

# WSLS-TV

## EEO PUBLIC FILE REPORT

**June 1, 2018 - May 31, 2019**

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
Web News Producer	2-5, 7-12, 15-20, 23, 26-27, 29, 31-37, 39-56	55
General Sales Manager	6, 13, 16, 24-25, 30, 55	24
Graphics Coordinator	2-3, 5, 7-12, 15-16, 18-21, 23, 25, 27, 29, 31-33, 35-37, 39-56	21
Broadcast Engineer	6, 16, 25, 55	55
Producer	16, 55	55
Technician	16, 21, 25, 55	21
Account Executive	16, 21, 24-25, 55	21
Accounting Clerk	2-3, 5, 7-9, 11-12, 15-16, 18-21, 23, 27- 29, 31-33, 36-44, 46-56	21
Editor - Videographer	2-3, 5, 7-9, 11-13, 15-16, 18-21, 23, 27- 29, 31-33, 36-44, 46-55	13
Photographer	2-3, 5, 7-9, 11-12, 15-16, 18-19, 21, 23, 27-29, 31, 33, 36-44, 46-55	55
Multimedia Journalist	1, 4, 13, 16, 55	55
Multimedia Journalist	1, 4, 13, 16, 55	1
Anchor	2-3, 5, 7-9, 11-16, 18-19, 22-23, 27-29, 31, 33, 36-44, 46-56	14
Assistant News Director	1-3, 5, 7-9, 11-12, 15-16, 18, 23, 27-29, 31-33, 36-44, 46-56	55
Accountant	16, 21, 25, 55	21

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</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>
1	Agency Referral	N	2
2	Averett University 420 West Main Street Top Floor Danville, Virginia 24541 Phone : 434-791-5629 Email : amcadams@averett.edu A McAdams	N	0
3	Bridgewater College 402 East College Street Box 35 Bridgewater, Virginia 22821 Phone : 540-828-5357 Email : stalbott@bridgewater.edu Sherry Talbott	N	0
4	Career Fair	N	2
5	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7689 Email : jarretts@cvcc.vccs.edu Susan Rush	N	0
6	Current Employee	N	3
7	Danville Community Colleg 1008 South Main Street Danville, Virginia 24541 Phone : 434-797-8520 Email : amcadams@dcc.vccs.edu Angie McAdams	N	0
8	Department of Veterans Services 900 E. Main Street Richmond, Virginia 23219 Phone : 804-786-0286 Fax : 1-804-786-0302 John Newby II	N	0
9	Dept. of Rehabilitative Services 111 Franklin Rd. SE Roanoke, Virginia 24011 Phone : 540-857-7748 Email : betsy.stone@ssa.gov Mary Stone	N	0

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<b>RS Number</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>
10	East Tennessee University P. O. Box 70667 Johnson City, Tennessee 37614 Phone : 423-439-4450 Email : magee@etsu.edu David Magee	N	0
11	Eastern Band of Cherokee Indians P. O. Box 481 Cherokee, North Carolina 28719 Phone : 828-497-9195 Fax : 1-828-497-5802 Kimlyn Lambert	N	0
12	Emory & Henry College 30461 Granard Drive Emory, Virginia 24327 Phone : 276-944-4121 Email : agardner@ehc.edu Amanda Gardner	N	0
13	Employee Referral	N	7
14	Facebook post	N	1
15	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
16	Graham Media Group 161 N Clark St Ste 2900 Chicago, Illinois 60601 Email : Careers@grahammedia.com Julie Dreixler	N	7
17	Hampton University Huntington Bldg. Hampton, Virginia 23668 Phone : 757-727-5405 Fax : 1-757-728-6011 Personnel Director Personnel Director	N	0

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18	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 757-727-5000 Email : lashel.wilson@hamptonu.edu Lashel Wilson	N	0
19	Hollins University Career Center P. O. Box 9628 Roanoke, Virginia Phone : 540-362-6938 Email : aglenn@hollins.edu Ashley Glenn	N	0
20	Howard University 2400 6th Street NW Washington, Virginia 20059 Phone : 202-806-6100 Email : jmbrowne@howard.edu Joan Browne	N	0
21	Indeed.com	N	19
22	Internal Candidate	N	1
23	Liberty University School of Communications 1972 University Blvd. Lynchburg, Virginia 24502 Phone : 434-582-2000 Fax : 1-434-582-2791 Richard Glass	N	0
24	Linked In	N	3
25	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Online Careers Listing Manual Posting	N	3
26	Longwood University 201 High Street Lancaster Hall G08-A Farmville, Virginia 23909 Phone : 434-395-2063 Email : saundersmm@longwood.edu Mary Meade Saunders	N	0

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<b>RS Number</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>
27	Lynchburg College Communication Studies Video & Multimedia 1501 Lakeside Drive Lynchburg, Virginia 24501 Phone : 434-544-8339 Fax : 1-434-544-8485 Beverly Reid	N	0
28	Mary Baldwin University Rosemarie Sena Center, Kable House P. O. Box 1599 Staunton, Virginia 24402 Phone : 540-887-7221 Email : hdesmond@marybaldwin.edu H Desmond	N	0
29	Mattaponi Pamunkey, Monacan Career Services 5036 Inidan Neck Rd. Indian Neck, Virginia 23148 Phone : 804-769-4767 Email : info@mpmjjobs.org G. Anne Richardson	N	0
30	Media Staffing Network 13550 S. Route 30 Suite #104 Plainfield, Illinois 60544 Unknown Person Manual Posting	N	6
31	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 626-792-3846 Email : info@nabjcareers.org Darryl Matthews Sr.	N	0
32	National College of Business & Technology 1813 East Main Street Salem, Virginia 24153 Phone : 540-986-1800 Fax : 1-540-444-4195 Kristal Bushong	N	0
33	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

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</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>
34	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0
35	Norfolk State University 2401 Corprew Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Email : pdsaunders@nsu.edu Fax : 1-757-823-2075 P Saunders	N	0
36	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
37	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
38	Piedmont Community College P. O. Box 1150 Yanceyville, North Carolina 27379 Phone : 336-599-1181 Email : shaundria.williams@piedmontcc.edu Shaundria Williams	N	0
39	Poynter Institute 801 Third Street, South St. Petersburg, Florida 33701 Phone : 727-553-4711 Email : nguerrero@poynter.org Nico Guerrero	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</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>
40	Radford University Career Services Walker Hall 275, P. O. Box 6901 Radford, Virginia 24142 Phone : 540-831-5373 Email : csc@radford.edu Carolyn Sutphin	N	0
41	Randolph Macon College P. O. Box 5005 Ashland, Virginia 23005 Phone : 804-752-3103 Email : theedge@rmc.edu Cathy Rollman	N	0
42	Regent University School of Communication and the Arts 1000 Regent University Drive Virginia Beach, Virginia 23452 Phone : 757-352-4926 Email : hire@regent.edu Kita Graham	N	0
43	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
44	Roanoke Rescue Mission P. O. Box 11525 Roanoke, Virginia 24022 Phone : 540-777-7675 Email : kim@rescuemission.net Kim Gembala	N	0
45	Sweet Briar College Career Services P. O. Box AT Prothro Hall, 2nd Floor Sweet Briar, Virginia 24595 Phone : 434-381-6151 Fax : 1-434-381-6396 Wayne Stark	N	0

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<b>RS Number</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>
46	Tidewater Community College 315 Granby Street Room 1107 Norfolk, Virginia 23510 Phone : 757- 822-1110 Email : hkitsis@tcc.edu Heather Kitsis	N	0
47	Tidewater Community College 1700 College Crescent Princess Ann Bldg. Room A-114 Virginia Beach, Virginia 23453 Phone : 757-822-7228 Email : bbrock@tcc.edu Babi L. Brock	N	0
48	Total Action for Progress P. O. Box 2868 Roanoke, Virginia 24011 Phone : 540-283-4802 Email : tina.bousman@tapintohope.org Tina Bousman	N	0
49	University of North Carolina Communication Studies 106 Bingham Hll Chapel Hill, North Carolina 27514 Phone : 919-962-6507 Fax : 1-919-962-2197 Ray Angle	N	0
50	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
51	Virginia State University Memorial Hall 2nd Floor, Room 207 Ptersburg, Virginia 23806 Phone : 804-524-5211 Email : careerservices@vsu.edu Yolanda Crewe	N	0
52	Virginia Tech Career Services Washington Street & West Campus Drive Mail Code 0128 Blacksburg, Virginia 24061 Phone : 540-231-8875 Email : hireahokie@vt.edu Lisa Boothe	N	0

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53	Virginia Union University 1500 North Lombardy Richmond, Virginia Phone : 804-257-5616 Email : tnbrown@vuu.edu Takeisha Brown	N	0
54	Virginia Western Community College P. O. Box 14007 Student Center Room 202 Roanoke, Virginia 24038 Phone : 540-857-7298 Fax : 1-540-857-6050 Rhonda Perdue	N	0
55	WSLS.com 401 Third Street Roanoke, Virginia 24011 Email : scox@wsls.com Sarah Cox	N	13
56	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>67</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	7/20/2018	Sponsorship of events in the community designed to increase public awareness	Habitat Home Build	4	Sports Anchor Anchor Anchor Creative Services Director
2	8/1/2018	Establishment of an intern program designed to assist members of the community	Expose eligible college juniors and seniors to a broadcasting environment. In the fall of 2018, WSLS hosted 4 interns from various local colleges and each received credit for their internship.	2	News Director Digital Content Manager
3	8/1/2018	Co Sponsoring Job Fair	National Association of Black Journalists convention in Detroit, MI	2	Anchor News Director
4	8/18/2018	Sponsorship of events in the community designed to increase public awareness	Clear The Shelters	2	Anchor Creative Services Director
5	11/17/2018	Participation in events sponsored by community groups	DePaul Community Resources / Annual Adoption Celebration / Andrew Lewis Middle School	3	Anchor Co-host General Manager
6	12/3/2018	Participation in other activities designed by the station employment unit	Station runs on-air EEO announcement	0	
7	2/18/2019	Establishment of training programs for station personnel	Sales Force Training in Houston, TX	4	General Sales Manager NSM LSM DSM
8	3/4/2019	Participation in other activities designed by the station employment unit	NAB National Association of Broadcasters	2	Director of Technology GM
9	3/11/2019	Provision of training to management	Boss School	3	Production Manager Accounting Manager/HR General Sales Manager
10	4/1/2019	Participation in other activities designed by the station employment unit	WSLS developed a part-time Producer Trainee position.	1	News Director
11	4/6/2019	Co Sponsoring Job Fair	Washington DC Journalism Job Fair	1	News Director
12	4/11/2019	Co Sponsoring Job Fair	Syracuse University Career Fair	3	HR Coordinator News Director Weishe

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13	4/16/2019	Establishment of training programs for station personnel	Adam Armbruster of ESA Training	11	LSM AE AE AE
14	5/31/2019	Establishment of an intern program designed to assist members of the community	NAB Technology Internship	0	