

WRIC
EEO PUBLIC FILE REPORT
June 1, 2014 - May 31, 2015

Date Posted	Position	Interviewed Total #	Date Filled	Referral Source	Did the Source Request Notification?	Total Number of Interviewees Referred by Recruitment Sources for the Vacancy
1/9/14	Account Executive	6	7/25/14	Internal Transfer / Promotion	No	(1) Internal Transfer / Promotion (5) Station website (www.wric.com)
5/19/14	Investigative Reporter	2	7/10/14	Willinger Talent Agency	No	(1) Willinger Talent Agency (1) Word of Mouth
6/3/14	Newsroom Assistant	3	7/30/14	Careerbuilder.com	No	(1) Careerbuilder.com (2) Mediageneral.com
6/20/14	Digital Content Producer (2)	6	7/10/14	Walk-in / Self-Referral (2)	No	(2) Walk-in / Self-Referral (1) Word of Mouth (2) Employee Referral (1) Indeed.com (1) Mediageneral.com
7/31/14	Technical Media Operator	7	9/24/14	Internal Posting	No	(2) Internal Posting (5) Mediageneral.com
8/6/14	Broadcast/IT Engineer	5	10/29/14	Mediageneral.com	No	(4) Mediageneral.com (1) Employee referral
8/6/14	Account Executive	11	9/21/14	Word of Mouth	No	(3) Word of Mouth (8) Station website (www.wric.com)
9/25/14	Newsroom Assistant	6	11/18/14	Employee referral	No	(2) Employee referral (4) Mediageneral.com
11/12/14	Business Administrator	12	2/2/15	VACO	No	(6) VACO (6) RTD/Indeed.com
1/02/15	News Photojournalist/ Editor	9	3/26/15	Employee referral	No	(3) Employee referral (2) Other (1) Word of Mouth (2) Mediageneral.com (1) Walk-in / self-referral
1/14/15	Anchor/Reporter	10	4/2/15	Mediageneral.com	No	(7) Mediageneral.com (1) Todd Foos/Eastman Media Services (1) Indeed.com (1) Walk-in / self-referral
2/3/15	Broadcast/IT Engineer	3	4/10/15	Mediageneral.com	No	(3) Mediageneral.com
2/13/15	News Reporter	2	3/23/15	Mediageneral.com	No	(1) Mediageneral.com (1) Internal Posting
3/26/15	News Photojournalist/ Editor	8	5/7/15	Word of Mouth	No	(2) Word of Mouth (2) Mediageneral.com (1) Other (2) Walk-in / self-referral (1) Employee referral

The station interviewed a total of 90 people for all full-time vacancies during the period covered in this report.
The table below identifies recruitment sources used for all full time vacancies filled during the period covered in this report.

	Total Number of Interviewees Referred by the Source for the Vacancies	Did the Source Request Notification?
Richmond Times Dispatch/Indeed.com 333 East Grace Street Richmond, VA 23219 804.775.8084	8	No
Internal Transfer / Promotion	1	No
Internal Posting	3	No
Other	3	No
Employee referral	9	No
Walk-in / Self-referral	6	No
Word of Mouth	8	No
Applications through Media General website (www.mediageneral.com)	31	No
Station website (www.wric.com)	13	No
TVjobs.com Mark C. Holloway Broadcast Employment Services (manual posting at www.tvjobs.com)	0	No
www.careerbuilder.com (manual posting)	1	No
career-employer@studentaffairs.duke.edu Duke University Career Center Smith Warehouse 114 S. Buchanan Blvd. Bay 5 Durham, NC 27708 919.660.1050	0	No
tyancey@averett.edu Averett University Attn: Tia Yancy 420 West Main Street Danville, VA 24541 434.791.5629	0	No
brankleykd@longwood.edu Longwood University Attn: Kathryn Brankley 201 High Street, Lancaster Hall G08-A Farmville, VA 23909 434.395.2063	0	No
Katerina.thornton.cpr@mail.mil Employment Readiness Attn: Katerina Thornton 1231 Mahone Avenue, Bldg. 9023 Fort Lee, VA 23801-1605 804.734.6393	0	No
Careerservices@emu.edu Eastern Mennonite University Attn: Jennifer Litwiller 1200 Park Road Harrisonburg, VA 22802 540.432.4260	0	No

	Total Number of Interviewees Referred by the Source for the Vacancies	Did the Source Request Notification?
Mayala@itt-tech.edu ITT Technical Institute Attn: Michelle Ayala 300 Gateway Centre Parkway Richmond, VA 23235-5139 804.330.4992	0	No
skuhn@richmond.edu University of Richmond Career Center Attn: Sarah Kuhn 28 Westhampton Way University of Richmond, VA 23173 804.289.8704	0	No
stalbott@bridgewater.edu Bridgewater College Attn: Sherry P. Talbott Box 35 402 East College Street Bridgewater, VA 22812 540.828.5333	0	No
frenchk@cvcc.vccs.edu Central Virginia Community College Attn: Kimberly French 3506 Wards Road Lynchburg, VA 24502 434.832.7886	0	No
tdkeller@ehc.edu Teresa Keller at Emory & Henry College Dept. of Mass Communications Emory & Henry College P.O. Box 947-One Garnand Drive Emory, VA 24327 276.944.6208	0	No
ejwaterman@vcu.edu hannemanka@vcu.edu Virginia Commonwealth University University Career Center Attn: Jeanette Waterman P.O. Box 842007 Richmond, VA 23284-2007 804.828.1645	0	No
christina.meyer@easterassociates.com Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, VA 22902 434.977.3716	0	No
cdudley@howard.edu Howard University School of Comm. Attn: Ms. Carol Y. Dudley, Coordinator Office of Career Development 525 Bryant Street NW, #107C Washington, DC 20059 202.238.2586	0	No
csutphin@radford.edu Radford University Attn: Carolyn Sutphin P.O. Box 6901 Radford, VA 24142 540.831.5771	0	No

	Total Number of Interviewees Referred by the Source for the Vacancies	Did the Source Request Notification?
careerservices@sbc.edu Sweet Briar College Career Services Center Attn: Carolyn Brazill 2dn Floor Student Commons Sweet Briar, VA 24595 434.381.6580	0	No
jdjohnson@ecpi.edu asears@ecpi.edu ECPI Attn: Jeremy Johnson Dir. of Career Services 800 Moorefield Park Drive, Ste. 302 Richmond, VA 23236 804.521.0400	0	No
careers@roanoke.edu Roanoke College Attn: Toni McLawhorn 221 College Lane Salem, VA 24153 540.375.2303	0	No
pbsweetenburg@vu.edu Virginia Union University Attn: Penni Sweetenburg-Lee Dir. of Career Services 1500 N. Lombardy Richmond, VA 23220 804-257-5600	0	No
anderssd@jmu.edu James Madison University Attn: Dr. Steven Anderson School of Media Arts and Design Harrison Hall 0260 - MSC 2104 Harrisonburg, VA 22807 540.568.6211	0	No
pdsaunders@nsu.edu Norfolk State University Attn: Pamela Davis Saunders 700 Park Avenue Norfolk, VA 23504 757.823.8462	0	No
longnj@vcu.edu VCU School of Mass Communications Attn: Natasha Long Student Services Coordinator 901 W. Main Street P.O. Box 842034 Richmond, VA 23284-2034 804.828.2660	0	No
kecompton@wm.edu clmcquillan@wm.edu College of William and Mary Attn: Cristen McQuillan/Career Center P.O. Box 8795 Williamsburg, VA 23187 757.221.3228	0	No

	Total Number of Interviewees Referred by the Source for the Vacancies	Did the Source Request Notification?
William.Seaton@dars.virginia.gov Dept. of Rehabilitative Services ATTN: William Seaton 11201 Jimmy Ridge Drive N. Chesterfield, VA 23236 804.662.7706	0	No
mcdearmonme@vcu.edu Virginia Commonwealth University Attn: Maggie McDearmon, M.ED. 901 W. Main Street P.O. Box 842034 Richmond, VA 23284-2034 804-828-0100	0	No
www.smartrecruiters.com Smart Recruiters Inc. 56 Tehama Street San Francisco, CA 94105 415.508.3755	0	No
Crystal.barton@sw.edu Southwest Virginia Community College P.O. Box SVCC Richlands, VA 24641 276.964.7573	0	No
jallen@hsc.edu Hampden-Sydney College Attn: Jennifer Allen P.O. Box 607 Hampden -Sydney, VA 23943 434.223.6000	0	No
Virginia Employment Commission 703 East Main Street Richmond, VA 23218 804.786.1485	0	No
Resource Workforce Center Attn: Valerie Mizzell 7333 Whitepine Road Richmond, VA 23237 804.271.8510	0	No
Capital Area Resource Workforce Center Attn: Angela Tunes 203 E. Cary Street Richmond, VA 23220 804.344.8060 Ext: 302	0	No
Bryant & Stratton College Community and Career Relations Dir. Attn: Brenda Sands Hines, M.S. 8141 Hull Street Road North Chesterfield, VA 23235-6411 804.745.2444	0	No
Virginia State University Career Services P. O. Box 9410 Petersburg, VA 23806 804.524.5000	0	No
Urban League of Greater Richmond Attn: Employment Specialist 1420 Hull Street, Bldg. B3 Richmond, VA 23224 804.230.8791	0	No

	Total Number of Interviewees Referred by the Source for the Vacancies	Did the Source Request Notification?
University of South Carolina School of Journalism and Mass Communication Attn: Ms. Beverly Dominick Columbia, SC 29208 803.777.3347	0	No
Dept. of Journalism and Mass Communication 1601 E. Market Street Attn: Ms. Gail Wiggins Crosby Hall 220 North Carolina A&T State University Greensboro, NC 27411 336.334.7855	0	No
Morgan State University Dept. of Communication Studies Attn: Carl Taylor 1700 E. Cold Spring Lane Baltimore, MD 21251 443.885.3333	0	No
Hampton University Career Counseling & Planning Center Attn: Vivian Wrenn David, Director 2 Frissell Avenue Hampton, VA 23668 757.727.5000	0	No
NAACP-Richmond Attn: Ms. Lynetta Thompson P.O. Box 25576 Richmond, VA 23260 (804) 644-9337	0	No
Christopher Newport University Attn: Monica Hill Center for Career Planning 1 Avenue of the Arts David Student Union Office 3100 Newport News, VA 23606 757.594.7000	0	No
John Tyler Community College Attn: Judy L. Taylor Moyar Hall, Room M107F 13101 Jefferson Davis Highway Chester, VA 23831 804.706-5225	0	No
John Tyler Community College Attn: Dr. Ronald Beverly 800 Charter Colony Parkway Midlothian, VA 23114-4383 804.706-5223	0	No
Liberty University School of Communications Attn: Dianna Drane 1971 University Blvd. Lynchburg, VA 24502 434.582.2111	0	No
Metropolitan Business League Attn: Malcolm Jones 3022 W. Broad Street, Suite B Richmond, VA 23230 804.649.7473	0	No

	Total Number of Interviewees Referred by the Source for the Vacancies	Did the Source Request Notification?
St. Paul's College Attn: Denise L.W. Rice, Director Career Services Center 115 College Drive Lawrenceville, VA 23868 434.848.6447	0	No
National Association of Black Journalists Attn: Scott Berry 1100 Knightt Hall, Suite 3100 College Park, MD 20742 301.445.7100 Ext: 107	0	No
Richmond Association of Black Journalists Attn: Nicole Johnson c/o Richmond Times Dispatch 300 E. Franklin Street Richmond, VA 23219 804.649.5208	0	No
Elon University School of Communications Attn: Nagatha Tonkins 2850 Campus Box Elon, NC 27244 336.278-6500	0	No
Virginia Employment Commission 3719 Saunders Avenue Richmond, VA 23227-4355 804.663.5400	0	No
James Madison University Attn: Marilore Johnson School of Media Arts and Design Harrison Hall-MSc 2104 Harrisonburg, VA 22807 540-568-6211	0	No
Fort Lee ACAP Center 1401 B. Avenue Bldg. P3400, Ste. 126 Ft. Lee, VA 23801 804.734.6615	0	No
***Willinger Talent Agency 875 Avenue of the Americas #1601 New York, NY 10001 212.595.1950	1	No
***VACO 3901 Westerre Parkway Richmond, VA 23233 804.282.2700	6	No
***Eatman Media Services Todd Foos/Agent P.O. Box 102 Bedford, NY 10506 914.234.4748	1	No

***Willinger Talent Agency (used only for Investigative Reporter)

***VACO (used only for Business Administrator)

***Eatman Media Services (used only for Anchor/Reporter)

SUPPLEMENTAL OUTREACH INITIATIVES

TYPE OF OUTREACH INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Participation in job fairs	September 24, 2014—HR Manager joined VAB at the Virginia State University 2014 Career Fair.
Participation in events sponsored by organizations representing groups present in the community	<p>September 30, 2014—News Anchor visited VCU Robertson School of Media and Culture and spoke with students about broadcasting as a career.</p> <p>October 10, 2014—Anchor/Video Journalist visited Virginia State University's Broadcasting Workshop and spoke with students about broadcasting as a career.</p> <p>November 20, 2014—News Anchor visited Virginia Commonwealth University's Society of Professional Journalists and spoke with students about her career and diversity in communications.</p> <p>February 3, 2015—News Anchor was guest speaker for Virginia Commonwealth University's Journalism class and spoke with students about broadcast journalism and careers in television.</p> <p>February 16, 2015—An Atlee High School student job shadowed in the Sports Department to gain knowledge in sports broadcasting.</p>
Establishment of an internship program	The station runs an internship program that allows college students to gain experience in the broadcasting industry and receive class credit. During this reporting period, the station hosted seven (7) interns, all from Virginia Commonwealth University. The interns worked in the news and production departments, gaining experience in reporting, daily newsroom operations, and field work.
Participation in events or programs sponsored by educational institutions	<p>October 29, 2014—A meteorologist was guest presenter for Bailey Bridge Middle School's Career Day and spoke with students about her career.</p> <p>November 18, 2014—Anchor/Reporter visited the campus of Virginia Randolph for their College and Career Expo and spoke with students about career fields in television and steps needed to access this path.</p> <p>November 21, 2014—Anchor/Reporter presented to students at Powhatan High School for their Career Day and spoke with students about a career as news reporter, education needed and a typical day in television.</p> <p>December 4, 2014—News Anchor visited Hanover High School and spoke with their Mass Communications Class about broadcast journalism and his career.</p> <p>March 4, 2015—20 students and 2 staff members from Christopher Newport University visited WRIC for a station tour. They spoke with several department managers about careers in television, and then they watched our 12pm newscast live.</p> <p>December 10, 2014—Video Journalist visited Colonial Heights High School and spoke with students about broadcasting and mass communications.</p> <p>March 31, 2015—Video Journalist visited Colonial Heights Middle school for their Career Day and was guest presenter to the students talking about his career in broadcasting and ways to prepare for a job in broadcast television.</p>

TYPE OF OUTREACH INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	<p>April 1, 2015—Reporter participated in Holoman Middle School's Career Fair and spoke with students about her career and other careers in television.</p> <p>May 8, 2015—Video Journalist, was guest speaker for Colonial Heights High School's Public Speaking Class and shared information about broadcasting and news journalism, and the importance of being a public speaker in his field.</p> <p>May 13, 2015—News Anchor visited Advanced College Academy and spoke with students about his career and why he chose his current career path.</p> <p>May 15, 2015—AM/Noon Meteorologist, visited Millwood School and spoke with students for their career day.</p>
Listing of upper-level positions in job bank or newsletter	As demonstrated by this report, the station posted all positions, including upper level vacancies, with media trade groups whose membership includes substantial participation by women and minorities.