

WSLS-TV
EEO PUBLIC FILE REPORT
May 25, 2020 - June 1, 2021

06/01/21

WSLS-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WSLS-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

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
Account Executive	2-8, 10-15, 19-23, 26, 29-34, 36-43, 45-47, 49-57, 59-65	30
WSLS Producer	2-3, 6-11, 13, 15, 20-21, 23, 26, 28-29, 32-33, 36-37, 40, 42-47, 49, 51, 54-60, 63-65	8
Weekend Anchor/Reporter	2-3, 6-7, 9-13, 15, 20-21, 23, 29, 32-33, 36-37, 40, 42-47, 49, 51, 54-57, 59-60, 63-65	64
Digital Producer	2, 6-7, 9-13, 15, 20-21, 23, 26, 29, 32-33, 36-37, 40, 42-43, 45-47, 49, 51, 54-57, 59-60, 63-65	26
Broadcast Engineer	3, 6-13, 15, 20-21, 23-26, 29, 32-33, 35-37, 40, 42-43, 45-47, 49, 51, 54-57, 59-60, 63-65	8
Managing Editor	1, 6-9, 11-12, 15, 20-21, 23-25, 29, 32-33, 35-37, 40, 42-43, 45-47, 49, 51, 55-57, 59-60, 64-65	8
MMJ	6-7, 11-12, 15-16, 20-21, 23-25, 29, 32-33, 35-37, 40, 42-43, 45-47, 49, 51, 55-57, 59-60, 64-65	64
Director - NonExempt	6-13, 15, 20-21, 23, 25, 29, 32-33, 35-37, 40, 42-43, 45-47, 49, 51, 54-57, 59-60, 63-65	8
Technician	3, 6-7, 10-13, 15, 20-21, 23, 25, 27, 29, 32-33, 35-37, 40, 42-43, 45-47, 49, 51, 54-57, 59-60, 63-65	64
Technician	3, 6-7, 10-13, 15, 20-21, 23, 25, 27, 29, 32-33, 35-37, 40, 42-43, 45-47, 49, 51, 54-57, 59-60, 63-65	64
Photographer	3-7, 10-13, 15, 17-23, 25, 27, 29-33, 35-38, 40-47, 49-57, 59-65	27
Operations Engineer	3-8, 11-13, 15, 19-23, 25, 29, 31-33, 35-38, 40-47, 49-57, 59-65	8
Lifestyle Show Producer	3-7, 11-12, 15, 19-23, 25-27, 29-33, 35-38, 40-47, 49-57, 59-65	64

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Promotion Producer	3-7, 11-12, 15, 19-23, 26, 29-34, 36-38, 40-47, 49-57, 59-65	64
News Director	3-8, 11-13, 15, 19-23, 26, 29-34, 36-38, 40-57, 59-65	8
Director - NonExempt	3-8, 11-13, 15, 19-23, 26, 29, 31-34, 36 -38, 40-43, 45-47, 49-57, 59-65	64
Web News Producer	3-8, 11-12, 15, 19-23, 26, 29, 31-34, 36 -38, 40-43, 45-47, 49-57, 59-65	8
WSLS Producer	3-7, 11-15, 19-23, 26, 29-34, 36-38, 40- 43, 45-47, 51-57, 59-65	30
Assistant News Director	1, 3-7, 11-15, 19-23, 26, 29-34, 36-38, 40-43, 45-57, 59-65	64
Digital Producer	3-7, 11-16, 19-23, 26, 29, 31-34, 36-38, 40-43, 45-47, 49-57, 59-65	26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	American National University 1813 East Main Street Salem, Virginia 24153 Phone : 540-769-8230 Email : careerservices@an.edu Wendolyn Larkins	N	0
3	Averett University 420 West Main Street Top Floor Danville, Virginia 24541 Phone : 434-791-5629 Email : amcadams@averett.edu Angie McAdams	N	0
4	Blue Ridge Community College One College Lane Box 80 Weyers Cave, Virginia 24486 Phone : 540-453-2523 Email : careers@brcc.edu Career Services	N	0
5	Bluefield College 3000 College Ave Bluefield, Virginia 24605 Phone : 276-326-4208 Email : jcline@bluefield.edu Joshua Cline	N	0
6	Bridgewater College 402 East College Street Box 35 Bridgewater, Virginia 22821 Phone : 540-828-5357 Email : stalbott@bridgewater.edu Sherry Talbott	N	0
7	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7689 Email : jarretts@cvcc.vccs.edu Susan Rush	N	0
8	Current Employee - Transfer/Promotion	N	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Danville Community College 1008 South Main Street Danville, Virginia 24541 Phone : 434-797-8520 Email : amcadams@dcc.vccs.edu Angie McAdams	N	0
10	Department of Veterans Services 210 Franklin Road Suite 810 Roanoke, Virginia 24011 Phone : 5409822463 Email : Fred.Beebe@dvs.virginia.gov Fred Beebe	N	0
11	Dept. of Rehabilitative Services 111 Franklin Rd. SE Roanoke, Virginia 24011 Phone : 540-857-7748 Email : betsy.stone@ssa.gov Mary Stone	N	0
12	East Tennessee University P. O. Box 70667 Johnson City, Tennessee 37614 Phone : 423-439-4450 Email : metcalfc@etsu.edu Cathy Metcalf	N	0
13	Eastern Band of Cherokee Indians P. O. Box 455 Cherokee, North Carolina 28719 Phone : 828-497-9195 Fax : 1-828-497-5802 Kimlyn Lambert	N	0
14	Emma Bowen Foundation 1221 Avenue of the Americas New York, New York 10020 Phone : 2126643486 Email : michael.barham@nbcuni.com Michael Barham	N	0
15	Emory & Henry College 30461 Granard Drive Emory, Virginia 24327 Phone : 276-944-6922 Email : agardner@ehc.edu Amanda Gardner	N	0
16	Employee Referral	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Employment Agency	N	1
18	Facebook post	N	1
19	Ferrum College 215 Ferrum Mountain Road Ferrum, Virginia 24088 Phone : 540-365-4460 Email : lholden@ferrum.edu Leslie Holden	N	0
20	Goodwill Industries of the Valley Workforce Training P. O. Box 6159 Roanoke, Virginia 24017 Phone : 540-581-0620 Email : zbarrett@goodwillvalleys.com Fax : 1-540-581-0628 Z Barrett	N	0
21	Graham Media Group 161 N Clark St Ste 2900 Chicago, Illinois 60601 Email : Careers@grahammedia.com Julie Dreixler	N	6
22	Hampden-Sydney College 172 Via Sacra Hampden Sydney, Virginia 23943 Phone : 434-223-6106 Email : ctharpe@hsc.edu Casey Tharpe	N	0
23	Hampton University 2 Frissell Street Hampton, Virginia 23668 Phone : 757-727-5331 Email : careercenter@hamptonu.edu Stacey Fletcher	N	0
24	Hollins University Career Center P. O. Box 9628 Roanoke, Virginia Phone : 540-362-6938 Email : bakersl@hollins.edu Sheyonn Baker	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
25	i Hire 41 E All Saints Street Frederick, Maryland 21701 Phone : 540-981-9110 WSLS Station Website Manual Posting	N	0
26	iHire 41 E All Saints Street Frederick, Maryland 21701 Phone : 8662380161 Url : https://www.ihire.com Career Listing Manual Posting	N	20
27	Indeed.com	N	5
28	Internship Program	N	1
29	Liberty University School of Communications 1972 University Blvd. Lynchburg, Virginia 24502 Phone : 434-592-4109 Email : EmployerRelations@liberty.edu Brian Hastoglis	N	0
30	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Online Careers Listing Manual Posting	N	10
31	Longwood University 201 High Street Lancaster Hall G08-A Farmville, Virginia 23909 Phone : 434-395-2064 Email : millermp@longwood.edu Megan Miller	N	0
32	Mary Baldwin University Rosemarie Sena Center, Kable House P. O. Box 1599 Staunton, Virginia 24402 Phone : 540-887-7236 Email : alteague@marybaldwin.edu Adrienne Teague	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
33	Mattaponi Pamunkey, Monacan Career Services 5036 Indian Neck Rd. Indian Neck, Virginia 23148 Phone : 804-769-4767 Email : info@mpmjobs.org G. Anne Richardson	N	0
34	NABEF 1 M Street SE Washington , District of Columbia 20003 Phone : 2024293191 Url : nabef.org Career Listing Manual Posting	N	0
35	NABEF - Broadcast Career Link 1 M Street SE Washington, District of Columbia 20003 Phone : 202-429-5498 WSLS Station Website Manual Posting	N	0
36	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 626-792-3846 Email : info@nabjcareers.org Darryl Matthews Sr.	N	0
37	National Lesbian & Gay Journalists Assoc. 2120 L Street, NW Suite 850 Washington, Virginia 20037 Phone : 202-588-9888 Email : Jen.Christensen@turner.com Jen Christensen	N	0
38	New River Community College 5251 College Drive Dublin, Virginia 24084 Phone : 540-674-3600 x4408 Email : pdunn@nr.edu Peggy Dunn	N	0
39	Non-Employee Referral	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	North Carolina A & T State University 1601 East Market Street Murphy Hall - Room 101 Greensboro, North Carolina 27411 Phone : 336-334-7500 Email : downingc@ncat.edu Cynthia Downing	N	0
41	Northern Virginia Community College 8333 Little River Turnpike Annandale, Virginia 22003 Phone : 703-323-4577 Email : elawson@nvcc.edu Earl Lawson	N	0
42	P. I. Reed School of Journalism West Virginia University P. O. Box 6008 Morgantown, West Virginia 26506 Phone : 304-293-6117 Email : eric.minor@mail.wvu.edu Eric Minor	N	0
43	Piedmont Community College P. O. Box 1150 Yanceyville, North Carolina 27379 Phone : 336-599-1181 Email : HR@piedmontcc.edu Jamie Whitfield	N	0
44	Poynter Institute 801 Third Street, South St. Petersburg, Florida 33701 Phone : 727-553-4702 Email : nguerrero@poynter.org Nico Guerrero	N	0
45	Radford University Career Services Walker Hall 275, P. O. Box 6901 Radford, Virginia 24142 Phone : 540-831-6528 Email : csc@radford.edu Carolyn Sutphin	N	0
46	Randolph Macon College P. O. Box 5005 Ashland, Virginia 23005 Phone : 804-752-3103 Email : theedge@rmc.edu Cathy Rollman	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
47	Regent University School of Communication and the Arts 1000 Regent University Drive Virginia Beach, Virginia 23452 Phone : 757-352-4557 Email : kathst3@regent.edu Kathy Stull	N	0
48	Rick Gevers & Associates 355 E Ohio St #303 Indianapolis, Indiana 46204 Phone : 317-635-7912 Rick Gevers Manual Posting	N	0
49	Roanoke College 202 High Street Salem, Virginia 24153 Phone : 540-375-2303 Email : careers@roanoke.edu Fax : 1-540-375-2092 Toni McLawhorn	N	0
50	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2500 Email : jelee@roanoke.edu Jonathan Lee	N	0
51	Roanoke Rescue Mission P. O. Box 11525 Roanoke, Virginia 24022 Phone : 540-777-7675 Email : kim@rescuemission.net Kim Gembala	N	0
52	Southside Virginia Community College 109 Campus Dr Alberta, Virginia 23821 Phone : 434-736-2020 Email : matt.dunn@southside.edu Matt Dunn	N	0

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53	Southwest Virginia Community College 724 Community College Road Cedar Bluff, Virginia 24609 Phone : 276-964-7262 Email : jessica.dotson@sw.edu Jessica Dotson	N	0
54	Sweet Briar College Career Services P. O. Box AT Prothro Hall, 2nd Floor Sweet Briar, Virginia 24595 Phone : 434-381-6465 Email : careerservices@sbc.edu Barbara Watts	N	0
55	Tidewater Community College 1700 College Crescent Student Center Room KS42 Virginia Beach, Virginia 23453 Phone : 757-822-7228 Email : bbrock@tcc.edu Babi Brock	N	0
56	Total Action for Progress P. O. Box 2868 Roanoke, Virginia 24011 Phone : 540-283-4802 Email : tina.bousman@tapintohope.org Tina Bousman	N	0
57	University of Lynchburg Communication Studies Video & Multimedia 1501 Lakeside Drive Lynchburg, Virginia 24501 Phone : 434-544-8459 Email : careers@lynchburg.edu Beverly Reid	N	0
58	University of North Carolina Communication Studies 106 Bingham Hall Chapel Hill, North Carolina 27514 Phone : 919-962-6507 Fax : 1-919-962-2197 Ray Angle	N	0

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59	Virginia Employment Commission 1351 Hershberger Rd. Roanoke, Virginia 24012 Phone : 540-204-9725 Email : Patty.stadler@dars.virginia.gov Fax : 1-540-561-7520 Patty Stadler	N	0
60	Virginia State University Memorial Hall 2nd Floor, Room 207 Petersburg, Virginia 23806 Phone : 80-524-5684 Email : careerservices@vsu.edu Arifah Goodwin	N	0
61	Virginia Tech Career Services Washington Street & West Campus Drive Mail Code 0128 Blacksburg, Virginia 24061 Phone : 540-231-8079 Email : jim.henderson@vt.edu Jim Henderson	N	0
62	Virginia Union University 1500 North Lombardy Richmond, Virginia Phone : 804-354-5219 Email : dmfowler@vuu.edu Dominique Fowler	N	0
63	Virginia Western Community College P. O. Box 14007 Student Center Room 202 Roanoke, Virginia 24038 Phone : 540-857-6124 Email : scooke@virginiawestern.edu Shonny Cooke	N	0
64	WSLS.com 821 5th St NE Roanoke, Virginia 24016 Email : bsalyers@wsls.com Brittany Salyers	N	33
65	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			98

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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	7/9/2020	Participation in events sponsored by community groups	Center in the Square Get Schooled Meeting	1	Anchor
2	7/10/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Event Community Meeting	1	Anchor
3	7/13/2020	Participation in other activities designed by the station employment unit	Diversity, Equity, and Inclusion Workshop	1	Anchor
4	7/14/2020	Participation in events sponsored by community groups	Junior League Food Security Roundtable	1	Anchor
5	7/24/2020	Participation in other activities designed by the station employment unit	Racial Equality Challenge Daily Meeting	1	Anchor
6	7/29/2020	Participation in events sponsored by community groups	Junior League Investment Advisory Board Meeting	1	Anchor
7	8/1/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Graduation	1	Anchor
8	8/5/2020	Participation in events sponsored by community groups	Junior League Board Meeting	1	Anchor
9	8/14/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Event Community Meeting	1	Anchor
10	8/17/2020	Participation in events sponsored by community groups	Center in the Square Ocean in Mountains Meeting	1	Anchor
11	8/19/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Development Meeting	1	Anchor
12	8/21/2020	Participation in events sponsored by community groups	Veterans Special Meeting	1	Anchor
13	8/26/2020	Participation in events sponsored by community groups	Patient Advisory Community Foundation for Sarcoidosis Research	1	Anchor
14	8/27/2020	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Board Meeting	1	Anchor

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15	8/28/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Event Community Meeting	1	Anchor
16	9/1/2020	Participation in events or programs sponsored by educational institutions	2020 Virginia School Board Association Media Honor Roll	1	Anchor
17	9/3/2020	Participation in events sponsored by community groups	Junior League Grants Open House	1	Anchor
18	9/8/2020	Participation in events sponsored by community groups	Patient Advisory Board Foundation for Sarcoidosis Research	1	Anchor
19	9/9/2020	Participation in events sponsored by community groups	Present Saint Francis Service Dogs Graduation	1	Anchor
20	9/9/2020	Participation in events sponsored by community groups	Susan G Komen Pink Promise Meeting	1	Anchor
21	9/15/2020	Participation in events sponsored by community groups	Rehearsal Blue Ridge Land Conservancy Annual Meeting	1	Anchor
22	9/15/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Board Meeting	1	Anchor
23	9/16/2020	Establishment of training programs for station personnel	DEI Training	26	General Manager Business Manager General Sales Manager News Director
24	9/18/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Event Community Meeting	1	Anchor
25	9/18/2020	Participation in events sponsored by community groups	Virginia's Associated Press Board Meeting	1	Anchor
26	9/18/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Executive Board Meeting	1	Anchor
27	9/20/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Graduation	1	Anchor

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28	9/20/2020	Establishment of training programs for station personnel	BRBS & News Workshop	49	News Director Assistant News Director Anchor Anchor
29	9/22/2020	Participation in events sponsored by community groups	Women in Political Offices Panel Discussion	1	Anchor
30	9/22/2020	Participation in events sponsored by community groups	Junior League Roanoke Valley Board Meeting	1	Anchor
31	9/22/2020	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge PR Meeting	1	Anchor
32	9/23/2020	Participation in events sponsored by community groups	Susan G Komen Pink Promise Taping	1	Anchor
33	9/24/2020	Participation in events sponsored by community groups	30 Days of Hope Promo Shoot	1	Anchor
34	9/27/2020	Participation in events sponsored by community groups	Blue Ridge Land Conservancy Annual Fundraiser	1	Anchor
35	9/29/2020	Participation in events sponsored by community groups	Komen Pink Promise Taping	1	Anchor
36	10/7/2020	Participation in events sponsored by community groups	Junior League Roanoke Valley Board Meeting	1	Anchor
37	10/8/2020	Participation in events sponsored by community groups	Family Service Roanoke Valley VIP Service Dinner	1	Anchor
38	10/13/2020	Participation in events sponsored by community groups	Komen Pink Promise Virtual Luncheon	1	Anchor
39	10/13/2020	Participation in events sponsored by community groups	Virginia's Blue Ridge Podcast	1	Anchor
40	10/13/2020	Participation in events sponsored by community groups	Relay for Life Meeting	1	Anchor
41	10/15/2020	Participation in events sponsored by community groups	City Council Debate	1	Anchor

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42	10/18/2020	Participation in events sponsored by community groups	Virginia's Blue Ridge Gran Fondo	1	Anchor
43	10/19/2020	Participation in events sponsored by community groups	Virginia's Blue Ridge Podcast	1	Anchor
44	10/19/2020	Participation in events sponsored by community groups	Junior League Roanoke Valley Investment Advisory Board Meeting	1	Anchor
45	10/20/2020	Participation in events sponsored by community groups	Junior League Roanoke Valley Membership Meeting	1	Anchor
46	10/20/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Board Meeting	1	Anchor
47	10/21/2020	Participation in events sponsored by community groups	Foundation for Sarcoidosis Awareness Advocate Meeting	1	Anchor
48	10/22/2020	Participation in events sponsored by community groups	Mayoral Debate Roanoke	1	Anchor
49	10/22/2020	Participation in events sponsored by community groups	Big Brothers Big Sisters Board Meeting	1	Anchor
50	10/23/2020	Participation in events sponsored by community groups	Habitat for Humanity House Dedication	1	Anchor
51	10/26/2020	Participation in events sponsored by community groups	Virginia's Blue Ridge Podcast	1	Anchor
52	10/26/2020	Participation in events sponsored by community groups	Foundation for Sarcoidosis Awareness Patient Advocate Meeting	1	Anchor
53	10/28/2020	Participation in events sponsored by community groups	American Cancer Society Leadership Team Meeting	1	Anchor
54	10/30/2020	Participation in events sponsored by community groups	Community Drive-Thru Trick-or-Treat	26	General Manager Creative Services Director News Director Director of Technology
55	11/5/2020	Participation in events sponsored by community groups	Junior League Roanoke Valley Community Advisory Board Meeting	1	Anchor

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56	11/5/2020	Participation in events sponsored by community groups	Virginia's Blue Ridge Podcast	1	Anchor
57	11/6/2020	Participation in events or programs sponsored by educational institutions	Virginia Virtual Academy Zoom Meeting	1	Meteorologist
58	11/6/2020	Participation in events sponsored by community groups	Surrounded Women's Conference	1	Anchor
59	11/6/2020	Participation in events sponsored by community groups	FSR Summit Group Discussion	1	Anchor
60	11/7/2020	Participation in events sponsored by community groups	Surrounded Women's Conference	1	Anchor
61	11/9/2020	Participation in events sponsored by community groups	Virginia's Blue Ridge Podcast	1	Anchor
62	11/9/2020	Participation in events sponsored by community groups	Relay for Life Meeting	1	Anchor
63	11/13/2020	Participation in events sponsored by community groups	God's Pit Crew Volunteer Banquet	1	Anchor
64	11/13/2020	Participation in events sponsored by community groups	Visit VBR Meeting - Regional Cycling Initiative	1	Anchor
65	11/13/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Event Committee	1	Anchor
66	11/14/2020	Participation in events sponsored by community groups	Southwest Virginia Wildlife Center	1	Anchor
67	11/14/2020	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research National Patient Summit	1	Anchor
68	11/16/2020	Participation in events sponsored by community groups	Center in the Square Tour for Home School Students	1	Anchor
69	11/17/2020	Participation in events sponsored by community groups	Virginia's Blue Ridge Podcast	1	Anchor

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70	11/17/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Board Meeting	1	Anchor
71	11/18/2020	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research PAC Committee	1	Anchor
72	11/19/2020	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Meeting - Regional Cycling Initiative	1	Anchor
73	11/19/2020	Participation in events sponsored by community groups	Associated Press Board Meeting	1	Anchor
74	11/19/2020	Participation in events sponsored by community groups	Advancement Foundation	1	Anchor
75	11/20/2020	Participation in events sponsored by community groups	Big Brothers Big Sisters Board Meeting	1	Anchor
76	11/20/2020	Participation in events sponsored by community groups	God's Pit Crew Board Meeting	1	Anchor
77	11/24/2020	Participation in events sponsored by community groups	Virginia's Blue Ridge Podcast	1	Anchor
78	11/28/2020	Participation in events sponsored by community groups	Junior League Roanoke Valley Carilion Children's Toy Drive	1	Anchor
79	12/5/2020	Participation in events sponsored by community groups	Sister 2 Sister Women's Economic Empowerment Virtual Workshop	1	Anchor
80	12/6/2020	Participation in events sponsored by community groups	Junior League Roanoke Valley Grants Meeting	1	Anchor
81	12/7/2020	Participation in events sponsored by community groups	Virginia's Blue Ridge Podcast	1	Anchor
82	12/10/2020	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Board Meeting	1	Anchor
83	12/11/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Events Committee	1	Anchor
84	12/14/2020	Participation in events sponsored by community groups	Junior League Roanoke Valley Advisory Board Meeting	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
85	12/15/2020	Participation in events or programs sponsored by educational institutions	Junior Achievement Hall of Fame Inductee Project	1	Anchor
86	12/15/2020	Participation in events sponsored by community groups	Junior Achievement Hall of Fame Inductee Project	1	Anchor
87	12/16/2020	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research PAC Committee	1	Anchor
88	12/18/2020	Participation in events or programs sponsored by educational institutions	Concord University Zoom Discussion	1	Anchor
89	12/18/2020	Participation in events sponsored by community groups	Big Brothers Big Sisters Board Meeting	1	Anchor
90	12/18/2020	Participation in events or programs sponsored by educational institutions	Virginia Virtual Academy Zoom Meeting	1	Anchor
91	12/22/2020	Participation in events sponsored by community groups	Saint Francis Service Dogs Fundraising Meeting	1	Anchor
92	12/23/2020	Participation in events sponsored by community groups	Big Brothers Big Sisters Board Meeting	1	Anchor
93	1/5/2021	Participation in events sponsored by community groups	Feeding Southwest Virginia	1	Anchor
94	1/5/2021	Participation in events sponsored by community groups	American Cancer Society	1	Anchor
95	1/6/2021	Participation in events sponsored by community groups	Junior League Roanoke Valley Board Meeting	1	Anchor
96	1/7/2021	Participation in events sponsored by community groups	Roanoke Public Library	1	Anchor
97	1/7/2021	Participation in events sponsored by community groups	Associated Press Board Meeting	1	Anchor
98	1/8/2021	Participation in events sponsored by community groups	Saint Francis Service Dogs Executive Meeting	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
99	1/8/2021	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research Podcast Interview	1	Anchor
100	1/11/2021	Participation in events sponsored by community groups	Patient Advisory Community Meeting for Foundation for Sarcoidosis Research	1	Anchor
101	1/11/2021	Participation in events sponsored by community groups	Family Service of Roanoke Valley	1	Anchor
102	1/11/2021	Participation in events sponsored by community groups	United Way of Roanoke Valley	1	Anchor
103	1/12/2021	Participation in events sponsored by community groups	Junior Achievement Hall of Fame Vignette	1	Anchor
104	1/13/2021	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Podcast Interview	1	Anchor
105	1/15/2021	Participation in events or programs sponsored by educational institutions	Advancement Foundation	1	Anchor
106	1/15/2021	Participation in events sponsored by community groups	Saint Francis Service Dogs Special Events Committee Meeting	1	Anchor
107	1/17/2021	Participation in events sponsored by community groups	Junior League Roanoke Valley Grants Committee Meeting	1	Anchor
108	1/18/2021	Participation in events sponsored by community groups	Roanoke Valley Sports Club Meeting	1	Sports Anchor
109	1/19/2021	Participation in events sponsored by community groups	Hospitality House Fundraiser Committee Meeting	1	Anchor
110	1/19/2021	Participation in events sponsored by community groups	Junior League Roanoke Valley Membership Meeting	1	Anchor
111	1/19/2021	Participation in events sponsored by community groups	Junior League Roanoke Valley Investment Advisory Board Meeting	1	Anchor
112	1/21/2021	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Podcast Interview	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
113	1/22/2021	Participation in events sponsored by community groups	Saint Francis Service Dogs Special Events Committee Meeting	1	Anchor
114	1/25/2021	Participation in events sponsored by community groups	Patient Advisory Committee Meeting for Foundation for Sarcoidosis Research	1	Anchor
115	1/26/2021	Participation in events sponsored by community groups	Saint Francis Service Dogs Board Meeting	1	Anchor
116	1/26/2021	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research Podcast Interview	1	Anchor
117	1/28/2021	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Board Meeting	1	Anchor
118	2/1/2021	Participation in events sponsored by community groups	Clemson Radio Talk Show Guest	1	Sports Anchor
119	2/3/2021	Participation in events sponsored by community groups	Patient Advisory Community Meeting for Foundation for Sarcoidosis Research	1	Anchor
120	2/5/2021	Participation in events sponsored by community groups	Saint Francis Service Dogs Special Events Committee Meeting	1	Anchor
121	2/6/2021	Participation in events sponsored by community groups	2021 Special Olympics Polar Plunge	14	Anchor Anchor Anchor Meteorologist
122	2/8/2021	Participation in events sponsored by community groups	American Cancer Society	1	Anchor
123	2/10/2021	Participation in events sponsored by community groups	Blue Ridge Marathon Committee Meeting	1	Anchor
124	2/16/2021	Participation in events sponsored by community groups	Hospitality House Fundraiser Committee Meeting	1	Anchor
125	2/17/2021	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Podcast Interview	1	Anchor
126	2/18/2021	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Podcast Interview	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
127	2/23/2021	Participation in events sponsored by community groups	Patient Advisory Community Meeting for Foundation for Sarcoidosis Research	1	Anchor
128	2/23/2021	Participation in events sponsored by community groups	Cycling in Virginia's Blue Ridge Advisory Board Meeting	1	Anchor
129	3/1/2021	Participation in events sponsored by community groups	Patient Advisory Community Meeting for Foundation for Sarcoidosis Research	1	Anchor
130	3/2/2021	Participation in events or programs sponsored by educational institutions	Read Across America reader for Roanoke City Schools	1	Anchor
131	3/3/2021	Participation in events sponsored by community groups	Patient Advisory Community Meeting for Foundation for Sarcoidosis Research	1	Anchor
132	3/4/2021	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research Podcast Interview	1	Anchor
133	3/4/2021	Participation in events sponsored by community groups	Community Advisory Board Meeting	1	Anchor
134	3/5/2021	Participation in events sponsored by community groups	Saint Francis Service Dogs New Initiatives Sub-Committee	1	Anchor
135	3/8/2021	Participation in events sponsored by community groups	American Cancer Society	1	Anchor
136	3/10/2021	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research Podcast Interview	1	Anchor
137	3/10/2021	Participation in events sponsored by community groups	Compassionate Roanoke Meeting	1	Anchor
138	3/12/2021	Participation in events sponsored by community groups	Junior Achievement Entrepreneur Award Recipient Interview	1	Anchor
139	3/16/2021	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge PR Meeting	1	Anchor
140	3/16/2021	Participation in events sponsored by community groups	Hospitality House Fundraiser Committee Meeting	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
141	3/17/2021	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research Moderator Training	1	Anchor
142	3/19/2021	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research Moderator Training	1	Anchor
143	3/20/2021	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research Annual Training	1	Anchor
144	3/20/2021	Participation in events sponsored by community groups	Advancement Foundation	1	Anchor
145	3/21/2021	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research Annual Training	1	Anchor
146	3/22/2021	Participation in events sponsored by community groups	Press Release Writing	1	Anchor
147	3/22/2021	Participation in events sponsored by community groups	Advancement Foundation	1	Anchor
148	3/22/2021	Participation in events sponsored by community groups	30 Days of Hope Meeting	1	Anchor
149	3/23/2021	Participation in events sponsored by community groups	Annual Junior Achievement Business Hall of Fame Banquet	1	Anchor
150	3/23/2021	Participation in events sponsored by community groups	Saint Francis Service Dogs Board Meeting	1	Anchor
151	3/24/2021	Participation in events sponsored by community groups	Blue Ridge Marathon Committee Meeting	1	Anchor
152	3/24/2021	Participation in events sponsored by community groups	Associated Press Board Meeting	1	Anchor
153	3/25/2021	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Board Meeting	1	Anchor
154	3/25/2021	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Podcast Interview	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
155	3/25/2021	Provision of training to management	EEO Training	9	Business Manager General Manager Director of Technology Creative Services Director
156	3/26/2021	Participation in events sponsored by community groups	Saint Francis Service Dogs Special Events Committee Meeting	1	Anchor
157	3/27/2021	Participation in events sponsored by community groups	Junior League Roanoke Valley Red Cross Blood Drive	1	Anchor
158	3/29/2021	Participation in events sponsored by community groups	Foundation for Sarcoidosis Research Podcast Interview	1	Anchor
159	3/31/2021	Participation in events sponsored by community groups	Visit Virginia's Blue Ridge Podcast Interview	1	Anchor
160	3/31/2021	Participation in events sponsored by community groups	Blue Ridge Marathon Committee Meeting	1	Anchor
161	4/7/2021	Participation in events sponsored by community groups	Junior League Roanoke Valley Board Meeting	1	Anchor
162	4/8/2021	Provision of training to management	EEO Follow-Up Training	3	Chief Human Resources Officer Business Manager Accounting Clerk
163	4/12/2021	Participation in events sponsored by community groups	Junior League Roanoke Valley	1	Anchor
164	4/15/2021	Participation in events sponsored by community groups	Junior League Roanoke Valley Sustainer Meeting	1	Anchor
165	4/19/2021	Participation in events sponsored by community groups	Junior League Roanoke Valley Investment Advisory Board Meeting	1	Anchor
166	4/20/2021	Participation in events sponsored by community groups	Junior League Membership Meeting	1	Anchor
167	4/27/2021	Participation in events sponsored by community groups	United Way of Roanoke Valley - ALICE (Asset Limited, Income Constrained, Employed) Debrief	1	Anchor
168	4/28/2021	Participation in events sponsored by community groups	Junior League Roanoke Valley Food Resource Website Unveiling	1	Anchor

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
169	5/4/2021	Participation in events sponsored by community groups	30 Days of Hope Meeting	1	Anchor
170	5/21/2021	Participation in events sponsored by community groups	Roanoke Valley Business Council Meeting	1	General Manager