

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV**EEO PUBLIC FILE REPORT****May 22, 2013 - May 31, 2014****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
General Assignment Reporter	1-2, 5-8, 11, 13, 15, 19-20, 23, 26-32, 41, 47-50, 52-55	1
General Assignment Reporter	1-2, 5-8, 11, 13, 15, 19-20, 23, 26-32, 41, 47-50, 52-55	1
Digital Executive Producer	2, 6, 8, 11, 13-15, 19-21, 23, 25-32, 41, 47-50, 52-55, 57	21
Sales Assistant	2, 5-8, 11, 13, 15, 17, 19-20, 23, 26-30, 32, 38-39, 41, 47-50, 52-56	17
Investigative Reporter	2-3, 5-8, 11, 13-15, 19-20, 23, 26-30, 32-33, 35, 38-39, 41-42, 45, 47-50, 52-55	14
Newscast Producer/ Media Producer	2, 6, 8, 11, 13-15, 19-20, 22-23, 26-30, 32, 38, 41, 47-50, 52-55	14
Weekend Anchor/ Reporter/ Producer	2, 5-8, 11-13, 15, 17, 19-20, 23, 26-30, 32-33, 35-36, 38-39, 41, 45, 47-50, 52-55	36
Television Spokesperson	9, 54	9
Newsroom Administrative Assistant	2, 5-8, 11, 13, 15, 17, 19-20, 23, 26-32, 38-39, 41, 47-50, 52-55	17
Sales Assistant	2, 4-8, 11, 13-15, 17, 19-20, 23, 26-33, 35, 37-39, 41, 47-50, 52-55, 57	14
Local Sales Manager	2, 6, 8, 11, 13, 17, 19-21, 23-24, 26-32, 41, 44, 46-50, 52-55, 58	58
Receptionist/Clerical Assistant	2, 6, 8, 11, 13, 15-16, 19-20, 23, 26-32, 41, 47-50, 52-55	16
Newscast Producer/ Media Producer	2, 6, 8, 11, 13, 15, 19-20, 23, 26-32, 36, 38, 41, 47-50, 52-55	36
Production Operator	2, 6, 8, 10-11, 13, 15, 19-20, 23, 26-32, 36, 41, 47-50, 52-55	10
Account Executive	2, 6, 8, 11-16, 19-20, 22-24, 26-32, 36, 41, 43-44, 47-50, 52-55, 57	43
Account Executive	2, 6, 8, 11-16, 19-20, 22-24, 26-32, 36, 41, 43-44, 47-50, 52-55, 57	14
Assignment Desk Editor	2, 6, 8, 11, 13, 15, 19-20, 23, 26-32, 41, 47-50, 52-55, 57	57
Investigative Producer	2, 6, 8, 11, 13, 15, 17, 19-20, 23, 26-32, 41, 47-50, 52-55	17
Production Operator	2, 5, 8, 13, 15, 17, 20, 26-32, 41, 47-49, 52-55	17
Newscast Producer/ Media Producer	2, 6, 8, 11, 13-17, 19-20, 22-23, 26-32, 34, 41, 47-50, 52-55	17

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Newscast Producer/ Media Producer	2, 6, 8, 11, 13-17, 19-20, 22-23, 26-32, 34, 41, 47-50, 52-55	14
On-Air Television Host / Digital Lifestyle Content	2, 6, 8, 11, 13, 15-16, 19-20, 23, 26-32, 41, 47-50, 52-55, 57	57
Sales Assistant	2, 4-6, 8, 10-11, 13-20, 23, 26-32, 38-41, 47-57	16

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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	Broadcasting Institute of Maryland, Inc. 7200 Harford Road Baltimore, Maryland 21234 Phone : 4102542770 Norman Brooks Manual Posting	N	0
3	Career Fair	N	1
4	CareerConnection.com 150 W. Brambleton Ave. Norfolk, Virginia 23510 Phone : 757-222-5462 Ashlee Locklear Manual Posting	N	2
5	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948859 Monica Nolan Manual Posting	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
7	College of William & Mary P.O. Box 8795 Williamsburg, Virginia 23187 Phone : 7572213231 Url : http://www.wmu.edu David Lapinski Manual Posting	N	0
8	Commonwealth of VA, Rehabilitative Services 3248 Academy Ave. Portsmouth, Virginia 23703 Phone : 7576865004 Gail Price Manual Posting	N	0

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9	Contests 243 Wythe Street Portsmouth, Virginia 23704 Phone : 757-393-1010 Url : www.fox43tv.com Kristen Joyal Manual Posting	N	18
10	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 800-664-0633 Jim Buckmaster Manual Posting	N	2
11	DeVry University 1317 Executive Boulevard Chesapeake, Virginia 23320 Phone : 7573825641 Email : rrolan@devry.edu Fax : 1-757-549-5215 Rosetta Rolan	N	0
12	Did not indicate (Source Unknown)	N	5
13	ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Pat Miriani Manual Posting	N	0
14	Employee Referral	N	10
15	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577229283 Andre LeDoux Manual Posting	N	0
16	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting	N	4
17	Internal Candidate	N	10

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18	Internet Ad	N	2
19	Job Finder 10 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : http://www.wavy.com Email : tim.moreau@wavy.com Tim Moreau	N	1
20	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Url : http://www.linmedia.com Email : WAVY_WVBT_TV@linmedia.com Claudia Balcewicz	N	1
21	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	2
22	Media Bistro 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : 212-389-2000 Jacky Carter Manual Posting	N	0
23	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	1
24	MediaRecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303.400.5150 Url : www.MediaRecruiter.com Art Scott Manual Posting	N	0

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25	Monster 5 Clock Tower Place, Suite 500 Maynard, Massachusetts 01754 Phone : 978-823-2544 Url : www.monster.com Kevin Lemay Manual Posting	N	2
26	Multicultural Management Program University of Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 5738820373 Email : mujourcareerservices@missouri.edu Career Services	N	0
27	NAACP - Nansemond/Suffolk P.O. Box 1547 Suffolk, Virginia 23439 Phone : 7572182251 Charles Gates Manual Posting	N	0
28	NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 7574876778 Dr. Elizabeth Daniels Manual Posting	N	0
29	NAACP - Smithfield/Isle of Wight 5056 Old Stage Highway Smithfield, Virginia 23430 Phone : 7578120354 Dottie Harris Manual Posting	N	0
30	NAACP - Virginia Beach Branch 868 N. Newtown Road Suite 'A' Virginia Beach, Virginia 23402 Phone : 7574907799 Georgia Allen Manual Posting	N	0
31	NAACP Chesapeake Unit 7049 Post Office Box 1531 Chesapeake, Virginia 23327 Phone : 7575431029 Rev. John Hines Manual Posting	N	0

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32	NAACP, Norfolk Branch 909 B-Marshall Ave. Norfolk, Virginia 23504 Phone : 7576271096 Url : http://www.naacpnorfolk.org/ Shirley Winder Manual Posting	N	0
33	National Assoc. of Hispanic Journalist 1000 National Press Bldg. Washington,, District of Columbia 20045 Phone : 2026627145 Url : http://www.nahj.org/ Ivan Roman Manual Posting	N	0
34	National Association of Broadcasters Education Foundation 1771 N Street NW, Washington, District of Columbia 20036 Phone : 866-964-2765 x2713 Url : www.nabef.org Oscar Bustillo Manual Posting	N	0
35	Native American Journalist Assoc. U of South Dakota 414 E. Clark Street Vermillion, South Dakota 57069 Phone : 4033259008 Rhonda LeValdo Manual Posting	N	0
36	Non-Employee Referral	N	4
37	None indicated (Source Unknown)	N	3
38	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 7578238600 Benjamin Ellis Manual Posting	N	0
39	Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 7576834388 Alice Jones Manual Posting	N	1

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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	Other Source	N	1
41	Regent University School of Communication & the Arts 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 7573524746 Url : http://www.regent.edu/ Email : comcareer@regent.edu Grace Alegre	N	0
42	RTDNA 529 14th Street, NW, Suite 425 The National Press Building Washington, District of Columbia 20045 Phone : 202.725.8318 Url : http://www.rtdna.org/ Katie Switchenko Manual Posting	N	0
43	Self Referral	N	1
44	Spots-N-Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630 Emily McKay Manual Posting	N	2
45	Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : (315) 443-3616 Sue Clayton Manual Posting	N	0
46	TheLadders.com, Inc. 137 Varick St., 8th Floor New York, New York 10013 Phone : 877-249-9337 Url : www.theladders.com Tom Murphy Manual Posting	N	0

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47	Tidewater Community College - Portsmouth 700 College Drive Portsmouth, Virginia 23703 Phone : 7578226999 Lisa Tretola Manual Posting	N	0
48	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Babbi Brock Manual Posting	N	0
49	Tidewater Community College Chesapeake 1428 Cedar Road Chesapeake, Virginia 23320 Phone : 7578227228 Kevin McCarthy Manual Posting	N	0
50	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0
51	Unknown (source not adequately identified upon inquiry by SEU)	N	1
52	Urban League of Hampton Roads 5700 Thurston Ave., Ste. 101 Virginia Beach, Virginia 23455-3302 Phone : 7576270864 Url : http://www.ulhr.org Yvette Young Manual Posting	N	0
53	Urban League of Hampton Roads, Norfolk 830 Goff Street Huntersville Neighborhood Service Center Norfolk, Virginia 23504 Phone : 7572267589 Url : http://www.ulhr.org Edith White Manual Posting	N	0

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54	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-636-1521 Email : Melissa.edmonds@drs.virginia.gov Lisa Melissa Edmonds	Y	0
55	Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4349773716 Url : http://www.vabonline.com Amy Shaw Manual Posting	N	0
56	Virginian-Pilot 150 W. Brambleton Ave. Norfolk, Virginia 23510 Phone : 757-222-5462 Url : www.pilotonline.com Ashlee Locklear Manual Posting	N	1
57	WAVY-TV 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : http://www.wavy.com Email : tim.moreau@wavy.com Tim Moreau	N	10
58	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			88

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/2/2013	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, 2013 through May 31, 2014, we had nine interns participate in this program. Colleges participating included 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 Director of Sales	1.00
2	6/27/2013	Establishment of training programs for station personnel	From June 1, 2013 through May 30, 2014, several training sessions were giving to station personnel to educate them in the procedures of news gathering. The training sessions were for: basic news gathering, field producing, how to take compelling photos and video that can be used for the newscasts and on-line, and how to monitor the competition. The training not only prepared all members of the staff to be able to assist during the coverage of breaking news, but gave them training in duties other than their own day-to-day responsibilities.	4	Digital Director Digital Executive Producer News Operations Manager News Director	1.00

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	7/10/2013	Participation in Job Fairs	Representatives from the employment unit attended the Career Fair presented by the Virginia Employment Commission and DeVry University. The News Director, the General Manager and the Business Administrator met with students and job seekers regarding open job positions and careers in the media. They accepted resumes, answered questions, and provided information about broadcasting careers in general and about careers with the employment unit.	3	President & General Manager News Director Business Administrator	0.25
4	7/31/2013	Participation in Job Fairs	HR Managers from LIN Television Corporation attended the National Association of Black Journalists (NABJ) Convention and Career Fair July 31, 2013. 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 HR Managers met with college seniors and graduating students pursuing a career in the media regarding career opportunities with the employment unit.	2	HR Manager HR Manager	0.25
5	8/1/2013	Provision of training to management	The Business Administrator attended a one-day seminar for the latest developments in EEO law and best practices on August 1, 2013, in Hampton, Virginia. Topics covered: EEOC Legal Updates; A Close Look at FMLA and ADA; EEO Enforcement Trends: Arrests and Convictions, Religious Accommodations and LGBT Issues; FaceBook Hire FaceBook Fire: Benefits and Risks to Employers Using Social Media; The Business Case for Diversity; and EEO Compliance and Responding to EEOC Charges. The Business Administrator reported on the seminar topics to the Department Managers at their next staff meeting.	1	Business Administrator	1.00

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6	9/26/2013	Participation in Job Fairs	Representatives from the employment unit attended the Career Fair held at Hampton University, Hampton, VA on Thursday, September 26, 2013. They met with students at this historically black university regarding careers in the media. They accepted resumes, answered questions, and discussed career opportunities in the broadcast and digital media, internships at WAVY/WVBT, and the LIN Media Minority Scholarship Program.	2	General Manager Business Administrator	0.25
7	11/7/2013	Participation in events sponsored by community groups	A member of the employment unit spoke about female empowerment at the Tallwood High School Career Day.	1	Anchor/Reporter	0.25
8	2/3/2014	Participation in events or programs sponsored by educational institutions	A member of the employment unit spoke at the Phoebus High School Career Day.	1	Anchor/Reporter	0.25
9	2/26/2014	Participation in events or programs sponsored by educational institutions	A member of the employment unit spoke at the Kings Fork Middle School Career Day.	1	Digital Media News Producer	0.25
10	2/27/2014	Participation in Job Fairs	Representatives from the employment unit attended the ODU Internship Fair on February 27, 2014. The career and internship fair, held on the campus of Old Dominion University, was an opportunity to reach students to discuss career opportunities in the media and internships at WAVY/WVBT, and the LIN Media Minority Scholarship Program.	2	Production Manager Business Administrator	0.25
11	3/6/2014	Participation in Job Fairs	Representatives from the employment unit attended the Spring 2014 Career Fair at Norfolk State University, in Norfolk, VA on March 6, 2014. They met with students to discuss the employment unit's internship program, the LIN Media Minority Scholarship Program, and careers in the broadcasting and digital media.	3	General Manager News Director Business Administrator	0.25
12	4/11/2014	Participation in events sponsored by community groups	A member of the employment unit spoke at the Ruffner Academy Career Day.	1	News Anchor/Reporter	0.25

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13	4/22/2014	Provision of training to management	Representatives from the employment unit attended training titled EEO Compliance for Supervisors and Managers. The training was held in several sessions: Tuesday, April 22, 2014, Thursday, April 24, 2014, and Tuesday May 29, 2014. This training provided a brief introduction to major EEO legislation, including the Civil Rights Act, the Age Discrimination in Employment Act, and the Americans with Disabilities Act. The training then provided an action plan that helps managers make legal employment decisions based on work-related factors.	22	Pres./GM Director of Sales News Director Digital Director	1.00
TOTAL POINTS OVER REPORTING PERIOD:						6.25