

**WVEC-TV**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2015 - May 20, 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
Multimedia Journalist	2-4, 6, 8-10, 12-13, 22-25, 27, 33, 35-37, 39, 44-48, 50-54, 56-59, 62-67	56
Account Executive	2-4, 6, 8-11, 13, 18, 22-25, 27-28, 33, 35-37, 39, 44-48, 50-54, 57-59, 62-67	18
Account Executive	2-4, 6, 8-11, 13, 18, 22-25, 27-28, 33, 35-37, 39, 44-48, 50-54, 57-59, 62-67	18
Account Executive	2-4, 6, 8-11, 13, 18, 22-25, 27-28, 33, 35-37, 39, 44-48, 50-54, 57-59, 62-67	18
Newscast Producer	2-4, 6-10, 13-14, 18, 22-25, 27-28, 33, 36-37, 39, 44-48, 50-52, 54-59, 62-67	55
Digital/Mobile/Social Online Producer	2-4, 6-10, 12-13, 22-25, 27, 33, 36-37, 39, 44-48, 50-52, 54, 57-59, 62-67	12
News Photographer/Editor	3, 7-10, 13, 15, 18, 23, 25, 28, 33, 44-45, 48-50, 54, 62, 66-67	18
Digital Producer	7-11, 13-14, 23, 25, 28, 33, 44-45, 48-50, 54, 62, 66-67	11
Digital Producer	7-11, 13-14, 23, 25, 28, 33, 44-45, 48-50, 54, 62, 66-67	11
Reporter/Multi-media Journalist	1, 3, 7-10, 18-19, 23, 25, 44-45, 48, 50, 56, 62, 66-67	1
Reporter/Multi-media Journalist	1, 3, 7-10, 18-19, 23, 25, 44-45, 48, 50, 56, 62, 66-67	19
Director	3, 5, 7-10, 16-18, 20-23, 25-26, 28, 30, 34, 38, 40-45, 48, 50-51, 56, 58, 60, 62, 66-67	56
Information Technology Specialist	5, 8-11, 16-17, 20-22, 26, 28, 30-31, 34, 38, 40-43, 48, 50-51, 58, 60, 62, 66	31
Reporter/Multi-media Journalist	5, 8-10, 16-18, 20-22, 26, 30, 32, 34, 38, 40-43, 48, 50-51, 54, 58, 60, 62, 66	18
Reporter/Multi-media Journalist	5, 8-10, 16-18, 20-22, 26, 30, 32, 34, 38, 40-43, 48, 50-51, 54, 58, 60, 62, 66	54
Multimedia Photojournalist	3, 5, 7-10, 16-18, 20-23, 25-26, 30, 32, 34, 38, 40-44, 48, 50-51, 58, 60-62, 66-67	32
Multimedia Photojournalist	3, 5, 7-10, 16-18, 20-23, 25-26, 30, 32, 34, 38, 40-44, 48, 50-51, 58, 60-62, 66-67	18
Director	3, 5, 7-10, 16-18, 20-23, 25-26, 29-30, 32, 34, 38, 40-45, 48, 50-51, 58, 60-62, 66-67	58

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Director	3, 5, 7-10, 16-18, 20-23, 25-26, 29-30, 32, 34, 38, 40-45, 48, 50-51, 58, 60-62, 66-67	18

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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	1
2	American Advertising Federation of Hampton Roads P.O. Box 61092 Virginia Beach, Virginia 23466 Phone : 757-943-0236 Url : <a href="http://www.aafhr.com">http://www.aafhr.com</a> Email : <a href="mailto:president@aafhr.org">president@aafhr.org</a> Nina James	N	0
3	American Women in Radio & Television 8405 Greensboro Drive Ste 800 McLean, Virginia 22102 Phone : 703/506/3290 Url : <a href="http://www.awrt.org">www.awrt.org</a> Fax : 1-703-506-3266 dontknow dontknow	N	0
4	b-roll.net 1623 D St. NE Washington, District of Columbia 20002 Phone : 202-470-5396 Url : <a href="http://www.b-roll.net">http://www.b-roll.net</a> Kevin Johnson Manual Posting	N	0
5	Broadcast Cable Financial Management Association 550 Frontage Road #3600 Northfield, Illinois Email : <a href="mailto:info@bcfm.com">info@bcfm.com</a> Career Service	N	0
6	Broadcasting & Cable - New Bay Media 810 7th Ave. 27th Floor New York, New York 10019 Phone : 917-331-9498 Url : <a href="http://www.broadcastingcable.com">http://www.broadcastingcable.com</a> Zahra Majma Manual Posting	N	0
7	Broadcasting & Cable Magazine Virginia Email : <a href="mailto:yatsumi@reedbusiness.com">yatsumi@reedbusiness.com</a> Yuki Atsumi	N	0

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8	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	0
9	Christopher Newport University Offc of Career Counseling One University Place Newport News, Virginia 23606 Phone : 757-594-8887 Url : <a href="http://www.cnu.edu">http://www.cnu.edu</a> Email : <a href="mailto:elizabeth.westley@cnu.edu">elizabeth.westley@cnu.edu</a> Libby Westley	N	0
10	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
11	Corporate Office	N	8
12	Corporate Recruiter	N	2
13	Craig's List Hampton Roads 1381 9th Ave San Francisco, California 94122 Phone : 414-566-6394 Url : <a href="http://www.norfolk.craigslist.org">http://www.norfolk.craigslist.org</a> Clint Powell Manual Posting	N	0
14	Current Employee	N	3
15	Current Employee/Internal Promotion	N	1
16	Department of Communication Arts Salisbury State Salisbury, Maryland Phone : 410-543-6073 Email : <a href="mailto:ccdickerson@salisbury.edu">ccdickerson@salisbury.edu</a> Fax : 1-410-546-6910 Paul Scovall	N	0

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<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>
17	Emma Bowen Foundation for Minority Interests In Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Email : sandra.rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
18	Employee Referral	N	13
19	Former Employee	N	1
20	George Washington University School of Media and Public Affairs 805 - 21st Street, NW #400 Washington, District of Columbia 20052 Phone : 202-994-6227 Email : smpa@gwu.edu Fax : 1-202-994-5806 Samara Sit	N	0
21	Georgetown University Cawley Career Education Center One Leavey Center - Box 571086 Washington, District of Columbia 20057 Phone : 202-6876288 Email : jms46@georgetown.edu Mike Schaub	N	0
22	Graeme Newell's MarektingIdeaNet Jobs 602 Communications - TV Training & Consulting New York, New York Phone : 602-954-8373 Url : <a href="http://www.602communications.com">http://www.602communications.com</a> Email : slizik@602communications.com Sandy Lizik	N	0
23	Hampton University Huntington Bldg. Hampton, Virginia 23668 Phone : 757-727-5405 Fax : 1-757-728-6011 Personnel Director Personnel Director	N	0

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24	Hampton University Wigwam 114 Hampton, Virginia 23668 Phone : 767-727-5000 Url : <a href="http://www.hamptonu.edu">http://www.hamptonu.edu</a> Vivian David Manual Posting	N	0
25	Harrisonburg Daily News Record 231 South Liberty St Harrisonburg, Virginia 22801 Email : <a href="mailto:sturner@dnronline.com">sturner@dnronline.com</a> Steve Turner	N	0
26	Howard University Student Resource Center C.B. Powell Building 525 Bryant Street NW Washington, District of Columbia Phone : 202-806-7513 Email : <a href="mailto:hucareersandinternships@gmail.com">hucareersandinternships@gmail.com</a> Joan Brown	N	0
27	Indeed.com 7501 N. Capital of TX Hwy Austin, Texas 78731 Phone : 1-800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Job Listing Manual Posting	N	0
28	Indeed.com	N	12
29	Indeed.com - Not Directly Contacted by SEU	N	3
30	ITT Technical Institute 7300 Boston Blvd. Springfield, Virginia Phone : 703-440-9535 Email : <a href="mailto:nsmalls@ITT-Tech.edu">nsmalls@ITT-Tech.edu</a> Jijiana Smalls	N	0
31	Job Board	N	2
32	Job posting on internet	N	3

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<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>
33	LinkedIn.com 2029 Stierlin Cy Mountain View, California 94043 Phone : 650-687-3600 Url : <a href="http://www.linkedin.com">http://www.linkedin.com</a> Job Listing Manual Posting	N	0
34	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 408-648-5200 Email : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Mark Shilstone	N	0
35	Mediajobz.com PO Box 2083 Roanoke Roanoke, Virginia 76262 Phone : 866-821-8233 Email : <a href="mailto:support@mediajobz.com">support@mediajobz.com</a>	N	0
36	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 646-658-0540 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Mark Shilstone Manual Posting	N	0
37	Monster.com 622 Third Ave. 39th #909-B New York, New York 10017 Phone : 212-351-7000 Url : <a href="http://www.monster.com">http://www.monster.com</a> Job Listing Manual Posting	N	0
38	Morgan State University Fine and Performing Arts Department 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3111 Email : <a href="mailto:earlene.goodson@morgan.edu">earlene.goodson@morgan.edu</a> Fax : 1-443-885-8267 Earlene Goodson	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
39	NAACP 909-B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Url : <a href="http://www.naacpjobfinder.com">http://www.naacpjobfinder.com</a> Job Listing Manual Posting	N	0
40	NATAS (National Academy of Television Arts & Sciences) 12504 Quarterhorse Drive Bowie, Maryland 20720 Phone : 206-623-8632 Email : <a href="mailto:natas@asi-seattle.net">natas@asi-seattle.net</a> Mike Sensney	N	0
41	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : 404-523-6136 Email : <a href="mailto:bcrmail@aol.com">bcrmail@aol.com</a> Fax : 1-404-523-5467 Lo Jelks	N	0
42	National Council of Negro Women 633 Pennsylvania Avenue NW Washington, District of Columbia 20004 Phone : 202-737-0120 Email : <a href="mailto:membership@ncnw.org">membership@ncnw.org</a> Mary Holder	N	0
43	National Lesbian and Gay Journalists Association 1420 K Street NW #910 Washington, District of Columbia 20037 Email : <a href="mailto:info@nljja.org">info@nljja.org</a> Career Services na	N	0
44	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : <a href="http://www.nsbe.org">www.nsbe.org</a> Email : <a href="mailto:info@nsbe.org">info@nsbe.org</a> Fax : (703) 683-5312 Director of Placement	N	0



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45	New Journal and Guide Virginia Email : advertising@njournalg.com Martha Pritchard	N	0
46	Norfolk State University 2401 Coprew Ave. Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Fax : 1-757-823-2075 Benjamin Ellis, Jr.	N	0
47	Norfolk State University 2401 Coprew Ave Norfolk, Virginia 23504 Phone : 757-823-8351 Url : http://www.nsu.edu. Dr. Melinda Harris Manual Posting	N	0
48	Old Dominion University 2202 Webb University Center North Norfolk, Virginia 23529 Phone : 757-683-4388 Url : http://www.experience.com Email : employers@odu.edu Julie Kurtz	N	0
49	Other Source	N	2
50	Regents University 1000 Regent University Virginia Beach, Virginia 23529 Phone : 757-352-4070 Url : http://www.regent.edu Email : careerservices@regent.edu Christian Caddell	N	0
51	Society of Broadcast Engineers 9102 N. Meridan Street Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org Email : kjones@sbe.org Scott Jones	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	Spots n dots 167 Oakdale Rd Johnson City, New York 46260 Phone : 888-884-2630 Url : <a href="http://www.spotsndots.com">http://www.spotsndots.com</a> April Causey Manual Posting	N	0
53	St. Paul's College 115 College Dr. Lawrenceville, Virginia 23868 Phone : 434-848-1805 Email : <a href="mailto:athomas@saintpauls.edu">athomas@saintpauls.edu</a> Fax : 1-434-848-6411 Alta Thomas	N	0
54	Station Web Site 613 Woodis Ave Norfolk, Virginia 23510 Phone : 502-582-7720 Url : <a href="http://www.wvec.com">http://www.wvec.com</a> Terrence Spence Manual Posting	N	1
55	Station Website	N	2
56	Trade Website	N	7
57	TV Spy/ Vault 75 Varick St 8th floor New York, New York 10013 Phone : 212-547-7893 Url : <a href="http://www.tvspy.com">http://www.tvspy.com</a> Rachel LaMariana Manual Posting	N	0
58	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 516-674-4914 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Fax : 1-760-754-2115 Mark Halloway	N	2

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59	TVNewscheck.com P.O. Box 565 Chatham, New Jersey 7928 Phone : 917-658-9012 Url : <a href="http://www.tvnewscheck.com">http://www.tvnewscheck.com</a> Phil Kirk Manual Posting	N	0
60	University of Maryland - Eastern Shore 11868 Back Bone Road Princess Anne, Maryland Phone : 410-651-6652 Email : <a href="mailto:plcottman@umes.edu">plcottman@umes.edu</a> Fax : 1-410-657-7918 Preston Cottman	N	0
61	Unknown (source not adequately identified upon inquiry by SEU)	N	2
62	Urban League of Hampton Roads 3225 High St. Portsmouth, Virginia 23707 Phone : 757-627-0864 Url : <a href="http://www.ulhr.org">http://www.ulhr.org</a> Email : <a href="mailto:jcharity@ulhr.org">jcharity@ulhr.org</a> Jeff Charity	N	0
63	Variety.com 1725 Live Oak Trail Virginia Beach, Virginia 23456 Phone : 757-427-2317 Url : <a href="http://www.variety.com">http://www.variety.com</a> Robert F Corbin Manual Posting	N	0
64	Virgina Association of Broadcasters 600 Peter Suite 300 #300 Charlottesville, Virginia 22911 Phone : 434-977-3716 Url : <a href="http://www.vabonline.com">http://www.vabonline.com</a> Christina Meyer Manual Posting	N	0

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<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>
65	Virginia Pilot 150 Brambleton Ave Norfolk, Virginia 23510 Phone : 757-446-2000 Url : <a href="http://www.thevirginiaplilot.com">http://www.thevirginiaplilot.com</a> Job Listing Manual Posting	N	0
66	Virginia Wesleyan College 1584 Wesleyan Dr. Norfolk, Virginia 23502 Phone : 757-455-3316 Url : <a href="http://www.vwc.edu">http://www.vwc.edu</a> Email : <a href="mailto:krasmussen@vwc.edu">krasmussen@vwc.edu</a> Karla Rasmussen	N	0
67	West Virginia University PI Reed School of Journalism WVU Morgantown Virginia 26506 Email : <a href="mailto:mreed@wvu.edu">mreed@wvu.edu</a> Maryanne Reed	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>65</b>

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**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	5/31/2015	Establishment of a mentoring program	<p>WVEC continued their commitment to grow, hire and retain employees through job shadowing and mentoring.</p> <p>May-August, 2015 – WVEC’s Reporter, mentored an intern from Berria College, 3-5 days per week.</p> <p>May2015-April 2016 – WVEC’s President &amp; General Manager participated as a mentor through American Corporate Partners Veteran Mentoring Program.</p> <p>June 2015 - WVEC’s Sports Anchor, served as mentor to two students from Virginia Tech (2), and one from William &amp; Mary, and job shadowed with him.</p> <p>June-July, 2015 – WVEC’s Promotion Producer, mentored an intern from Elizabeth City State University, who was a senior studying Mass Communications.</p> <p>July 2015 – WVEC’s Production Manager served as mentor/host to a Russian journalist who moved to the U.S. and looking for a job. She was also given a tour and watched our noon newscast.</p> <p>July 2015 – WVEC Production Manager served as mentor/host to a Roanoke College graduate. She was given a tour of the station and watched our evening newscasts.</p> <p>October-November, 2015 – One of WVEC’s Production Assistant, job shadowed with WVEC’s digital producers and sales staff. Following her job shadowing, she moved to our sales department.</p> <p>November 2015 – WVEC’s Local Sales Manager, participated as a mentor</p>	5	Reporter Sports Anchor Promotion Producer AE, Prod Manager

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			<p>through American Corporate Partners Veteran Mentoring Program with a former US Army Sergeant.</p> <p>November 2015 – WVEC’s Production Manager, served as mentor for a student from Old Dominion University and a student from Full Sail University, who job shadowed with him.</p>		
2	5/31/2015	Participation in other activities designed by the station employment unit	<p>Various members of the WVEC staff provide tours of the television station to a variety of schools and community groups.</p> <p>During the reporting period tours were given to Boy Scout and Girl Scout troops, senior groups, elementary schools, middle schools, high schools, and colleges.</p> <p>Additionally, various citizens from Hampton Roads interested in our television studio were given tours.</p>	9	Prod Mgr, Anchor/Rpt Meteorologist, Ops Admin AE, Promo (2), Receptionist Digital Producer
3	5/31/2015	Participation in events or programs sponsored by educational institutions	WVEC’s news anchors, reporters and meteorologists spoke to students at local elementary schools (9), high schools (1) and colleges (3) about careers in broadcasting and shared their roles with students. They explained their jobs in the broadcast field including television news anchoring and reporting, and meteorology.	10	Anchors (5) Reporters (2) Meteorologists (3)

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4	6/1/2015	Establishment of training programs for station personnel	<p>June-September 2015 – WVEC’s News managers, Production manager, Directors, Director of Technology, and President &amp; General Manager went to WUSA to learn about their experience as we plan to convert to control automation.</p> <p>August 2015 – WVEC anchors (2), traffic reporter, and reporter attended the National Association of Black Journalists Convention.</p> <p>September 2015 – WVEC’s Assistant News Director, attended the Online News Association training in Los Angeles.</p> <p>October 2015 – WVEC’s Executive News Producer attended the NAB Leadership institute.</p> <p>November 2015 – WVEC’s Special Projects Producer was selected to participate in the Virginia Association of Broadcaster’s Best of the Best Leadership program for the 2015/2016 year.</p> <p>February 2016 – WVEC’s News reporters, producers and assignment editors trained on Lakana, a new system to post stories to 13NewsNow.com.</p> <p>February 2016 – The WVEC sales staff attended the introduction and launch of Selling the TEGNA way.</p> <p>March 2016 – WVEC’s Director of Technology attended the Broadcasting &amp; Cable Technology Summit and learned about new technologies for elections, sports cloud-based items along with ways to attract millennial viewers.</p> <p>April 2016 – WVEC’s Promotion Producer, and Director of Technology</p>	15	Station Staff

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			<p>attended the NAB conference. Included was editing and post production training.</p> <p>April 2016 – WVEC’s Marketing department attended a Mixpo training session.</p> <p>April 2016 – The WVEC sales staff attended training on Selling the TEGNA way. This followed the launch in February 2016.</p> <p>April 2016 – News Producers and managers, promotion staff, sales staff trained on new social media guidelines for posting to our web site.</p> <p>April 2016 – WVEC’s Sales Managers went to Phoenix to participate in the G/O Digital training seminar.</p>		
5	6/4/2015	Establishment of training programs for station personnel	<p>The 2015 IRE Conference consisted of 4 more than 150 panels, hands-on classes and special presentations about covering business, public safety, government, health care, education, the military, the environment and other key beats. Speakers will share strategies for locating documents and gaining access to public records, finding the best stories and managing investigations. Join the discussion about how to practice investigative journalism in print, broadcast, Web and alternative newsroom models.</p>	2	Investigative Reporter Investigative Producer



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6	6/5/2015	Provision of training to management	<p>July 2014 – Department heads and management staff, inclusive of middle managers, attended training on utilizing Success Factors for recruiting and performance management.</p> <p>August 2014 – WVEC managers and sales staff received Dale Carnegie/Wade Powell training on Time Management and Responding to a Changing Work Environment.</p> <p>September 2014 – WVEC’s Marketing Manager attended a Fred Pryor Seminar of the Fundamentals of Project Management.</p> <p>November 2014 – WVEC’s Local Sales Manager attended the Cardinal Path Training Academy’s training on creating effective Google Ad Words campaigns.</p>	47	Creative Services Director Local Sales Manager Local Sales Manager Director/Technology BCT Media
7	6/22/2015	Establishment of training programs for station personnel	Promax- A four day critical gathering 2 where networks, station groups syndicators and local broadcasters discuss, dialogue and debate the issues, trends and emerging business opportunities driving success in local Television.	2	Marketing Director Marketing Producer
8	9/1/2015	Establishment of training programs for station personnel	<p>TEGNA/WVEC offers a tuition reimbursement program designed to encourage self-development through undergraduate or graduate work. Two employees participated in the program during the reporting period taking courses listed below:</p> <p>Meteorologist: Math III/College Trigonometry (Fall 2015 - American Public University)</p> <p>Meteorologist: Calculus I (Spring 2016) – American Public University</p> <p>Sales Account Manager: Sr. Software Project/Process Modeling (Spring 2016) – East Carolina University</p>	2	Meteorologist Sales Account Manager

**WVEC-TV**  
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**May 21, 2015 - May 20, 2016**

**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>
9	9/1/2015	Establishment of an intern program designed to assist members of the community	<p>WVEC is committed to the education of future journalists including reaching out to college students through an internship program. In partnership with the Virginia Association of Broadcasters, a rising senior from Virginia Tech's Department of Communications participated in WVEC's internship program during the past year. The intern shadowed reporters and producers; and spent time in the Production department learning how to operate production equipment.</p> <p>Other paid interns were hired by WVEC during the reporting period. One each from Hampton University and Old Dominion University joined our station from September-December 2015 in our Production Department. During the months of January-April 2016, three interns, one from Christopher Newport University, and two from Old Dominion University, joined our Production Department. All interns learned the many aspects in studio production and news.</p>	1	Production Manager
10	9/1/2015	Participation in Job Fairs	October 2015 – WVEC's Regional Human Resources Director and Production Manager, participated in a local job fair at Old Dominion University for students, graduates and the community. About 120 employers were in attendance.	2	Regional HR Production Manager
11	3/1/2016	Participation in Job Fairs	March 2016 – WVEC's Regional Human Resources Director and Production Manager, participated in a local career fair at Old Dominion University for students, graduates and the community.	2	Regional HR Production Manager