs		<a href="http://www.tvjobs.com">www.tvjobs.com</a>		N
Variety Careers/The Biz		<a href="http://www.variety.com/thebizercast.com">www.variety.com/thebizercast.com</a>	646-746-7002	N
Virginia Association of Broadcasters (VAB)	Dot Prevet	630 County Green Lane, Charlottesville, VA 22902	804-977-3716	N
Virginia Employment Commission (VEC)		<a href="http://www.vaworkconnect.com/">www.vaworkconnect.com/</a>		N
Virginia Western Community College (VWCC)	Rhonda Perdue	PO Box 14007, Roanoke, VA 24038	540-857-7298	N

EEO Public File Report

Outreach Activities

Stations: WBRATV-DT/WMSYTV-DT/WSBNTV-DT

Period Covered: 6/1/07-5/30/08

Activity	Description	Personnel Involved	Scope of Involvement
<p>Listing of Each Upper-Level Opening In A Media Trade Group with a Broad-Based Membership Including Participation of Women and Minorities</p>	<p>Positions posted with: National Association of Broadcasters  PBS Connect  Current Virginia Association of Broadcasters  TV Jobs</p>	<p>Barbara Spencer  HR/Business Mgr.</p>	<p>Upper level open positions are advertised with various groups that have a broad-based membership which includes women and minorities allowing for a broad spectrum of qualified applicants.</p>
<p>Intern Program</p>	<p>Expose eligible college students to a broadcasting environment</p>	<p>Will Anderson Executive Producer Carol Jennings Production Mgr. Jim Hammerstrom Director/Producer James Underwood Director/Producer</p>	<p>Host interns for various local colleges and universities who are majoring in broadcasting for credit hours. We hosted three for this reporting period. Two from Radford University and one from Virginia Tech</p>
<p>EEO Training for management level personnel</p>	<p>Provide training for upper level management to ensure equal opportunity employment practices</p>	<p>Senior Management Staff  Barbara Spencer HR/Business Mgr.</p>	<p>Senior Management Staff are continually updated on EEO practices as needed.</p>

Participation in Local  
Job  
and Career Fairs

Participation in local  
Career Days

Barbara Spencer  
HR/Business Mgr.

Attendance at PBMA's Annual  
Conference in May 2008 attending  
FCC EEO session presented by  
Lawrence Miller of Schwartz, Woods,  
& Miller of Washington, DC

Barbara Spencer  
HR/Business Mgr.

Labor and Employment Seminar in  
December 2007 conducted by Woods Rogers

Stephen Greico  
Foundation and  
Marketing Dir.

10-Oct-07  
Smyth County Career Fair  
Marion, VA

Hundreds of students from Smyth County high schools attended this event.  
Blue Ridge PBS provided information about careers in broadcasting, along  
with general information about the station.

27-Mar-08

New River Community College Job Fair, Dublin, VA

Dozens of job seekers stopped by the Blue Ridge PBS table to learn about job  
openings and the types of skills required for positions at Blue Ridge PBS.

8-May-08

Region 2000 Career Fair  
Lynchburg, VA

Dozens of job seekers stopped by the Blue Ridge PBS table to learn about job openings and the types of skills required for positions at Blue Ridge PBS.

Cross Training Programs

That In Some Cases Provide Skills That Can Lead to Promotions

Cross-training of employees to assume duties of higher level positions for possible advancement.

Katherine Foreman  
VP of Advancement

Training for the receptionist on Allegiance software by the membership assistant which would allow her to qualify for a higher level position in the future.

Erwin Roman  
Dir. Of Engineering

Cross training of technical operation staff to assume duties that would allow for advancement to higher level positions.

General Outreach

Providing general public with information on employment opportunities in broadcasting

Will Anderson  
Executive Producer

Gave a tour of the station and general explanation of types of jobs available to class from Natural Bridge Elem. students

Carol Jennings  
Production Manager

Continually updates available positions available on Blue Ridge PBS website. Website includes explanation of each departments responsibilities.

# Federal Communications Commission

**FCC MB - CDBS Electronic Filing**  
**Account number: 969352**

**Description: BLUE RIDGE 2008 MID-TERM REPORT**  
**Application Reference Number: 20080602AMA**  
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