

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV**EEO PUBLIC FILE REPORT****May 22, 2015 - May 31, 2016****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
TV News Photojournalist	5-6, 8-9, 11-12, 16, 22, 25, 28, 30-37, 40-41, 44-45, 49-52, 54-55, 57-58	44
Morning Executive Producer	6, 8-9, 11-12, 16, 20, 25, 28, 30-36, 44, 49-52, 54-55, 57-58	20
Evening Executive Producer	6, 8-9, 11-12, 16, 20, 25, 28, 30-36, 42, 44, 49-52, 54-55, 57-58	20
General Assignment News Reporter	6, 8-9, 11-12, 16, 25, 28, 30-36, 44, 49-52, 54-55, 57-58	52
Promotion Producer	1, 6, 8-9, 11-12, 16, 23, 25, 28, 30-36, 40, 44, 49-55, 57-58	23
Producer/Videographer/Video Editor – Reality Progr	6, 8-9, 11-12, 14-17, 23, 25, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	23
Producer – Reality Programming	6, 8-9, 11-12, 14-17, 23, 25, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	44
Experienced Newscast Producer/ Media Producer	6, 8-9, 11-12, 16, 25, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	52
Experienced Newscast Producer/ Media Producer	6, 8-9, 11-12, 16, 25, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	44
On-Air Television Host / Digital Lifestyle Content	6, 8-9, 11-12, 15-17, 25-26, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	44
Assignment Desk Editor	6, 8-9, 11-12, 16, 25, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	44
TV News Photojournalist	6, 8-9, 11-12, 16, 20, 24-25, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	20
TV Newscast Director	6, 8-9, 11-12, 16, 24-25, 28, 30-36, 40, 44, 48-52, 54-55, 57-58	52
Research Director	6, 8-9, 11-12, 16, 24-25, 27-36, 40, 43-44, 49-52, 54-55, 57-58	43
News Director	6, 8-9, 11-12, 16, 20, 24-25, 28, 30-36, 44, 49-55, 57-58	20
News Producer	6, 8-9, 11-12, 16, 24-25, 28, 30-36, 44, 49-52, 54-55, 57	52
Multimedia Entertainment Correspondent	6, 8-9, 11-12, 16, 25, 28, 30-36, 42, 44, 49-52, 54-55, 57-58	42
Meteorologist	3-4, 6, 8-12, 16, 25, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	10
Assistant News Director	4, 6, 8-9, 11-12, 16, 20, 23-25, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	20
Assignment Desk Editor	4, 6-9, 11-12, 16, 25, 28, 30-36, 38-40, 42, 44, 49-52, 54-55, 57-58	42
Assignment Desk Editor	4, 6-9, 11-12, 16, 25, 28, 30-36, 38-40, 42, 44, 49-52, 54-55, 57-58	44

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Production Operator – Full-Time	4, 6-9, 11-12, 16, 20, 25, 28, 30-36, 38-41, 44, 49-52, 54-55, 57-58	20
Digital Content Producer	4, 6-9, 11-12, 16, 23, 25, 28, 30-36, 38-40, 44, 49-52, 54-55, 57-58	44
Digital Content Producer-Lifestyle	4, 6, 8-9, 11-12, 16, 25, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	44
TV News Video Editor – Part-Time	4, 6, 8-9, 11-12, 16, 25, 28, 30-36, 44, 49-52, 54-55, 57-58	25
Part-time Production Operator	4, 6, 8-9, 11-12, 16, 25, 28, 30-36, 44, 49-52, 54-55, 57-58	44
Assignment Manager	4, 6, 8-9, 11-12, 16, 19-20, 25, 28, 30-36, 40, 44, 49-52, 54-55, 57-58	20
Local Sales Manager	4, 6, 8-9, 11-12, 16, 19-20, 23, 25, 28-36, 40, 44, 49-58	20
Investigative Producer	4, 6, 8-9, 11-12, 16, 18, 21, 25, 28, 30-36, 40, 44, 49-52, 54-57	18
Newsroom Administrative Assistant	4, 6, 8-9, 11-12, 16, 20, 25, 28, 30-36, 40, 44, 49-52, 54-58	20
Experienced Newscast Producer/ Media Producer	4, 6, 8-9, 11-12, 16, 20, 24-25, 28, 30-36, 44, 49-52, 54-57	20
Local Sales Assistant	4, 6, 8-9, 11-13, 16, 25, 28, 30-36, 39, 44, 49-52, 54-58	13
Experienced Newscast Producer/ Media Producer	4, 6, 8-9, 11-12, 16, 25, 28, 30-36, 40, 42, 44, 49-52, 54-58	42
Sales Assistant/Program Coordinator	4, 6, 8-9, 11-13, 16, 25, 28, 30-36, 39-40, 44, 49-52, 54-58	13
Evening News Anchor	2, 4, 6, 8-9, 11-12, 16, 20, 24-25, 28, 30-36, 40, 44, 49-52, 54-58	20
Evening News Anchor	2, 4, 6, 8-9, 11-12, 16, 20, 24-25, 28, 30-36, 40, 44, 49-52, 54-58	2
Receptionist/Clerical Assistant	4, 8-9, 11-13, 16, 25, 28, 30-36, 40, 44, 47, 49-52, 54-58	13
Account Executive	4, 6, 8-9, 11-13, 16, 20, 25, 28-36, 40, 43-44, 49-58	20
Account Executive	4, 6, 8-9, 11-13, 16, 20, 25, 28-36, 40, 43-44, 49-58	13
TV News Photojournalist	4, 6, 8-9, 11-12, 16, 25, 28, 30-36, 40, 42, 44, 49-52, 54-58	42
Digital Content Producer	4, 6-9, 11-12, 16, 20, 24-25, 28, 30-36, 38, 40, 44, 46, 49-52, 54-58	20

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EEO PUBLIC FILE REPORT**May 22, 2015 - May 31, 2016****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	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : http://602communications.com Sandy Lizik Manual Posting	N	1
2	Agency Referral	N	1
3	American Meteorological Society 45 Beacon Street Boston, Massachusetts 02108-3693 Phone : 617-227-2425 Keith Seitter Manual Posting	N	0
4	Army Community Service 650 Monroe Ave. Room 126-02B Fort Eustis, Virginia 23604 Phone : 757-878-3173 Email : roger.k.bullis.civ@mail.mil Roger Bullis	N	0
5	B-roll.net 227 6th Street NE Washington, District of Columbia 20002 Phone : 202-486-8842 Kevin Johnson Manual Posting	N	0
6	Broadcasting Institute of Maryland, Inc. 7200 Harford Road Baltimore, Maryland 21234 Phone : 4102542770 Norman Brooks Manual Posting	N	0
7	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948859 Monica Nolan Manual Posting	N	0

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8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Commonwealth of VA, Rehabilitative Services 3248 Academy Ave. Portsmouth, Virginia 23703 Phone : 7576865004 Gail Price Manual Posting	N	0
10	Consultant Referral	N	1
11	DeVry University 1317 Executive Boulevard Chesapeake, Virginia 23320 Phone : 7573825641 Email : LBennett-Clayton@devry.edu Fax : 1-757-549-5215 Lola Bennett-Clayton	N	0
12	ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Pat Miriani Manual Posting	N	0
13	Employee Referral	N	4
14	EntertainmentCareers.net 2118 Wilshire Blvd. #401 Santa Monica, California 90403 Phone : 310-442-0200 Url : www.entertainmentcareers.net Brad Hall Manual Posting	N	0
15	Glassdoor PO Box 900 Sausalito, California 94966 Url : http://www.glassdoor.com/index.htm Robert Hohman Manual Posting	N	0

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16	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577229283 Andre LeDoux Manual Posting	N	0
17	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Phone : ... Url : www.indeed.com Career Services Manual Posting	N	0
18	Indeed.com - Not Directly Contacted by SEU	N	1
19	Internal Posting	N	3
20	Internal Transfer/Promotion	N	13
21	IRE 141 Neff Annex Missouri School of Journalism Columbia, Missouri 65211 Phone : 573-882-2042 Url : www.ire.org Kyle Deas Manual Posting	N	0
22	Job Finder 10 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : http://www.wavy.com Tim Moreau Manual Posting	N	0
23	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	2
24	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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25	Media General 333 E. Franklin Street Richmond, Virginia 23219 Url : http://www.mediageneral.com Pamela Mitchell Manual Posting	N	3
26	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Phone : 323 284 5589 Url : http://www.media-match.com/usa/ Tammy Romaniuk Manual Posting	N	0
27	Media Staffing Network PO Box 38 Plainfield, Illinois 60544-0038 Phone : 480 306 8930 Url : www.mediastaffingnetwork.com Laurie Kahn Manual Posting	N	0
28	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	0
29	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
30	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

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31	NAACP - Nansemond/Suffolk P.O. Box 1547 Suffolk, Virginia 23439 Phone : 7572182251 Charles Gates Manual Posting	N	0
32	NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 7574876778 Dr. Elizabeth Daniels Manual Posting	N	0
33	NAACP - Smithfield/Isle of Wight 5056 Old Stage Highway Smithfield, Virginia 23430 Phone : 7578120354 Dottie Harris Manual Posting	N	0
34	NAACP - Virginia Beach Branch 868 N. Newtown Road Suite 'A' Virginia Beach, Virginia 23402 Phone : 7574907799 Georgia Allen Manual Posting	N	0
35	NAACP Chesapeake Unit 7049 Post Office Box 1531 Chesapeake, Virginia 23327 Phone : 7575431029 Rev. John Hines Manual Posting	N	0
36	NAACP, Norfolk Branch 909 B-Marshall Ave. Norfolk, Virginia 23504 Phone : 7576271096 Url : http://www.naacpnorfolk.org/ Shirley Winder Manual Posting	N	0
37	National Press Photographers Assn. 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Thomas Kenniff 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
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	0
40	Opportunity Inc. 861 Glenrock Road, Ste. 100 Norfolk, Virginia 23502 Phone : 757-461-7537 Url : www.opp-inc.org Jacqueline Rondeau Manual Posting	N	0
41	Regent University School of Communication & the Arts 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 7573524746 Url : http://www.regent.edu/ Grace Alegre Manual Posting	N	0
42	Self Referral	N	7
43	Spots-N-Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630 Emily McKay Manual Posting	N	1
44	Station website (www.wavy.com) 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : http://www.wavy.com Email : tim.moreau@wavy.com Tim Moreau	N	17

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45	Storytellers LLC 135 W. Market St Indianapolis, Indiana 46204 Phone : (724) 316-2059 Url : http://www.tvnewsstorytellers.com/ Matt Mrozinski Manual Posting	N	0
46	TalentZoo.com 1736 Defoor Pl. NW Atlanta , Georgia 30318 Phone : 404-607-8955 Url : www.talentzoo.com Amy Hoover Manual Posting	N	0
47	Temp Agency	N	1
48	TheTVDirectors.com the TV Directors Chicago, Illinois Mike Laskey Manual Posting	N	0
49	Tidewater Community College - Portsmouth 700 College Drive Portsmouth, Virginia 23703 Phone : 7578226999 Lisa Tretola Manual Posting	N	0
50	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Babbi Brock Manual Posting	N	0
51	Tidewater Community College Chesapeake 1428 Cedar Road Chesapeake, Virginia 23320 Phone : 7578227228 Kevin McCarthy 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
52	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	6
53	TV NewsCheck 24 West Lancaster Ave. Ste. 205 Ardmore, Pennsylvania 19003 Phone : 610-420-6003 Url : http://www.tvnewscheck.com/ Patty Hersh Manual Posting	N	0
54	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
55	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
56	USO Transition 360 Alliance P.O. Box 96860 Washington, District of Columbia 20077-7677 Phone : 757-692-5417 Email : kasher@uso.org Kerry Clancy-Asher	Y (as of 9/23/2015)	0
57	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	1

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58	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2015	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, 2015 through May 31, 2016, 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.	4	Production Manager Executive Producer Creative Services Director Sports Director
2	6/10/2015	Participation in Job Fairs	The Creative Services Director and Business Administrator represented the business unit at the Joint Base Langley-Eustis Job Fair held on the Langley Air Force Base in Hampton, VA. The event was held by the The Airman & Family Readiness Center, in partnership with the Army Community Service, and the Virginia Employment Commission. The members spoke with active-duty members of all branches of the military, veterans, retirees, and their spouses and dependents regarding open positions at the business unit, open positions with the parent company Media General, and careers in broadcast and digital media.	2	Business Administrator Creative Services Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	6/19/2015	Provision of training to management	The Business Administrator attended a one-day seminar for the latest developments in EEO law and best practices on June 19, 2015, Virginia, presented by the EEO Training Institute. Topics covered: EEOC Legal Updates; Implicit Bias – How it Can Affect Your Workplace; Workplace Harassment – Prevention and Best Practices; ADA & FMLA – The Two-Headed Monster; Labor Relations in a Right-to-Work State; Avoiding Sex Discrimination – Challenges Faced by Transgender Employees in the Workplace. The Business Administrator reported on the seminar topics to the Department Managers at their next staff meeting.	1	Business Administrator
4	7/1/2015	Establishment of training programs for station personnel	The P1 Learning tool is available to all members of the business unit 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.	145	General Manager Business Administrator
5	9/2/2015	Establishment of training programs for station personnel	On September 2, 2015, The Business Administrator attended a webinar training provided by Media General, Inc. Associate General Counsel that overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	9/24/2015	Participation in Job Fairs	The Creative Services Director and Business Administrator represented the business unit at the Joint Base Langley-Eustis Job Fair held on the Army post in Fort Eustis, VA. The event was held by the Soldier for Life-Transition Assistance Program, in partnership with the Army Community Service, and the Virginia Employment Commission. The members spoke with active-duty members of all branches of the military, veterans, retirees, and their spouses and dependents regarding open positions at the business unit, open positions with the parent company Media General, and careers in broadcast and digital media.	2	Creative Services Director Business Administrator
7	2/29/2016	Participation in events or programs sponsored by educational institutions	Anchor Anita Blanton spoke at an event at IC Norcom High School on Monday, February 29, 2016. A forum to inspire female students to overcome distractions, seek out positive relationships, and excel academically in preparation for life after high school. Ms. Blanton spoke to the students about her career path and about careers in the media.	1	News Anchor
8	3/9/2016	Participation in Job Fairs	The Business Administrator represented the business unit at the Christopher Newport University 2016 Spring Career Fair, held on the campus of Christopher Newport University in Newport News, VA. The member spoke with students regarding internships and open positions at the business unit, open positions with the parent company Media General, and careers in broadcast and digital media.	1	Business Administrator
9	3/22/2016	Participation in Job Fairs	The Digital Media Director and the Business Administrator represented the business unit at the Regent University 2016 Spring Career Fair, held on the campus of Regent University in Virginia Beach, VA. The members spoke with students regarding internships and open positions at the business unit, open positions with the parent company Media General, and careers in broadcast and digital media.	2	Business Administrator Digital Media Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
10	4/5/2016	Participation in events or programs sponsored by educational institutions	Anita Blanton was a featured Speaker at NSU MCJR (Norfolk State University Department of Mass Communications and Journalism) on April 5, 2016. MCJR Week is an annual media conference that connects mass communication and journalism majors to alumni and national media industry professionals to provide the best learning and networking opportunities outside the classroom.	1	News Anchor/Reporter
11	4/27/2016	Provision of training to management	On April 27, 2016, the Business Administrator attended a webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that overviewed and explained the FCC's Equal Employment Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator