

**WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV****EEO PUBLIC FILE REPORT****June 1, 2014 - May 21, 2015****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Traffic Reporter/Fill-In Anchor	3, 5-6, 8-9, 12-13, 16-17, 19, 21-22, 25-32, 37-38, 40-44, 46-50	40
TV News Photojournalist/MMJ	3, 5-6, 8-9, 12-13, 16-17, 22, 25-31, 33, 38, 41-44, 47-50	44
Face of Fox/On-Air Talent	7, 49	7
Production Operator – Full-Time	3-6, 8-10, 12-13, 16-17, 22, 25-31, 34-36, 38, 41-44, 47-51	10
Commercial Producer/Director	3, 5-6, 8-9, 12-13, 16-17, 22-23, 25-31, 36, 38, 40-44, 47-50	40
Weekend Anchor/General Assignment Reporter/Produce	3-6, 8-9, 12, 15-17, 22, 25-31, 36, 38, 41-44, 47-50	15
Digital Media Manager	3, 5-6, 8-9, 12, 16-18, 20, 22, 25-31, 36, 38, 41-44, 47-50	18
Digital Content Producer	3, 5-6, 8-9, 12, 16-17, 20, 22, 25-31, 36, 38, 40-44, 47-50, 52	40
Newscast Producer/ Media Producer	3, 5-6, 8-9, 12, 15-17, 22, 25-31, 36, 38, 41-44, 47-50	15
General Assignment Reporter	3, 5-6, 8-9, 12, 17, 22, 25-32, 36, 38, 41-44, 47-50	32
General Assignment Reporter	3, 5-6, 8-9, 12, 17, 22, 25-32, 36, 38, 41-44, 47-50	17
Digital Content Producer	3, 5-6, 8-9, 12, 16-17, 22, 25-31, 36, 38, 40-44, 47-50	40
Digital Executive Producer	3, 5-6, 8-9, 12, 16-17, 21-22, 24-31, 36, 38, 40-44, 47-50	40
TV NEWS Multimedia Journalist/Reporter	3, 5-6, 8-9, 12, 16-17, 22, 25-31, 34, 36, 38, 41-44, 47-50	44
Digital Sales Director	3, 5-6, 8-9, 12-13, 16-18, 21-23, 25-31, 36, 39-44, 47-50, 52	18
Meteorologist	2-3, 5-6, 8-9, 12-13, 16-17, 22, 25-31, 36, 40-44, 47-50	40
TV News Video Editor – Part-Time	3-6, 8-9, 12, 17, 22, 25-31, 35-36, 40-44, 47-50	40
Multi-platform Account Executive	3, 5-6, 8-9, 12-13, 17-18, 21-23, 25-31, 36, 40-44, 47-50	40
Multi-platform Account Executive	3, 5-6, 8-9, 12-13, 17-18, 21-23, 25-31, 36, 40-44, 47-50	40
Account Executive	3, 5-6, 8-9, 12-13, 15, 17, 22-23, 25-31, 36, 39-44, 47-50	40
Account Executive	3, 5-6, 8-9, 12-13, 15, 17, 22-23, 25-31, 36, 39-44, 47-50	40

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Account Executive	3, 5-6, 8-9, 12-13, 15, 17, 22-23, 25-31, 36, 39-44, 47-50	40
Account Executive	3, 5-6, 8-9, 12-13, 15, 17, 22-23, 25-31, 36, 39-44, 47-50	15
Local Sales Assistant	3, 5-6, 8-9, 12-13, 17, 22, 25-31, 35-36, 40-44, 47-50, 52	40
Evening Promotion Producer	1, 3, 5-6, 8-9, 12-14, 17, 22-23, 25-31, 36, 40-45, 47-50	23
TV News Photojournalist	3, 5-6, 8-9, 12-13, 17, 21-22, 25-31, 36, 40-44, 47-50	44
General Assignment News Reporter	3, 5-6, 8-9, 12-13, 17, 22, 25-31, 36, 40-44, 47-50	40
Digital Content Producer	3, 5-6, 8-9, 11-12, 15, 17, 22, 25-31, 35-36, 40-44, 47-50	15
TV News Video Editor – Part-Time	3, 5-6, 8-9, 12, 17, 22, 25-31, 35-36, 40-44, 47-50	40

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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>
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : <a href="http://602communications.com">http://602communications.com</a> Sandy Lizik Manual Posting	N	1
2	American Meteorological Society 45 Beacon Street Boston, Massachusetts 02108-3693 Phone : 617-227-2425 Keith Seitter Manual Posting	N	0
3	Broadcasting Institute of Maryland, Inc. 7200 Harford Road Baltimore, Maryland 21234 Phone : 4102542770 Norman Brooks Manual Posting	N	0
4	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948859 Monica Nolan Manual Posting	N	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
6	Commonwealth of VA, Rehabilitative Services 3248 Academy Ave. Portsmouth, Virginia 23703 Phone : 7576865004 Gail Price Manual Posting	N	0

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7	Contests 243 Wythe Street Portsmouth, Virginia 23704 Phone : 757-393-1010 Url : www.fox43tv.com Kristen Joyal Manual Posting	N	5
8	DeVry University 1317 Executive Boulevard Chesapeake, Virginia 23320 Phone : 7573825641 Email : rrolan@devry.edu Fax : 1-757-549-5215 Rosetta Rolan	N	0
9	ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Pat Miriani Manual Posting	N	0
10	Employee Referral	N	1
11	Glassdoor PO Box 900 Sausalito, California 94966 Url : http://www.glassdoor.com/index.htm Robert Hohman Manual Posting	N	0
12	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577229283 Andre LeDoux Manual Posting	N	0
13	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting	N	0
14	Internal Candidate	N	2
15	Internal Transfer/Promotion	N	4

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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>
16	Job Finder 10 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : <a href="http://www.wavy.com">http://www.wavy.com</a> Tim Moreau Manual Posting	N	0
17	LIN Media/Media General One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Url : <a href="http://www.mediageneral.com">http://www.mediageneral.com</a> Joseph Macedo Manual Posting	N	1
18	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	2
19	Lost Remote 295 Greenwich St. #235 Job Thread Inc. New York, New York 10007 Cory Bergman Manual Posting	N	0
20	Mashable/Career Cast East 23rd Street New York, New York 10010 Phone : 760-692-4135 Url : <a href="http://www.mashable.com">http://www.mashable.com</a> Daniel Torres Manual Posting	N	0
21	Media Bistro 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : 212-389-2000 Jacky Carter Manual Posting	N	1

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22	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Fax : 1-831-648-5204 Mark Shilstone	N	0
23	MediaRecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303.400.5150 Url : <a href="http://www.MediaRecruiter.com">www.MediaRecruiter.com</a> Art Scott Manual Posting	N	1
24	Monster 5 Clock Tower Place, Suite 500 Maynard, Massachusetts 01754 Phone : 978-823-2544 Url : <a href="http://www.monster.com">www.monster.com</a> Kevin Lemay Manual Posting	N	0
25	Multicultural Management Program University of Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 5738820373 Email : <a href="mailto:mujourcareerservices@missouri.edu">mujourcareerservices@missouri.edu</a> Career Services	N	0
26	NAACP - Nansemond/Suffolk P.O. Box 1547 Suffolk, Virginia 23439 Phone : 7572182251 Charles Gates Manual Posting	N	0
27	NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 7574876778 Dr. Elizabeth Daniels Manual Posting	N	0

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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
28	NAACP - Smithfield/Isle of Wight 5056 Old Stage Highway Smithfield, Virginia 23430 Phone : 7578120354 Dottie Harris Manual Posting	N	0
29	NAACP - Virginia Beach Branch 868 N. Newtown Road Suite 'A' Virginia Beach, Virginia 23402 Phone : 7574907799 Georgia Allen Manual Posting	N	0
30	NAACP Chesapeake Unit 7049 Post Office Box 1531 Chesapeake, Virginia 23327 Phone : 7575431029 Rev. John Hines Manual Posting	N	0
31	NAACP, Norfolk Branch 909 B-Marshall Ave. Norfolk, Virginia 23504 Phone : 7576271096 Url : <a href="http://www.naacpnorfolk.org/">http://www.naacpnorfolk.org/</a> Shirley Winder Manual Posting	N	0
32	NABJ Career Fair, Boston, MA, Aug. 2014 1100 Knight Hall, Suite 3100 College Parke, Maryland 20742 Url : <a href="http://www.nabj.org">www.nabj.org</a> Darryl Matthews, Sr. Manual Posting	N	2
33	National Press Photographers Assn. 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Thomas Kenniff Manual Posting	N	0
34	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 7578238600 Benjamin Ellis Manual Posting	N	0

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35	Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 7576834388 Alice Jones Manual Posting	N	1
36	Opportunity Inc. 861 Glenrock Road, Ste. 100 Norfolk, Virginia 23502 Phone : 757-461-7537 Url : <a href="http://www.opp-inc.org">www.opp-inc.org</a> Jacqueline Rondeau Manual Posting	N	0
37	Radio Ink 1901 S. Congress Ave Suite 118 Boynton Beach, Florida 33426 Phone : 561-655-8778 Url : <a href="http://www.radioink.com">www.radioink.com</a> Ed Ryan Manual Posting	N	0
38	Regent University School of Communication & the Arts 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 7573524746 Url : <a href="http://www.regent.edu/">http://www.regent.edu/</a> Grace Alegre Manual Posting	N	0
39	Spots-N-Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630 Emily McKay Manual Posting	N	0
40	Station website ( <a href="http://www.wavy.com">www.wavy.com</a> ) 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : <a href="http://www.wavy.com">http://www.wavy.com</a> Email : <a href="mailto:tim.moreau@wavy.com">tim.moreau@wavy.com</a> Tim Moreau	N	20



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41	Tidewater Community College - Portsmouth 700 College Drive Portsmouth, Virginia 23703 Phone : 7578226999 Lisa Tretola Manual Posting	N	0
42	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Babbi Brock Manual Posting	N	0
43	Tidewater Community College Chesapeake 1428 Cedar Road Chesapeake, Virginia 23320 Phone : 7578227228 Kevin McCarthy Manual Posting	N	0
44	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Fax : 1-760-754-2115 Mark Holloway	N	3
45	TV NewsCheck 24 West Lancaster Ave. Ste. 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Url : <a href="http://www.tvnewscheck.com/">http://www.tvnewscheck.com/</a> Patty Hersh Manual Posting	N	0
46	TVandRadioJobs.com web only none listed, New York Url : <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a> Mike Patrick Manual Posting	N	0

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47	Urban League of Hampton Roads 5700 Thurston Ave., Ste. 101 Virginia Beach, Virginia 23455-3302 Phone : 7576270864 Url : <a href="http://www.ulhr.org">http://www.ulhr.org</a> Yvette Young Manual Posting	N	0
48	Urban League of Hampton Roads, Norfolk 830 Goff Street Huntersville Neighborhood Service Center Norfolk, Virginia 23504 Phone : 7572267589 Url : <a href="http://www.ulhr.org">http://www.ulhr.org</a> Edith White Manual Posting	N	0
49	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-636-1521 Email : <a href="mailto:Melissa.edmonds@drs.virginia.gov">Melissa.edmonds@drs.virginia.gov</a> Lisa Melissa Edmonds	Y	0
50	Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4349773716 Url : <a href="http://www.vabonline.com">http://www.vabonline.com</a> Amy Shaw Manual Posting	N	0
51	Virginian-Pilot 150 W. Brambleton Ave. Norfolk, Virginia 23510 Phone : 757-222-5462 Url : <a href="http://www.pilotonline.com">www.pilotonline.com</a> Ashlee Locklear Manual Posting	N	0
52	Walk In/Self-Referral	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>47</b>

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**EEO PUBLIC FILE REPORT****June 1, 2014 - May 21, 2015****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>	<b>Points</b>
1	6/1/2014	Establishment of an intern program designed to assist members of the community	The Internship Program is designed to assist members of the community to acquire skills needed for broadcast employment and provides college students, interested in mass communications and digital media, additional educational experience. Three separate internship sessions are conducted per year, during the fall and spring school semesters, and from June to August. In the past 12 months, June 1, 2014 through May 31, 2015, we had twelve interns participate in this program. Colleges participating included Virginia Tech, Hampton University, Norfolk State University, Old Dominion University, and Christopher Newport University. This hands-on experience allows students to get an in-depth look into the field of digital media and broadcast media. Students receive college credit for their participation.	6	Executive Producer Production Manager Creative Services Director Sports Director	1.00
2	7/28/2014	Establishment of a mentoring program	The General Manager rolled out the P1 Learning tool to the leadership staff. P1 Learning uses a 10-minute interactive training format that can be accessed using a web browser. Standard training topics include Learning skills, negotiation, promotions, interactive, leadership development, and HR compliance. This training provided tools for advancement within the company.	22	General Manager Director of Sales Digital Media Director News Director	1.00

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3	7/31/2014	Participation in Job Fairs	A Business Administrator and three News Directors from LIN Media attended the National Association of Black Journalists (NABJ) Convention and Career Fair in Boston, MA, July 31, 2014 – August 2, 2014. NABJ is the nation's largest organization of journalists of color; the NABJ Convention and Career Fair is the largest gathering of minority journalists in the country. The team met with media professionals, college seniors, and graduating students who are pursuing careers in the media and discussed opportunities with the company and the employment unit. News Directors offered critiques of resumes and demo reels.	4	News Director News Director News Director Business Administrator	0.25
4	9/3/2014	Establishment of a mentoring program	LIN Media held training on I Team Conferences at the Omni Hotel in Providence, Rhode Island. This training provided tools for higher positions within the company.	3	Investigative Reporter News Director Investigative Producer	1.00

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5	1/5/2015	Participation in scholarship programs	Our company values the experiences and perspectives that a diverse workforce brings to our daily operations. Media General's Minority Scholarship & Training Program awards one and two year scholarships and internships to ambitious multicultural students who are planning a career in broadcast media and/or digital media. By encouraging students to pursue their goals in multiplatform broadcasting, Media General is promoting diversity in the workplace and helping to ensure the dynamic future of local media. Two scholarships are awarded each year: one for an individual focused on a career in broadcast media, and one for an individual focused on a career in digital media. The business unit's General Manager ensures that area universities are aware of the scholarship program and regularly updates them on application deadlines. The business unit's hiring managers and Business Administrator routinely promote the scholarship program at job fairs and with current participants in the business unit's Internship Program. The business unit has hosted scholarship winners for summer internships and communicates with program administrators about applicants and participants.	4	General Manager Business Administrator News Director Digital Media Director	1.00

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6	1/29/2015	Participation in Job Fairs	Two representatives from the employment unit attended a Coop/Intern Fair on January 29, 2015. The event, held on the campus of Old Dominion University, was an opportunity to discuss career opportunities in the broadcast and digital media and internships at WAVY/WVBT with students. The Business Administrator and the Chief Engineer, an employee with substantial responsibility in the making of hiring decisions, accepted resumes and provided information about the internship program, broadcasting and digital media careers in general and about careers with the employment unit in particular.	2	Chief Engineer Business Administrator	0.25
7	2/4/2015	Participation in Job Fairs	Representatives from the employment unit attended the Christopher Newport University Spring 2015 Career and Graduate School Fair, on February 4, 2015. The event, held on the campus of Christopher Newport University, was an opportunity to discuss with students career opportunities in the broadcast and digital media and internships at WAVY/WVBT. The Business Administrator and the Digital Media Director, an employee with substantial responsibility in the making of hiring decisions, accepted resumes and provided information about the internship program, broadcasting and digital media careers in general and about careers with the employment unit in particular.	2	Digital Media Director Business Administrator	0.25
8	3/2/2015	Participation in events or programs sponsored by educational institutions	A member of the employment unit held a Skype session with 30 students at the Missouri School of Journalism. One of the many topics discussed was employment in journalism, or "How to Get a Job."	1	News Director	0.25

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9	3/26/2015	Participation in Job Fairs	Representatives from the employment unit attended the Career Spring Fall 2015 held at Hampton University, Hampton, VA, on March 26, 2015. It was an opportunity to reach students at this historically black university to discuss career opportunities in broadcast and digital media in general. The Creative Services Director, the Business Administrator, and a member of the promotions staff also spoke to students about to students about the Media General Minority Scholarship Program and internships with the unit.	3	Creative Services Director Business Administrator On-Air Talent	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>5.25</b>