

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

**I. VACANCY LIST**

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

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

**WTVR**  
**EEO PUBLIC FILE REPORT**

**June 1, 2014 - May 31, 2015**

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

| RS Number | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1         | 602 Communications<br>4349 E. Colter Street<br>Phoenix, Arizona 85018<br>Phone : 602-954-8373<br>Url : <a href="http://602communications.com">http://602communications.com</a><br>Sandy Lizik<br>Manual Posting       | N   | 0  |
| 2         | American Women in Radio & Television<br>8405 Greensboro Drive Suite 800<br>McLean, Virginia 22102<br>Phone : 1-703-506-3266<br>Url : <a href="http://www.awrt.org">www.awrt.org</a><br>n/a n/a<br>Manual Posting      | N   | 0  |
| 3         | Broadcasting & Cable<br>Virginia<br>Email : <a href="mailto:ZMajma@nbmedia.com">ZMajma@nbmedia.com</a><br>n/a n/a   | N   | 0  |
| 4         | Corporate Office  | N   | 1  |
| 5         | Daily Press/Career Builder<br>435 N. Michigan Avenue<br>Chicago, Illinois 60611<br>Phone : 757-528-4071<br>Url : <a href="http://www.dailypress.com">http://www.dailypress.com</a><br>Cara HGlauser<br>Manual Posting | N   | 0  |
| 6         | Did not indicate (Source Unknown)   | N   | 1  |
| 7         | Dolan Media Management<br>3 North Court Street<br>Frederick, Maryland 21701<br>Phone : 301-668-1511<br>Email : <a href="mailto:Dolan@smartrecruit.com">Dolan@smartrecruit.com</a><br>Tom Dolan                        | N   | 0  |
| 8         | E-mail Inquiry  | N   | 2  |
| 9         | ECPI<br>555 Greenwich Road<br>Virginia Beach, Virginia 23462<br>Phone : 757-671-7171<br>Karen Robinson<br>Manual Posting  | N   | 0  |
| 10        | Former Intern   | N   | 1  |

**WTVR**  
**EEO PUBLIC FILE REPORT**

**June 1, 2014 - May 31, 2015**

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

| RS Number | RS Information  | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 11        | George Mason<br>4400 University Drive<br>Fairfax, Virginia 22030<br>Phone : 703-993-2600<br>Linda Harber<br>Manual Posting                      | N   | 0  |
| 12        | Internal Candidate  | N   | 11   |
| 13        | Internet Ad   | N   | 1  |
| 14        | Interoffice Job Posting   | N   | 1  |
| 15        | James Madison University<br>800 S. Main Street<br>Harrisonburg, Virginia 22807<br>Phone : 540-568-6211<br>Yohna Chambers<br>Manual Posting      | N   | 0  |
| 16        | Job Bank<br>North Carolina<br>Career Services<br>Manual Posting   | N   | 0  |
| 17        | Job posting on internet   | N   | 1  |
| 18        | KAUT/KFOR<br>444 E. Britton Road<br>Oklahoma City, Oklahoma 73114<br>Phone : 405-424-4444<br>Email : kforjobs@localtvllc.com<br>Alecia Metscher | N   | 0  |
| 19        | KDVR/KWGN<br>KDVR 100 E. Speer Blvd<br>Denver, Colorado 80203<br>Phone : 303-595-3131<br>Email : mercedes.romero@kdvr.com<br>Mercedes Romero    | N   | 0  |
| 20        | KFSM<br>318 North 13th Street<br>Fort Smith, Arkansas 72901<br>Phone : 479-783-3131<br>Email : debby.etz Korn@kfsm.com<br>Eileen Mazurkiewicz   | N   | 0  |

**WTVR**  
**EEO PUBLIC FILE REPORT**

**June 1, 2014 - May 31, 2015**

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

**WTVR**  
**EEO PUBLIC FILE REPORT**

**June 1, 2014 - May 31, 2015**

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

**WTVR**  
**EEO PUBLIC FILE REPORT**

**June 1, 2014 - May 31, 2015**

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

**WTVR**  
**EEO PUBLIC FILE REPORT**

**June 1, 2014 - May 31, 2015**

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

| RS Number | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 44        | WHNT<br>200 Holmes Avenue<br>Huntsville, Alabama 35801<br>Phone : 256-535-2150<br>Email : nonda.sloan@whnt.com<br>Nonda Sloan                        | N   | 0  |
| 45        | WHO TV<br>1801 Grand Avenue<br>Des Moines, Iowa 50309<br>Phone : 515-242-3500<br>Email : mary.phares@whotv.com<br>Mary Phares                        | N   | 0  |
| 46        | WITI TV<br>9001 N. Green Bay Road<br>Milwaukee, Wisconsin 53209<br>Phone : 414-586-2206<br>Email : julie.bednarek@fox6now.com<br>Julie Bednarek      | N   | 0  |
| 47        | WJW Fox 8 TV<br>5800 S. Marginal road<br>Cleveland, Ohio 44103<br>Phone : 216-431-8888<br>Email : susan.pace@fox8.com<br>Susan Pace                  | N   | 0  |
| 48        | WNEP<br>16 Montage Mountain Road<br>Moosic, Pennsylvania 18507<br>Phone : 570-346-7474<br>Email : debbie.drechin@wnep.com<br>Debbie Drechin          | N   | 0  |
| 49        | WQAD TV<br>3003 Park 16th Street<br>Moline, Illinois 61265<br>Phone : 309-764-8888<br>Email : molly.mayfield@wqad.com<br>Molly Mayfield              | N   | 0  |
| 50        | WTKR/WGNT<br>WTKR News Channel 3 720 Bousch Street<br>Norfolk, Virginia 23501<br>Phone : 757-446-1000<br>Email : pamela.hall@wtkr.com<br>Pamela Hall | N   | 0  |

**WTVR**  
**EEO PUBLIC FILE REPORT**

**June 1, 2014 - May 31, 2015**

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

| <b>RS<br/>Number</b>                           | <b>RS Information</b>  | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|--|--|--|---|
| 51   | WTVR<br>3301 W. Broad Street<br>Richmond, Virginia 23230<br>Phone : 804-254-3683<br>Betty Muoio<br>Manual Posting                              | N  | 7   |
| 52   | WTVR - Employee Referral<br>3301 W. Broad Street<br>Richmond, Virginia 23230<br>Phone : 804-255-3683<br>Email : bmuoio@wtvr.com<br>Betty Muoio | N  | 2   |
| <b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b> |  |  | <b>56</b>   |

**WTVR**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2014 - May 31, 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>                                  |
|---|-------------|--|---|-------------------------------------|---|
| 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 interms 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<br>News Intern<br>News Intern<br>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<br>Production Manager<br>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<br>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<br>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 persuing a career in the news broadcasting industry.  | 1                                   | Business Manager  |

**WTVR**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2014 - May 31, 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> |
|---|-------------|---|--|-------------------------------------|--------------------------|
| 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          |