

**EEO PUBLIC FILE REPORT**

**Reporting Period:** June 1, 2022 - May 31, 2023

**Station Included in Report:** WTVR-TV

**I. List of Recruitment Sources**

**(including the number of interviewees referred during the reporting period)**

**\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.**

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				8
C2	Internal Candidate / WorkLife				8
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			6
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	4
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C95	Facebook	1 Hacker Way Menlo Park, CA 94025	www.facebook.com		2
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		53
C100	Tvjobs.com	PO Box 4116 Oceanside, CA 92052	www.tvjobs.com	760-754-8177	1
C130	Face-to-face Networking				4
C131	Agency/Search Firm				3
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		12
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C1906	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2097	Christopher Newport University (Christopher Newport CSM) Newport News, VA - Libby Westley - 1 University Place (libby.westley@cnu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2098	Christopher Newport University Center for Career and Academic Planning - - 1 University Place DSU - Suite 3125 (ccap@cnu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2099	College of William and Mary Williamsburg, VA - - P.O. Box 8795 (career@wm.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2100	Family Systems II & New Life Programs - - 850 Tidewater Drive (A.Cleaves@familysystems-nlp.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2101	Hampton Roads Maritime Training - - 300 Granby Street (tcmeltg@tcc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2102	Hampton VA Medical Center - - 100 Emancipation Drive (kevin.costa@va.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2103	Job Assistance Center - - 1399 Centerville Road, P.O. Box 327 (spearson@jacinc.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2104	Job Assistance Center - Shacklefords, VA 23156 - 1399 Centerville Rd (spearsons@jacinc.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2106	Norfolk State University - Career Services - Melody Iannone - 700 Park Avenue (ndmontgomery@nsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2107	Old Dominion University - September Sanderlin - 1510 W. 48th Street (ssanderl@odu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2108	Old Dominion University Norfolk, VA - Randy Shabro - Old Dominion University, (rshabro@odu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2109	Opportunity, Inc One Stop Workforce Center - Norfolk, VA 23502 - 861 Glenrock Rd, Ste 223 Circle East Bldg (nstephens@hamtonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2110	Opportunity, Inc. One Stop Workforce Center - Jacqueline Rondeau - 861 Glenrock Road (rsharak@oihr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2112	Peninsula Worklink - - 600 Butler Farm Road, Suite C (jesse.williamson@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2113	Peninsula Worklink - - 600 Butler Farm Road, Suite C (ojt@pmlink.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2114	Peninsula Worklink - Lisa Taylor - 600 Butler Farm Road, Suite C (ltaylor@pmlink.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2115	Tidewater Community College - Workforce Development - Betty Frost - 300 Granby Street (workforce@tcc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2117	Urban League of Hampton Roads - - 3225 High Street (yvyoung@ulhr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2118	VEC - Norfolk - - 5145 East Virginia Beach Boulevard (mhunter@hamptonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2119	VEC - Norfolk - - 5145 East Virginia Beach Boulevard (norfolk@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2120	VEC - Norfolk-Virginia Beach Area Office - Sharon Jones/Teri Stankey/Hosey Burgess (Manager) - 5145 East Virginia Beach Boulevard (norfolk@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2121	VEC - Portsmouth - - 4824 George Washington Highway (Portsmouth@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2122	VEC- Norfolk - Norfolk, VA 23502 - 5145 E Virginia Beach Blvd (norfolk@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2123	Virginia Workforce Center - Williamsburg - - 5235 John Tyler Highway, Williamsburg Crossing Shopping Center (Maureen.McDowell@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2124	Virginia Workforce Center - Williamsburg - - 5235 John Tyler Highway, Williamsburg Crossing Shopping Center (Maureen.McDowell@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2125	Workforce Development Center - Paul D. Camp Community College - - 100 North College Drive, Room 214 (cmcnair@hamptonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2126	Workforce Development Center - Paul D. Camp Community College - - 100 North College Drive, Room 214 (cmcnair@hamptonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2127	YWCA of South Hampton Roads - Regina Malveaux - 5215 Colley Ave (regina.malveaux@ywca-shr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2128	Army Career and Alumni Program - - 500 Lee Ave (acap.lee@serco-na.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2129	Bay Consortium Workforce Investment Board - Bonnie Newcomb - 10304 Spotsylvania Ave (bonnie.newcomb@fredgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2130	Capital Area Workforce Center - Chesterfield, VA 23237 - 7333 Whitepine Rd (STO04@co.henrico.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2131	Capital Area Workforce Center - Sandstron, VA 23150 - 5410 Williamsburg Rd (STO04@co.henrico.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2132	Chesterfield County Employment - Scott Zaremba - 9901 Lori Rd (GardM@chesterfield.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2133	Employment Resources Inc - Joan P - PO Box 801 (jmclaughlin48@eri-va.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2135	Hanover DSS - Sheila Crossen-Powell - 12304 Washington Hwy (Monica.Chenault@dss.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2136	Inroads Of Richmond - Javona Braxton - PO Box 74416 (Jbraxton@inroads.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2137	Longwood University - - 201 High St (atkinsbl@longwood.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2138	Longwood University (Longwood Jobs & Internships) Farmville, VA - - 201 High Street (career@longwood.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2139	Northern Neck One-Stop Center - - 14243 Historyland Highway, P.O. Box 67 (warsaw@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2140	Rappahannock Goodwill Industries - Cosner Corner - - 10070 Jefferson Davis Highway (laura.smith@fredgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2141	Resource Workforce Center - Chesterfield - John Korusek - 7333 Whitepine Road ()	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2143	Richmond City Schools - Trade & Industry - Vance Horne, Sr - 2020 Westwood Avenue (wbauls@richmond.k12.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2144	Richmond Technical Center - Kelly Desclos - 2020 Technical Center (kestes@richmond.k12.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2145	The Daily Planet - Esi Yarney - 517 W Grace Street (Eyarney@dailyplanetva.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2146	University of Richmond - Career Development Center - Joslyn Bedell - 28 Westhampton Way (jbedell@richmond.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2147	Urban League of Greater Richmond - Thomas Victory - 1420 Hull Street (tvictory@urbanleaguerichmond.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2148	VCU Office of Disability Support Services - Martha Harris - 907 Floyd Avenue (mharris33@vcu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2149	VCU Rehabilitation Research and Training Center - Valerie Brooke - 1314 West Main Street (vrooke@vcu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2151	VEC Northern Neck One-Stop Center - David Mann - 14243 Historyland Highway (warsaw@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2152	VIRGINIA COUNCIL ON INDIANS - Deanna Beacham - PO Box 1475 (angela.toombs@rescare.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2154	Virginia State University Career Service - Lewis Newbill - 1 Hayden Dr (Lnewbill@vsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2155	Virginia State University Office of Human Resources - Gayle O'Neal - PO Box 9412 (Goneal@vsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2156	Virginia Union University/ Career Services - Penni Sweetnburg-lee - 1500 North Lombardy St (pbsweetenburg@vu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2157	Virginia Workforce Center - - 10304 Spotsylvania Avenue, Suite 100 (james.downey@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2158	Virginia Workforce Center - - 10304 Spotsylvania Avenue, Suite 100 (robert.singer@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2159	Virginia Workforce Center - - 10304 Spotsylvania Avenue, Suite 100 (rwareham@baywib.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2161	Virginia Workforce Center- VEC - Hopewell, VA 23860 - 5240 Oak Lawn Blvd (robert.fitzgerald@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com <a href="https://www.military.com/">https://www.military.com/</a>	212-548-8395	
<b>Local Sources</b>					
L3	B-Roll.net	1623 D Street, NE Washington, DC 20002	Kevin Johnson		
L6	RTNDA	529 14th Street NW Suite 425 Washington, DC 20045	Career Services	202-659-6510	
L7	National Press Photographers Association	120 Hooper Street Athens, GA 30602	Thomas Kenniff		
L8	Daily Press/Career Builder	435 N. Michigan Avenue Chicago, IL 60611	Cara HGlaser	757-528-4071	
L9	Dolan Media Management	3 North Court Street Frederick, MD 21701	Tom Dolan Dolan@smartrecruit.com	301-668-1511	
L13	Native American Journalists Association	395 W. Lindsey Norman, OK 73019	Jeffery Harjo	405-325-1649	
L15	Tidewater Community College	1700 College Crescent Princess Anne Bldg Room A-105 Virginia Beach, VA 23453	Babi Brock bbrock@tcc.edu	757-822-7228	
L16	American Women in Radio & Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	n/a n/a	1-703-506-3266	
L17	ECPI	555 Greenwich Road Virginia Beach, VA 23462	Karen Robinson	757-671-7171	
L18	George Mason	4400 University Drive Fairfax, VA 22030	Linda Harber	703-993-2600	
L19	James Madison University	800 S. Main Street Harrisonburg, VA 22807	Yohna Chambers	540-568-6211	
L20	University of Virginia	914 Emmet Street Charlottesville, VA 22904	Marion Hollow	434-982-0123	
L21	Va Tech	Southgate Center 1st Floor (0318) Blacksburg, VA 24601	Christie Lowe	540-231-6241	
L22	VAB	630 Country Green Lane Charlottesville, VA 22920	Christina Sandridge christina.sandridge@easteraassociates.com www.vab.org	434-977-3716	
L23	TV StoryTellers	Storytellers LLC Seattle, WA 98109	Matt Mrozinski tvstorytellers@gmail.com		
L24	Christopher Newport University	Center for Career Planning 1 Avenue of the Arts Newport News, VA 23606	addinccap@cnu.edu	757-594-7000	
L25	College of William and Mary	180 Stadium Drive Williamsburg, VA 23185	Christen McQuillan career@um.edu	757-221-4000	
L26	Longwood University	201 High Street, Lancaster Hall G08A Farmville, VA 23909	atkinsbl@longwood.edu	434-395-2063	



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L27	Old Dominion University		rshabro@odu.edu	757-598-0000	
L28	Norfolk State University	700 Park Avenue Norfolk, VA 23504	ndmontgomery@nsu.edu	757-823-8462	
L29	Peninsula Worklink	6000 Butlter Farm Road Hampton, VA	david.heffrom@vec.virginia. gov	757-236-5000	
L30	Virginia State University	PO Box 9410 Petersburg, VA 23086	Lewis Newbill	804-524-5211	
L31	Virginia Union University	1500 N Lombardy Richmond, VA 23220	Penny Sweetenburg 804-257-5600	pbsweetenbu rg@vuu.edu	
<b>Total Number of Interviewees Referred:</b>				<b>102</b>	

**EEO PUBLIC FILE REPORT**

**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Account Exec, Local [JR027870]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-07-01
Account Exec, Local [JR029824]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2022-11-04
Anchor [JR030405]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2106, C2107, C2108, C2109, C2110, C2112, C2113, C2114, C2115, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C1 Start Date: 2023-01-30
Broadcast Technician [JR031280]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C1 Start Date: 2023-04-12

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
<p>Editor II [JR031022]</p>	<p>C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424</p>	<p>Code Number: C5 Start Date: 2023-04-10</p>
<p>Multimedia Journalist [JR027457]</p>	<p>C1, C2, C3, C5, C69, C95, C97, C100, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424</p>	<p>Code Number: C1 Start Date: 2022-06-06</p>
<p>Photographer II [JR030619]</p>	<p>C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L22, L23, L24</p>	<p>Code Number: C97 Start Date: 2023-02-20</p>
<p>Producer [JR028301]</p>	<p>C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424</p>	<p>Code Number: C97 Start Date: 2022-09-26</p>

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**II. Full-Time Vacancies Filled During the Reporting Period**

<b>Job Title</b>	<b>Recruitment Sources Utilized to Fill Vacancy [by code number]</b>	<b>Recruitment Source for Person Hired [by code number]</b>
Producer [JR028823]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C2424	Code Number: C130 Start Date: 2022-06-06
Sales Support Asst III [JR028248]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L22, L24	Code Number: C97 Start Date: 2022-06-20
Sales Support Asst III [JR031083]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C3 Start Date: 2023-04-17

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>WTVR had several interns during the reporting period. The internship included aspects of news production, promotions, newsroom operations, sports, community affairs, website/digital, sales and research. It provided real-world experience and a unique insight into newsroom operations. This includes learning alongside newsroom management, reporters, photographers, producers and assignment desk editors. Digital provides students real-world experience into the operations of a website and other social media platforms at a television news station. Includes learning along side newsroom management, web producers, reporters, photographers, producers and assignment desk editors. Internships last typically 10 weeks and interns are compensated during that time.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>Minority Scholarship Program: WTVR-TV CBS 6 and the Community Advisory Council sponsor the Dayle Dunn memorial minority scholarship and internship program. This scholarship is awarded to two minority college students each semester studying broadcast journalism at local colleges and universities. Executive Producer, Lauren Mackey and General Manager, Stephen Hayes, interview and select recipients in partnership with the Community Advisory Council.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>The company provides an Educational Assistance Program to enable all employees the opportunity to pursue higher education. Based on the calendar year, the program reimburses employees for the cost of tuition and books up to \$4000 per year.</p> <p>The company established a new Strategic Marketing Program for all sales leaders to enhance product knowledge and strategic sales concepts. During the reporting period, two local sales managers and one director of sales attended in May 2023. This program will then be rolled out to all account executives.</p>
<p>Establishment of a mentoring program for station personnel.</p>	<p>WTVR has an informal mentorship program for new station personnel. New personnel are paired with seasoned station employees for training, mentorship and helping newer team members navigate new environment and reaching personal and professional goals.</p>

**EEO PUBLIC FILE REPORT**

**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.

April 13th, 2023 - Digital Director, Scott Wise and reporters, Joi Fultz and Maggi Marshall spoke with SPJ & NABJ Students at Virginia Commonwealth University about careers in Broadcasting.