

WRID-LD, WUPV, WWBT EEO PUBLIC FILE REPORT

June 1, 2023 - May 31, 2024

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
NEWS ANCHOR/REPORTER (EVENING) - WWBT	1-5, 7-9, 11-12, 15-16, 18-23, 25-33	4
NEWS EDITOR - WWBT	3-5, 7-9, 11-13, 15-16, 18-20, 23, 25-34	4
NEWS EDITOR - WWBT	3-5, 7-9, 11-13, 15-16, 18-20, 23, 25-34	7
MASTER CONTROL OP./NEWSCAST DIRECTOR - WWBT	3, 7-9, 11-13, 15-16, 18-20, 26, 28-34	13
MMJ/REPORTER - WWBT	3, 5-9, 11-12, 15-16, 18-20, 25-26, 28-34	6
MULTIMEDIA/DIGITAL SALES CONSULTANT - WWBT	3-9, 11-12, 15-21, 23-34	6
MASTER CONTROL OP./NEWSCAST DIRECTOR - WWBT	2-3, 5, 7-9, 11-13, 15-16, 18-22, 24-34	7
PHOTOGRAPHER - WWBT	2-3, 5, 7-13, 15-16, 18-20, 25-34	7
PHOTOGRAPHER - WWBT	2-3, 5, 7-13, 15-16, 18-20, 25-34	13
NEWS PRODUCER (PRIMARY) - WWBT	3, 6-9, 11-12, 15-16, 18-20, 25-34	7
NEWS PRODUCER (PRIMARY) - WWBT	3, 6-9, 11-12, 15-16, 18-20, 25-34	6
MULTIMEDIA/DIGITAL SALES CONSULTANT - WWBT	3, 5-9, 11-12, 15-16, 18-20, 26-34	6
MULTIMEDIA/DIGITAL SALES CONSULTANT - WWBT	3, 5-9, 11-12, 15-16, 18-20, 26-34	6
MMJ/ NEWS REPORTER - WWBT	3, 7-9, 11-12, 15-16, 18-20, 25-26, 28-34	3
METEOROLOGIST - WWBT	7-9, 11-12, 14-16, 18-20, 25-26, 28-34	14
IT ENGINEER - WWBT	5, 7-9, 11-12, 15-16, 18-20, 22, 25-34	11
COMMERCIAL PRODUCER/ DIRECTOR - WWBT	5, 7-9, 11-13, 15-16, 18-20, 25-34	13
NEWS PRODUCER (PRIMARY) - WWBT	6-9, 11-12, 15-16, 18-20, 25-26, 28-35	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
2	B Roll Online Website 227 6th Street NE Washington, Virginia 20002 Phone : 757-535-4459 Url : http://www.b-roll.net Kevin Johnson Manual Posting	N	0
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	2
4	Current Employee	N	3
5	ECPI Technical College 800 Moorefield Park Drive Richmond, Virginia 23236 Phone : 757-994-8016 Email : csayre@ecpi.edu Candice Sayre	N	0
6	Employee Referral	N	8
7	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	10
8	Hampton University Career Center Hampton, Virginia 23666 Phone : 757-727-5331 Email : careercenter@hamptonu.edu Shannon Fields	Y	0
9	Howard University 525 Bryant Street NW Washington, District of Columbia 20059 Career Placement Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Indeed.com	N	1
11	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	5
12	Internal Job Postings 5710 Midlothian Tnpk Richmond, Virginia 23225 Phone : 804-230-2720 Judy Gibson Manual Posting	N	0
13	Linked In - Not Directly Contacted by SEU	N	5
14	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	1
15	Longwood University 201 High Street Farmville, Virginia 23909 Phone : 434-395-2064 Email : millermp@longwood.edu Megan Miller	N	0
16	NAACP P. O. Box 25576 Richmond, Virginia 23260 Phone : 804-921-9838 Url : http://www.rvanaacp@gmail.com Email : rvabranchnaACP@gmail.com Sandra Francis	Y	0
17	Non-Employee Referral	N	1
18	Norfolk State University 2401 Corprew Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Nash Montgomery Manual Posting	Y	0

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19	Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 757-683-4388 Randy Shabro Manual Posting	N	0
20	Randolph Macon College P. O. Box 5005 The Edge Center Ashland, Virginia 23005 Phone : 804-752-3227 Jessica Majkowycz Manual Posting	Y	0
21	Richmond Times Dispatch 301 E. Franklin Street Richmond, Virginia 23219 Phone : 804-649-6052 Michelle Gillison Manual Posting	N	0
22	Society of Broadcast Engineers 9102 N. Meridian Street Suite 150 Indianapolis, Indiana 46260 Phone : 317-253-1640 Email : kjones@sbe.org Scott Jones	N	0
23	Spots 'n Dots 1535 Old Hwy 41 Box 112338 Kennesaw, Georgia 30152 Phone : 800-978-7635 Email : sales@spotsndots.com Emily McKay	N	0
24	TV Newscheck 238 Crosshill Road Wynnewood, Pennsylvania 19096 Phone : 817-578-6324 Paul Greeley Manual Posting	N	0
25	TVJobs.com P. O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : markch@tvjobs.com Mark Holloway	N	0

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26	Urban League of Hampton Rhodes, Inc. 1300 Thomas Street Suite F Hampton, Virginia 23669 Phone : 757-224-8085 Url : http://www.ulhr.org Email : ocary@ulhr.org Oneida Cary	Y	0
27	VCU Brandcenter 103 S. Jefferson Street Richmond, Virginia 23284 Phone : 804-827-8874 Url : http://www.brandcenter.vcu.edu Email : asommardahl@vcu.edu Ashley Sommardahl	N	0
28	VCU Richard T. Robertson School of Media and Culture 901 W. Main Street Richmond, Virginia 23284 Phone : 804-828-1100 Email : mcdearmonme@vcu.edu Maggie McDearmon	Y	0
29	Virginia Association of Broadcasters 250 W. Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Url : http://www.vabonline.com Christina Sandridge Manual Posting	Y	0
30	Virginia Career Works Capital Region 304 Turner Road Suite N Chesterfield, Virginia 23205 Phone : 804-652-3490 Email : roberto.ford@equusworks.com Roberto Ford	Y	0
31	Virginia Commonwealth University 907 Floyd Avenue Room 1453 Richmond, Virginia 23284 Phone : 804-827-0410 Julia Bailey Manual Posting	Y	0

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32	Virginia Employment Commission 703 E. Main Street Richmond, Virginia 23218 Phone : 804-786-1485 Url : http://www.vawc.virginia.gov N/A N/a Manual Posting	Y	0
33	Virginia State University P. O. Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Josph Lyons Manual Posting	Y	0
34	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
35	ZipRecruiter (scraped jobs from Gray TV Careers) 604 Arizona Ave Santa Monica, California Recruitment Source	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in job banks, internet programs and other programs designed to promote outreach	Outreach Public Service Announcements - WWBT/WUPV announces on-air, on a periodic basis, that the station will send all open position postings to any qualified minority agency upon request: "WWBT/WUPV, A Gray Television station is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of our full-time job opportunity notification list. If your organization is interested and you distribute job information or can provide referrals as part of your regular activity, send your request to: Human Resources Director, WWBT/WUPV/WRID-LD, P. O. Box 12, Richmond, VA 23218." Station participant: Human Resources Director/EEO Coordinator.	1	Human Resources Director/EEO Coordinator
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period the station provided notice of all full-time vacancies to the VA Association of Broadcasters, the Urban League of Greater Richmond/Hampton and the Richmond Chapter of the NAACP. All of the agencies include substantial participation by women and minorities. Station participant: HR Director/EEO Coordinator.	1	HR Director/EEO Coordinator
3	6/5/2023	Establishment of an intern program designed to assist members of the community	6-5-2023 - 7-28-2023 - Virginia Association of Broadcasters Summer Internship Program - 1 college student from Virginia Commonwealth University participated in an 8-week structured internship program in our News Department. This offers undergrad students training in broadcast related programs for juniors and seniors. Station participants: Human Resources Director/EEO Coordinator, News Director, Assistant News Director and Producers.	4	News Director Human Resources Director Assistant News Director Producer, Digital Producer

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4	2/1/2024	Participation in Job Fairs	WWBT/WUPV's News Director and a Producer attended Hampton University's Career Fair in Hampton, VA on 2/1/24. They were representing Gray TV as well as WWBT/WUPV along with Gray' TV's Talent Acquisition Specialist. They spoke with students concerning careers in Broadcasting with Gray TV and WWBT/WUPV..	2	News Director Producer
5	4/16/2024	Participation in events or programs sponsored by educational institutions	On April 16, 2024 WWBT/WUPT hosted a MASC 465 Class from Virginia Commonwealth University. Seven students and their professor toured the tv station, watched a live newscast and spoke with various professionals about news gathering, producing and airing news on other platforms. They saw a director executing live newscast. Students had the opportunity to ask questions and interact with station representatives. Station participants: Assistant News Director, Producer, Digital Content Producer, Meteorologists, Anchors.	7	Assistant News Director Anchors Meteorologists Producer, Digital Producer
6	4/18/2024	Provision of training to management	On April 18, 2024 WWBT/WUPV's Human Resources Director participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP. Station participant: Human Resources Director/EEO Coordinator.	1	HR Director/EEO Coordinator