

**WJYS and WEDE EEO Public File Report  
April 1, 2021-March 31, 2022**

**I. Vacancy List**

See Section II, Master Recruitment Source List” for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
There were no full-time vacancies filled during this reporting period.		

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**II. Recruitment Source List**

<b>RS No.</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>1.</b>	There were no full time vacancies filled during this reporting period.		

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**III. Recruitment Initiatives**

**Supplemental Recruitment Activities Undertaken:**

Millennial Telecommunications, Inc., licensee of WJYS(TV) and First United, Inc., licensee of WEDE-CD, (collectively, “the Licensees”), are operated as a single employment unit. Both Licensees are small broadcasters focused on religious programming, each of which continue to engage with its local community. In particular, the Licensees:

- provide training to their employees on a number of issues including, but not limited to, technical station operations and the use of information technology that they may be eligible for promotion;
  
- encourage job shadowing;
  
- provide training to management level personnel on ways to implement fair and open employment for all people without discrimination and
  
- attend events sponsored by non-profit organizations to inform underprivileged groups of job opportunities.

**EEO Practice:**

Each Licensee is an equal opportunity employer. Equal employment opportunity is adhered to in policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the stations are based on excellence, qualification, and competence. We continue to recruit, hire, train, promote, compensate and make all other employment decisions without regard to race, color, religion, sex, sexual orientation, gender, marital status, national origin, age, disability, veteran status, or any other category protected by law.