

WTVR
EEO PUBLIC FILE REPORT
June 1, 2014 - May 31, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	3, 7, 9, 11, 15-16, 18-22, 24, 31, 36-41, 43-50, 52	52
News Producer	3, 7, 9, 11, 15-16, 18-22, 24, 36-41, 43-50, 52	52
News Photographer	3, 7, 9, 11, 15-16, 18-22, 24, 30, 33, 36-41, 43-51	30
News Producer	1-3, 5, 7, 9, 11, 15-16, 18-28, 31-32, 36-41, 43-52	37
Director/Technical Director	1-3, 5, 7, 9, 11-12, 15-16, 18-28, 32, 36-41, 43-50	12
Reporter	1-3, 5, 7, 9, 11, 15-16, 18-21, 23-28, 32-33, 36-41, 43-50	33
Creative Services Producer	1-3, 5, 7, 9, 11-12, 14-16, 18-21, 23-29, 32, 36-41, 43-50	12
Production Assistant	1-3, 5, 7, 9-12, 15-16, 18-21, 23-28, 32, 36-41, 43-50	12
News Photojournalist	1-3, 5, 7, 9, 11, 15-16, 18-21, 23-28, 30, 32, 36-41, 43-52	37
Assignment Editor	1-3, 5, 7-9, 11-13, 15-21, 23-28, 32, 36-41, 43-52	12
Director/Technical Director	1-3, 5, 7, 9, 11-12, 15-16, 18-21, 23-28, 32, 34, 36-41, 43-50	12
Photojournalist	1-3, 5, 7, 9, 11, 15-16, 18-21, 23-28, 32, 34, 36-51	51
Anchor/Reporter	1-3, 5, 7, 9, 11, 15-16, 18-21, 23-28, 32, 34-41, 43-50	35
Metorologist	1-3, 5, 7, 9, 11, 15-16, 18-21, 23-28, 32, 36-41, 43-50	37
Producer	1-7, 9, 11, 15-16, 18-21, 23-28, 32, 34, 36-41, 43-50	6
Assignment Editor	1-3, 5, 7, 9, 11, 15-16, 18-21, 23-28, 32, 36-41, 43-52	51

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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	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Url : http://602communications.com Sandy Lizik Manual Posting	N	0
2	American Women in Radio & Television 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 1-703-506-3266 Url : www.awrt.org n/a n/a Manual Posting	N	0
3	Broadcasting & Cable Virginia Email : ZMajma@nbmedia.com n/a n/a	N	0
4	Corporate Office	N	1
5	Daily Press/Career Builder 435 N. Michigan Avenue Chicago, Illinois 60611 Phone : 757-528-4071 Url : http://www.dailypress.com Cara HGlauser Manual Posting	N	0
6	Did not indicate (Source Unknown)	N	1
7	Dolan Media Management 3 North Court Street Frederick, Maryland 21701 Phone : 301-668-1511 Email : Dolan@smartrecruit.com Tom Dolan	N	0
8	E-mail Inquiry	N	2
9	ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 757-671-7171 Karen Robinson Manual Posting	N	0
10	Former Intern	N	1

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11	George Mason 4400 University Drive Fairfax, Virginia 22030 Phone : 703-993-2600 Linda Harber Manual Posting	N	0
12	Internal Candidate	N	11
13	Internet Ad	N	1
14	Interoffice Job Posting	N	1
15	James Madison University 800 S. Main Street Harrisonburg, Virginia 22807 Phone : 540-568-6211 Yohna Chambers Manual Posting	N	0
16	Job Bank North Carolina Career Services Manual Posting	N	0
17	Job posting on internet	N	1
18	KAUT/KFOR 444 E. Britton Road Oklahoma City, Oklahoma 73114 Phone : 405-424-4444 Email : kforjobs@localtvllc.com Alecia Metscher	N	0
19	KDVR/KWGN KDVR 100 E. Speer Blvd Denver, Colorado 80203 Phone : 303-595-3131 Email : mercedes.romero@kdvr.com Mercedes Romero	N	0
20	KFSM 318 North 13th Street Fort Smith, Arkansas 72901 Phone : 479-783-3131 Email : debby.etz Korn@kfsm.com Eileen Mazurkiewicz	N	0

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21	KSTU 5020 West Amelia Earhart Drive Salt Lake City, Utah 84116 Phone : 801-532-1300 Email : janet.gray@fox13now.com Janet Gray	N	0
22	KTVI/KPLR TV 2250 Ball Drive St Louis, Missouri 63146 Phone : 314-213-7419 Email : vincent.strauss@tvstl.com Vincent Strauss	N	0
23	Mediabistro 475 Park Avenue South 4th Floor New York, New York 10016 Url : http://www.mediabistro.com Carrie Rons Manual Posting	N	0
24	MediaLine P O Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
25	National Association of Broadcasters 1771 N. Street NW Washington, District of Columbia 20036 Phone : 202-729-5424 Url : http://broadcastcareerlink.nabef.org Amanda Smith Manual Posting	N	1
26	National Association of Hispanic Journalists 100 National Press Building Washington, District of Columbia 20045 Phone : 202-622-7460 Url : http://nahj.ihispano.com Paulo Luizaga Manual Posting	N	0

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27	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 866-964-2765 Ext 2718 Url : http://careerservices.nabj.org Stephanie McGee Manual Posting	N	0
28	Native American Journalists Association 395 W. Lindsey Norman, Oklahoma 73019 Phone : 405-325-1649 Url : http://www.naja.com Jeffery Harjo Manual Posting	N	0
29	Non-Employee Referral	N	1
30	Phone Inquiry	N	4
31	Randolph Macon P O Box 5005 Ashland, Virginia 23005 Phone : 804-752-3712 Email : PamelaCox@rmc.edu Pam Cox	N	0
32	RTNDA 529 14th Street NW Suite 425 Washington, District of Columbia 20045 Phone : 202-659-6510 Url : http://www.rtna.org Career Services Manual Posting	N	0
33	Self Referral	N	2
34	Station Website	N	4
35	Station Website Posting (One or More SEU Stations)	N	1
36	Tidewater Community College 1700 College Crescent Princess Anne Bldg Room A-105 Virginia Beach, Virginia 23453 Phone : 757-822-7228 Email : bbrock@tcc.edu Babi Brock	N	0

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37	TVJobs.com P O Box 4116 Oceanside, California 92052 Phone : 877-988-9808 Email : jobs@tvjobs.com Mark Holloway	N	14
38	University of Virginia 914 Emmet Street Charlottesville, Virginia 22904 Phone : 434-982-0123 Marion Hollow Manual Posting	N	0
39	Va Tech Southgate Center 1st Floor (0318) Blacksburg, Virginia 24601 Phone : 540-231-6241 Christie Lowe Manual Posting	N	0
40	VAB 630 Country Green Lane Charlottesville, Virginia 22920 Phone : 434-977-3716 Amy Shaw Manual Posting	N	0
41	Virginia Commonwealth University P O Box 842511 Richmond, Virginia 23284 Phone : 804-828-1645 Email : khhartwell@vcu.edu Katherine Hartwell	N	0
42	Walk In/Self-Referral	N	1
43	WGHP 2205 Francis Street High Point, North Carolina 27263 Phone : 336-821-1204 Email : twilkins@TribuneMedia.com T'Kia Wilkins	N	0

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44	WHNT 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 256-535-2150 Email : nonda.sloan@whnt.com Nonda Sloan	N	0
45	WHO TV 1801 Grand Avenue Des Moines, Iowa 50309 Phone : 515-242-3500 Email : mary.phares@whotv.com Mary Phares	N	0
46	WITI TV 9001 N. Green Bay Road Milwaukee, Wisconsin 53209 Phone : 414-586-2206 Email : julie.bednarek@fox6now.com Julie Bednarek	N	0
47	WJW Fox 8 TV 5800 S. Marginal road Cleveland, Ohio 44103 Phone : 216-431-8888 Email : susan.pace@fox8.com Susan Pace	N	0
48	WNEP 16 Montage Mountain Road Moosic, Pennsylvania 18507 Phone : 570-346-7474 Email : debbie.drechin@wnep.com Debbie Drechin	N	0
49	WQAD TV 3003 Park 16th Street Moline, Illinois 61265 Phone : 309-764-8888 Email : molly.mayfield@wqad.com Molly Mayfield	N	0
50	WTKR/WGNT WTKR News Channel 3 720 Bousch Street Norfolk, Virginia 23501 Phone : 757-446-1000 Email : pamela.hall@wtkr.com Pamela Hall	N	0

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51	WTVR 3301 W. Broad Street Richmond, Virginia 23230 Phone : 804-254-3683 Betty Muoio Manual Posting	N	7
52	WTVR - Employee Referral 3301 W. Broad Street Richmond, Virginia 23230 Phone : 804-255-3683 Email : bmuoio@wtvr.com Betty Muoio	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			56

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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	6/2/2014	Participation in scholarship programs	With the cooperation of the Virginia Association of Broadcasters and its scholarship program, the Station had one intern who was able to work full-time for ½ a semester	1	Sales Intern
2	6/6/2014	Participation in scholarship programs	We had four interns in our News Department working toward a scholarship under the Dayle Dunn Community Advisory Council. They completed 13 weeks. These interns are given consideration for full or part-time staff positions once they are in their senior year or upon graduation.	4	News Intern News Intern News Intern News Intern
3	7/28/2014	Establishment of an intern program designed to assist members of the community	College students spend a semester in a position that gives them hands-on experience in their broadcasting career field. This position is part-time, usually 20 hours per week. We had 6 interns between 2014-2015.	3	News Director Production Manager Operations Manager
4	9/5/2014	Participation in scholarship programs	We had two interns in our News Department participating in the Dayle Dunn Scholarship Program. Carter Johnson attends VCU and is a mass comm major. Grace Aiyedogbon also attends VCU and is a marketing/advertising major. Both were instructed as to how the TV station works and the results shown as you grow with the station.	2	Intern Intern
5	9/24/2014	Co Sponsoring Job Fair	Two of our employees participated in the Virginia State University's Mass Communications, Sport & Hospitality Management Career Expo held at the University. This presented us with the opportunity for students and alumni to connect with graduate schools and employers for internships, experiential learning and employment opportunities.	2	Business Manager Sales Assistant
6	11/12/2014	Co Sponsoring Job Fair	Our Business Manager participated in a Job Fair at Virginia Association of Broadcasters booth at Virginia Commonwealth University to help college students understand the benefits of pursuing a career in the news broadcasting industry.	1	Business Manager

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7	11/20/2014	Provision of assistance to unaffiliated non-profit entities and the maintenance of websites	Our General Manager participated as a panel member in a Question/Answer session at the Diversity in Communications event put on by the Society of Professional Journalists at VCU in Richmond, Virginia.	1	General Manager