

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

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
Integrated Account Executive	1-13, 15-17, 20, 24-25, 27-31, 33, 35, 38-39, 41-43, 45-47	33
Integrated Account Executive	1-13, 15-17, 20, 24-25, 27-31, 33, 35, 38-39, 41-43, 45-47	9
Integrated Account Executive	1-13, 15-17, 20, 24-25, 27-31, 33, 35, 38-39, 41-43, 45-47	10
Integrated Account Executive	1-13, 15-17, 20, 24-25, 27-31, 33, 35, 38-39, 41-43, 45-47	41
Integrated Account Executive	1-13, 15-17, 20, 24-25, 27-31, 33, 35, 38-39, 41-43, 45-47	9
Director	1-9, 11-13, 15-17, 19-21, 24-25, 27-32, 35, 38-39, 42-47	44
Consumer Insights Specialist	1-8, 11-13, 15-18, 20, 24-25, 27-32, 35, 38-39, 42-43, 45-47	18
WVEC News Producer	34, 40	34
Director	10, 42	10
Meteorologist/MSJ	2, 4-13, 17, 20, 23-30, 35, 38-40, 42-43, 45-46	9
Meteorologist/MSJ	2, 4-13, 17, 20, 23-30, 35, 38-40, 42-43, 45-46	10
Multi-Skilled Journalist	2, 4-8, 11-13, 17-18, 20, 23-30, 35, 37-40, 42-43, 45-46	18
Multi-Skilled Journalist	2, 4-8, 11-13, 17-18, 20, 23-30, 35, 37-40, 42-43, 45-46	37
Digital Sales Manager	2, 4-8, 11-13, 17-18, 20, 23-30, 35, 38-40, 42-43, 45-46	18
Account Manager	2, 4-8, 11-13, 17-18, 20, 23-30, 35, 38-40, 42-43, 45-46	18
Director	2, 4-8, 11-13, 17-18, 20, 23-30, 35, 38-43, 45-46	41
Director	2, 4-8, 11-13, 17-18, 20, 23-30, 35, 38-43, 45-46	18
Multi-Skilled Journalist	2, 4-8, 11-13, 17-18, 20, 23-30, 35, 38-40, 42-43, 45-46	18
Multi-Skilled Phototjournalist	2, 4-8, 11-13, 17, 20, 23-30, 35, 38-43, 45-46	41
Multi-Platform Producer	2, 4-9, 11-13, 17, 20, 23-30, 33, 35, 38-43, 45-46	41
Multi-Platform Producer	2, 4-9, 11-13, 17, 20, 23-30, 33, 35, 38-43, 45-46	33

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

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	2, 4-9, 11-13, 17-18, 20, 22-30, 35-43, 45-46	18
Account Executive	2, 4-9, 11-13, 17-18, 20, 22-30, 35-43, 45-46	18
Account Manager	2, 4-9, 11-14, 17, 20, 23-30, 35, 38-40, 42-43, 45-46	9
Account Manager	2, 4-9, 11-14, 17, 20, 23-30, 35, 38-40, 42-43, 45-46	9
Local Sales Manager	2, 4-9, 11-13, 17-18, 20, 23-30, 35, 38- 43, 45-46, 48	9

WVEC-TV
EEO PUBLIC FILE REPORT

May 21, 2016 - May 20, 2017

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	American Women in Radio & Television 8405 Greensboro Drive Ste 800 McLean, Virginia 22102 Phone : 703/506/3290 Url : www.awrt.org Fax : 1-703-506-3266 dontknow dontknow	N	0
2	Broadcast Cable Financial Management Association 550 Frontage Road #3600 Northfield, Illinois Email : info@bcfm.com Career Service	N	0
3	Broadcasting & Cable Magazine Virginia Email : yatsumi@reedbusiness.com Yuki Atsumi	N	0
4	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
5	Christopher Newport University Offc of Career Counseling One University Place Newport News, Virginia 23606 Phone : 757-594-8887 Url : http://www.cnu.edu Email : elizabeth.westley@cnu.edu Libby Westley	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0

WVEC-TV
EEO PUBLIC FILE REPORT

May 21, 2016 - May 20, 2017

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
7	Department of Communication Arts Salisbury State Salisbury, Maryland Phone : 410-543-6073 Email : ccdickerson@salisbury.edu Fax : 1-410-546-6910 Paul Scovall	N	0
8	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
9	Employee Referral	N	10
10	Former Employee Referral	N	3
11	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
12	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
13	Graeme Newell's MarektingIdeaNet Jobs 602 Communications - TV Training & Consulting New York, New York Phone : 602-954-8373 Url : http://www.602communications.com Email : slizik@602communications.com Sandy Lizik	N	0

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

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
14	Hampton Roads University 150 Brambleton Ave Norfolk, Virginia 23510 Phone : 757-444-4633 Url : http://www.hamptonroads.com Email : vivian.david@hampton.edu Vivian Wrenn David	N	0
15	Hampton University Huntington Bldg. Hampton, Virginia 23668 Phone : 757-727-5405 Fax : 1-757-728-6011 Personnel Director Personnel Director	N	0
16	Harrisonburg Daily News Record 231 South Liberty St Harrisonburg, Virginia 22801 Email : sturner@dnronline.com Steve Turner	N	0
17	Howard University Student Resource Center C.B. Powell Building 525 Bryant Street NW Washington, District of Columbia Phone : 202-806-7513 Email : hucareersandinternships@gmail.com Joan Brown	N	0
18	Indeed.com	N	25
19	Indeed.com - Not Directly Contacted by SEU	N	3
20	ITT Technical Institute 7300 Boston Blvd. Springfield, Virginia Phone : 703-440-9535 Email : nsmalls@ITT-Tech.edu Jijiana Smalls	N	0
21	Job posting on internet	N	1
22	Linked In	N	1

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

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
23	LinkedIn.com 2029 Stierlin Cy Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listing Manual Posting	N	0
24	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 408-648-5200 Email : medialine@medialine.com Mark Shilstone	N	0
25	Morgan State University Fine and Performing Arts Department 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3111 Email : earlene.goodson@morgan.edu Fax : 1-443-885-8267 Earlene Goodson	N	0
26	NAACP 909-B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Url : http://www.naacpjobfinder.com Job Listing Manual Posting	N	0
27	NATAS (National Academy of Television Arts & Sciences) 12504 Quarterhorse Drive Bowie, Maryland 20720 Phone : 206-623-8632 Email : natas@asi-seattle.net Mike Sensney	N	0
28	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : 404-523-6136 Email : bcmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0

WVEC-TV
EEO PUBLIC FILE REPORT

May 21, 2016 - May 20, 2017

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
29	National Council of Negro Women 633 Pennsylvania Avenue NW Washington, District of Columbia 20004 Phone : 202-737-0120 Email : membership@ncnw.org Mary Holder	N	0
30	National Lesbian and Gay Journalists Association 1420 K Street NW #910 Washington, District of Columbia 20037 Email : info@nljja.org Career Services na	N	0
31	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0
32	New Journal and Guide Virginia Email : advertising@njournalg.com Martha Pritchard	N	0
33	Non-Employee Referral	N	2
34	Not Available	N	2
35	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
36	Other Source	N	3
37	Recruiter	N	3
38	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

WVEC-TV
EEO PUBLIC FILE REPORT

May 21, 2016 - May 20, 2017

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
39	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
40	Station Web Site 613 Woodis Ave Norfolk, Virginia 23510 Phone : 502-582-7720 Url : http://www.wvec.com Terrence Spence Manual Posting	N	0
41	Station Website	N	12
42	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 516-674-4914 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Halloway	N	2
43	University of Maryland - Eastern Shore 11868 Back Bone Road Princess Anne, Maryland Phone : 410-651-6652 Email : plcottman@umes.edu Fax : 1-410-657-7918 Preston Cottman	N	0
44	Unknown (source not adequately identified upon inquiry by SEU)	N	1
45	Urban League of Hampton Roads 3225 High St. Portsmouth, Virginia 23707 Phone : 757-627-0864 Url : http://www.ulhr.org Email : jcharity@ulhr.org Jeff Charity	N	0

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

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
46	Virginia Wesleyan College 1584 Wesleyan Dr. Norfolk, Virginia 23502 Phone : 757-455-3316 Url : http://www.vwc.edu Email : krasmussen@vwc.edu Karla Rasmussen	N	0
47	West Virginia University PI Reed School of Journalism WVU Morgantown Virginia 26506 Email : mreed@wvu.edu Maryanne Reed	N	0
48	www.mediagignow.com 5000 Crossmill Road McLeansville, North Carolina 27301 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			68

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2016	Establishment of an intern program designed to assist members of the community	Summer, 2016 - WVEC had three interns join their staff. A senior from Virginia Tech was sponsored by the Virginia Association of Broadcaster, two other Virginia Tech journalism students were paid interns for the 6/8 weeks period. They shadowed in news, production and sales departments.	3	Production Manager
2	6/1/2016	Provision of training to management	President & General Manager and Executive News Director attended the TEGNA meetings and training for station general managers.	2	President & General Manager Executive News Director
3	6/2/2016	Establishment of training programs for station personnel	June 2-3, 2016, WVEC hosted Multi-Skilled Journalist training for Reporter, Photographers/Editors, Producers, Anchors, Digital Producers and Marketing Producers. Trainers were brought in from other TEGNA markets.	50	New Director Assistant News Director MSJ News Anchor
4	6/5/2016	Sponsorship of events in the community designed to increase public awareness	6/5-7/15 – WVEC’s Anchors and Reporters greeted the community at the annual Harborfest held at Town Point Park in Norfolk. WVEC was a sponsor for this event with an estimated 250,000 in attendance. At this event, representatives of the Station talked about their individual careers, career paths available within broadcasting and the role that Station has within the community.	15	Multi-Media Journalist Anchor Reporter Anchor
5	6/6/2016	Participation in events or programs sponsored by educational institutions	June 6, 2016, Meteorologist visited Coleman Place Elementary School in Norfolk. She spoke to 15 girls and two guidance counselors about her job as a Meteorologist and what it entails, the Station and career paths available within the industry. They also talked about self-esteem and confidence.	1	Meteorologist
6	6/10/2016	Establishment of training programs for station personnel	June 10-11, 2016, Special Projects Producer, Reporter, Photographer, and News Anchor attended the NPPA Southeast Storytelling Workshop in Atlanta. This weekend workshop was designed to enhance gathering of natural sound, shooting and editing to produce more memorable stories.	4	Special Projects Producer Reporter Photographer Anchor

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	6/15/2016	Establishment of training programs for station personnel	June 15-18, 2016, Investigative Reporter and Producer/ Photographer, WVEC attended the IRE Convention in New Orleans. There were more than 150 panels, demonstrations and special presentations covering a range of topics including public safety, government, healthcare, education, the military and the environment. We learned best practices, how to gain access to public records, get sources to talk, manage investigations and new visual tools to make our investigations better for TV and digital.	2	Investigative Reporter Photographer
8	6/20/2016	Establishment of an intern program designed to assist members of the community	Summer, 2016 – WVEC had three interns join our staff. A senior from Virginia Tech was sponsored by the Virginia Association of Broadcaster, two other Virginia Tech journalism students were paid interns for the 6-8 week period. They shadowed in news, production and sales departments.	1	Production Manager
9	6/22/2016	Participation in events sponsored by community groups	Meteorologist, WVEC gave a tour of Station to 15 people from the Eggleston Services Group, Camp Program. As part of the Station, four participants were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Meteorologist
10	6/23/2016	Establishment of training programs for station personnel	June 23-25, 2016, President & General Manager, and members of our Sales, News, and Marketing teams attended the Virginia Association of Broadcasters Annual Summer Convention in Virginia Beach. They attended various seminars, including the Best of the Best Leadership program where candidates from Virginia television and radio stations are assigned a case study and present their findings at the convention. They also attended the awards banquet where WVEC's Promotion Producer was honored as one of the group's "Best of the Best" by the VAB.	25	President and General Manager News Director Assistant News Director

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	6/23/2016	Establishment of training programs for station personnel	Marketing Director, WVEC attended the ProMax BDA Station Summit Conference. Marketing Director spoke to a group of broadcast professionals about best practices in Branding and Social Media.	1	Director of Marketing
12	6/29/2016	Establishment of training programs for station personnel	Sales Fulfillment Manager attended a Dale Carnegie: How to Win Cooperation and Influence People seminar held in Norfolk. This taught how to build trust in the workplace, create a collaborative work environment and get buy-in from employees.	1	Sales Fulfillment Manager
13	7/1/2016	Participation in other activities designed by the station employment unit	Sales Fulfillment Manager, WVEC served as a mentor through the ACP Mentorship Program for Michael Williams, who is active duty for the US Navy. The mentorship will be for one year.	1	Sales Fulfillment Manager
14	7/1/2016	Participation in other activities designed by the station employment unit	WVEC News Anchor served as a mentor to a student from Hampton University studying Journalism. Anchor assisted with critiques and information regarding the student's future ambitions to work as a news reporter.	1	Anchor
15	7/8/2016	Participation in events sponsored by community groups	Production Manager gave a tour of WVEC to 14 people from the Westhaven Boys Home. Participants had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager
16	7/14/2016	Participation in events or programs sponsored by educational institutions	WVEC President & General Manager gave a tour of WVEC to 40 students of the Xcel Leadership class. As part of the Station, four participants were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	President & General Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	7/28/2016	Participation in events or programs sponsored by educational institutions	WVEC Marketing Director spoke to a group of marketing and communication educators of high school students sponsored by the Virginia Association of Marketing Educators. She presented on television, entertainment marketing, and social media skills we're looking for in new hires, and where our focus is for the future.	1	Director of Marketing
18	8/1/2016	Provision of training to management	President and General Manager, WVEC attended training for "Selling" the TEGNA way.	1	President & General Manager
19	8/1/2016	Co Sponsoring Job Fair	WVEC Reporter and Anchor worked with the TEGNA staff in recruiting at the NABJ Convention in Washington D.C.	2	Reporter Reporter
20	8/3/2016	Participation in events or programs sponsored by educational institutions	August 3, 2016, WVEC Meteorologist, gave a tour of WVEC to 30 students, ages 4-9, from the Believers Day School in Chesapeake. He talked about weather safety, hurricanes, and tornadoes. Meteorologist also talked about his career, the Station and other career avenues within Journalism.	1	Meteorologist
21	8/3/2016	Establishment of training programs for station personnel	August 3-7, 2016 - Three of WVEC Anchors/Reporters attended the NABJ Convention in Washington, DC. They participated in seminars in skill development, including enhancing digital proficiency and story development along with exchanging ideas and learning about new industry trends.	3	Anchor Anchor Reporter

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
22	8/30/2016	Provision of training to management	Executive News Director, WVEC participated in the Executive Leadership Program. This ongoing training is for TEGNA managers to learn about the responsibilities of being a General Manager of a television station. He attended the GM summit at TEGNA Corporate, spent a week at WWL in New Orleans with General Manager, Tod Smith, and attended the Track #1 in Denver to learn how GM's lead change taking place in News, Marketing, and Human Resources. He also attended meetings in Dallas and McLean. In December 2016 he spent a week in Greensboro, NC at the Center for Creative Leadership. Through a series of assessments, group exercises, and one-on-one coaching classes, he learned a tremendous amount about how to be a more effective leader in the newsroom. the course gave him a firm understanding of his own leadership style, how he communicates, and how others perceive his leadership. He came away with practical knowledge on how to excel in his current role and position for future opportunities in the company.	1	Executive News Producer
23	9/1/2016	Establishment of training programs for station personnel	September 2016, WVEC Meteorologist attended the National Weather Association conference. She attended seminars to discuss and learn new weather concepts, best practices and new technology.	1	Meteorologist
24	9/8/2016	Participation in events or programs sponsored by educational institutions	September 8, 2016, Production Manager, gave a tour of WVEC to a college student. As part of the Station, four students were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Production Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
25	9/9/2016	Establishment of training programs for station personnel	Two WVEC Reports and one Photographer attended the NPPF (National Press Photographers Foundation) workshop in Minneapolis. There were presentations and seminars about team storytelling, social media and a panel discussion about the daily life for a multi-skilled journalist. This was co-sponsored by KARE11 in Minneapolis and the TEGNA Foundation.	3	Reporter Reporter Photographer
26	9/13/2016	Participation in events or programs sponsored by educational institutions	Military Reporter participated in a group panel at the Armed Forces Staff College. They discussed the media and our jobs. There were about 50 officers in attendance.	1	Military Reporter
27	9/14/2016	Participation in events sponsored by community groups	September 14, 2016, Production Manager and WVEC Reporter, spoke to the National Broadcasting Society meeting. They provided advice about how to get into the television news broadcasting industry and changes that are taking place in the field.	2	Production Manager Reporter
28	9/16/2016	Participation in events or programs sponsored by educational institutions	September 16, 2016, Production Manager gave a tour of WVEC to 15 students of the National Broadcasting Society of Norfolk State University. As part of the Station, tour participants were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Production Manager
29	9/20/2016	Participation in Job Fairs	Production Manager, two Executive Producers, WVEC participated in a job fair for Old Dominion University.	1	Production Manager Executive Producer Executive Producer
30	9/22/2016	Participation in events or programs sponsored by educational institutions	September 27, 2016, Production Manager, gave a tour of WVEC to students of Norfolk State University. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
31	9/26/2016	Establishment of training programs for station personnel	September 26-29, 2016 – Executive News Director, Director of Content and the Marketing Director, attended the TEGNA Content Summit in McLean. The group discussed content transformation.	3	Executive News Director Director of Content Marketing Director
32	9/27/2016	Participation in Job Fairs	Production Manager and Director, WVEC participated in a job fair for college students at Christopher Newport University.	2	Production Manager Director
33	9/27/2016	Participation in events sponsored by community groups	Meteorologist, WVEC spoke to Daisy and Brownie Scouts, ages 5-9 years old, about weather safety, hurricanes, blizzards, tornadoes, and lightning. The Scouts all had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Meteorologist
34	9/27/2016	Participation in events or programs sponsored by educational institutions	September 27, 2016 – Production Manager, gave a tour of WVEC to two students of Norfolk State University. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager
35	9/28/2016	Participation in events or programs sponsored by educational institutions	Fall, 2016 – WVEC had two interns join our staff. One was from Virginia Wesleyan College, the other from Christopher Newport University. The internship assignment was for 3 months. They shadowed in news, production and sales departments.	1	Production Manager
36	9/28/2016	Participation in Job Fairs	Production Manager and Executive Producer, WVEC participated in a job fair for college students at Hampton University.	2	Production Manager Executive Producer
37	10/3/2016	Participation in events or programs sponsored by educational institutions	October 3, 2016 – Production Manager, gave a tour of WVEC to 16 students from Warwick River Christian School. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
38	10/6/2016	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of WVEC to students from Elizabeth City State University. As part of the Station, tour students were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Production Manager
39	10/7/2016	Participation in events or programs sponsored by educational institutions	Production Manager gave a tour of WVEC to students from Regent University. As part of the Station, tour students were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Production Manager
40	10/10/2016	Participation in events or programs sponsored by educational institutions	Executive Producer, WVEC spoke to journalism students at Hampton University. She discussed a typical news day, story gathering and producing tactics. She also talked about qualities we look for in hiring potential employees. They viewed one of our newscasts and discussed the elements. She then helped them write copy for a broadcast they have at Hampton University.	1	Executive Producer
41	10/12/2016	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of WVEC to students from Old Dominion University. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager
42	10/19/2016	Participation in events or programs sponsored by educational institutions	October 19, 2016 – Production Manager, WVEC gave a tour of WVEC to a student from Hampton University. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
43	10/24/2016	Participation in events sponsored by community groups	October 24, 2016 – Production Manager, WVEC gave a tour of WVEC to nine Russian Media Professionals hosted by the Norfolk Sister Cities Association. As part of the Station, tour participants were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Production Manager
44	10/25/2016	Provision of training to management	October 25-26, 2016 – News Director, WVEC participated in the Executive Leadership program. This ongoing training is for TEGNA managers to learn about the responsibilities of being a General Manager of a television station. He attended the GM summit at TEGNA Corporate, spent a week at WWL in New Orleans with General Manager, Tod Smith, and attended the Track #1 in Denver to learn how GM's lead change taking place in news, marketing, and human resources. He also attended meetings in Dallas and McLean. In December 2016 he spent a week in Greensboro at the Center for Creative Leadership in Greensboro, North Carolina. Through a series of assessments, group exercises, and one-on-one coaching classes, he learned a tremendous amount about how to be a more effective leader in the newsroom. The course gave him a firm understanding of his own leadership style, how he communicates, and how others perceive my leadership. He came away with practical knowledge on how to excel in his current role and position for future opportunities in the company.	1	News Director

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
45	10/26/2016	Participation in events or programs sponsored by educational institutions	Executive Producer, WVEC spoke to journalism students at Hampton University. She discussed a typical news day, story gathering and producing tactics. She also talked about qualities we look for in hiring potential employees. They viewed one of our newscasts and discussed the elements. She then helped them write a copy for a broadcast they have at Hampton University.	1	Executive Producer
46	10/29/2016	Participation in events or programs sponsored by educational institutions	WVEC Meteorologist spoke to students at Larchmont Elementary about her career. They discussed the importance of education, math, and science as well as the different career paths available within Journalism.	1	Meteorologist
47	10/31/2016	Participation in events or programs sponsored by educational institutions	October 31, 2016 – Production Manager, WVEC gave a tour of WVEC to a student from Manteo High School (North Carolina). As part of the Station, four students were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Production Manager
48	10/31/2016	Establishment of training programs for station personnel	WVEC Managers (12) attended the Workplace Violence Prevention training provided by TEGNA.	12	President and General Manager Director of Sales Director of Technology Digital Director
49	11/1/2016	Participation in events or programs sponsored by educational institutions	November 1, 2016 – Production Manager, WVEC gave a tour of WVEC to 15 students of the Fresh Start Program from Franklin, Virginia. As part of the Station, four students were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Production Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
50	11/2/2016	Participation in events or programs sponsored by educational institutions	November 2, 2016 – Production Manager, WVEC gave a tour of WVEC to 14 of Windsor Elementary Production students. As part of the Station, tour students were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Production Manager
51	11/3/2016	Participation in events or programs sponsored by educational institutions	Meteorologist, WVEC spoke to Sedgefield Elementary School about their career as a Broadcast Meteorologist. They discussed the importance of education, Math and Science are. They also discussed the different career opportunities within Journalism.	1	Meteorologist
52	11/21/2016	Participation in events sponsored by community groups	Digital Content Producer at WVEC gave a tour of WVEC to 17 Girl Scouts from Troop 13. The Scouts had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Digital Content Producer
53	11/28/2016	Participation in events sponsored by community groups	November 28, 2016 - Production Manager, WVEC gave a tour of WVEC to two students from Old Dominion University. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager
54	12/1/2016	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of WVEC to 20 students, grades 4-12 from Tidewater Community Academy. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager
55	12/1/2016	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC had a student in the Hampton University Capstone Project job shadow with him. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
56	12/3/2016	Establishment of training programs for station personnel	December 3-4, 2016 - Leaders from the Investigative Reporters & Editors (IRE) came to WVEC for Total Newsroom Training, a grant-based customized training program for small and medium-sized newsrooms. This training is designed to increase the ability of your news organization to provide watchdog and enterprise coverage for your community and to produce work that can lead to changes and improvements in those communities. They provide custom training in your newsroom based on the needs of your organization, provide hands-on training using Microsoft Excel and Access for spreadsheet and data analysis, as well as other database management software. WVEC employees from news (reporters, managers, and producers, special project photographers), marketing and sales attended the two-day training sessions.	25	News Director Assistant News Dir News Assistant President and General Manager
57	12/12/2016	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of WVEC to students from Old Dominion University. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager
58	1/1/2017	Establishment of an intern program designed to assist members of the community	Spring, 2017 – WVEC have two interns who joined our staff. A senior at Old Dominion University and a senior at Hampton University. They are both in our production department through April. They will shadow in our News Department but also be involved with our digital producers as well as our promotion writers and producers in our Marketing department.	2	Production Manager
59	1/17/2017	Participation in events or programs sponsored by educational institutions	WVEC, Meteorologist spoke to three classes of 2nd-grade students at Green Run Elementary School about the weather. Meteorologist also talked about their career, the Station and the different career opportunities within the broadcasting industry.	1	Meteorologist

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
60	1/17/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of WVEC to 12 students and adults from the Greenbrier Enrichment Center and School. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager
61	1/18/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of WVEC to 18 students and teachers from the Woodside High School Production class. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager
62	1/18/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, WVEC spoke to 2nd-grade students at Barron Elementary School about the weather. Meteorologist also talked about their career, the Station and the different career opportunities within the industry.	1	Meteorologist
63	1/26/2017	Participation in events or programs sponsored by educational institutions	January 26, 2017 – Production Manager and Special Projects Producer, WVEC gave a tour of WVEC to 17 students with Bishop Sullivan Catholic High School. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	2	Production Manager Special Projects Producer
64	1/27/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of WVEC to an ODU Graduate. As part of the Station, tour participant was taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Production Manager
65	1/31/2017	Participation in events or programs sponsored by educational institutions	Meteorologist, WVEC spoke to four classes of 2nd-grade students at Trantwood Elementary School about weather safety, instrumentation, and seasons, building on their statewide SOL guidelines. Meteorologist also talked about their career and the different opportunities within the industry.	1	Meteorologist

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
66	2/1/2017	Participation in Job Fairs	Production Manager and Senior Director participated in a job fair for college students and graduates at Christopher Newport University.	2	Production Manager Senior Director
67	2/2/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of the WVEC studio to a group of students from Cooper Elementary in Hampton. Students had an opportunity to visit with each department within the Station and learn about the different career paths within the industry.	1	Production Manager
68	2/8/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of the WVEC studio to a group of students from Tallwood High School. Students had the opportunity to visit with each department within the Station, learn about the operation and different career opportunities within the industry.	1	Production Manager
69	2/8/2017	Participation in events or programs sponsored by educational institutions	Anchor, WVEC skyped with 3rd graders at Alanton Elementary for their Technology Day about themes we report in our news stories. Anchor talked about their position and career, the utilization of technology and spoke about the different career paths within journalism.	1	Anchor
70	2/10/2017	Participation in other activities designed by the station employment unit	Production Manager, WVEC gave a tour of the WVEC studio to a student from Christopher Newport University. The Student had the opportunity to meet with all the departments within the Station and learn about potential career opportunities.	1	Production Manager
71	2/14/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of the WVEC studio to a group of students from the Virginia Beach Technical & Career Education Center. Students had the opportunity to visit with each department within the Station and learn about the different career paths within the broadcasting industry.	1	Production Manager
72	2/16/2017	Participation in Job Fairs	Production Manager, WVEC participated in a job fair at Hampton University for college students and graduates.	1	Production Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
73	2/20/2017	Establishment of training programs for station personnel	Managers and employees attended the TEGNA seminar: Harassment Maintaining a Respectful Workplace training.	50	President and General Manager Production Manager Director Assistant News Director
74	2/27/2017	Establishment of training programs for station personnel	From 2/27/2017 until March 1, 2017 - Special Projects Producer, WVEC attended the Virginia Association of Broadcasters "Best of the Best" Leadership program, in conjunction with the NAB Conference in Washington, DC. He was part of a discussion about the big issue facing the broadcast industry and spent a day on Capitol Hill lobbying Virginia's congressional leaders to support these issues.	1	Special Projects Producer
75	3/3/2017	Participation in events sponsored by community groups	Production Manager, WVEC gave a tour of the WVEC studio to Boy Scouts and leaders. Scouts were able to visit with each department of the Station and learn about the different career opportunities within the Station and industry.	1	Production Manager
76	3/8/2017	Provision of training to management	March 8-9, 2017 -Director of Technology, WVEC attended the Broadcasting & Cable Technology Leadership Summit in Charlotte, North Carolina. Technology leaders discussed the current state and future of television.	1	Director of Technology
77	3/14/2017	Participation in events sponsored by community groups	Meteorologist, WVEC gave a tour to Girl Scouts and adults. The Tour entailed a tour of the Station and each department. Participants also spent time in each department of the station and learn about their function and career opportunities within the industry.	1	Meteorologist
78	3/14/2017	Participation in Job Fairs	Production Manager, WVEC participated in a job fair at Virginia Wesleyan College for students.	1	Production Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
79	3/23/2017	Participation in events or programs sponsored by educational institutions	3/23/2017 until 3/30/2017 - Production Manager, WVEC gave a tour of the WVEC Station to separate groups of the TV Production class from Oscar Smith High School. Students were able to spend time in each department of the Station and learn about the operations and career opportunities within the broadcast industry	1	Production Manager
80	3/23/2017	Participation in Job Fairs	Production Manager, WVEC participated in a job fair at Old Dominion University for college students and graduates.	1	Production Manager
81	3/27/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of the WVEC studio for the Ladies Driven for Success group from Green Run High School. The Students were able to spend time in each department of the Station and learn about the operations and career opportunities within the broadcast industry	1	Production Manager
82	3/29/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of the WVEC studio to a student from Hampton University. The Student was able to spend time in each department of the Station and learn about the operations and career opportunities within the broadcast industry.	1	Production Manager
83	3/30/2017	Establishment of training programs for station personnel	Managers and Employees attended the TEGNA seminar: Workplace Violence and Situation Awareness training.	50	
84	3/30/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of the WVEC studio to a college senior from Old Dominion University. The student was able to visit with each department and learn about the different career opportunities available within the Station and the broadcast industry.	1	Production Manager
85	4/3/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of the WVEC studio to a graduate from Norfolk State University. The student was able to spend time in each department of the station and learn about their function as well as career opportunities within the broadcast industry.	1	Production Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
86	4/4/2017	Establishment of training programs for station personnel	April 4-5, 2017 - Sales Manager, WVEC attended Premion Training, our new product that enables us to strategically target viewers on other platforms.	1	Sales Manager
87	4/4/2017	Establishment of training programs for station personnel	Promotion Coordinator, WVEC attended TEGNA Multi-Factor Authentication training for General Managers and Executive Assistants. This is to access TEGNA resources when not on the LAN and designed to protect company information and access from outside hackers, etc.	1	Promotion Coordinator
88	4/15/2017	Establishment of training programs for station personnel	April 15-17, 2017 - Keith O'Malley, Director of Technology, attended the National Association of Broadcasters conversation. The primary focus was NextGen TV.	1	Director of Technology
89	4/18/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of the WVEC studio to a group of students from the Booker T. Washington High School Multimedia production students. Students had an opportunity to visit with each department and learn about their function as well as learn about different career paths that are available within the broadcast industry.	1	Production Manager
90	4/18/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC gave a tour of the Station and studio to a graduate of Howard University. He also gave a tour to a member of the community. Participants had an opportunity to meet with each department and learn about their function within the Station. Participants also learned about the different career opportunities within the Station and industry.	1	Production Manager
91	4/19/2017	Participation in Job Fairs	Production Manager and Social Media Manager participated in a job fair for Chesapeake Public Schools for students.	2	Production Manager Social Media Manager

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2016 - May 20, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
92	4/27/2017	Establishment of training programs for station personnel	April 27-28, 2017 - Special Projects Producer, WVEC attended the Virginia Association of Broadcasters "Best of the Best" Leadership program which focused on leadership styles, empowering your team, and other strategies and exercises.	1	Special Projects Producer
93	5/4/2017	Participation in events or programs sponsored by educational institutions	President & General Manager, WVEC spoke to production classes at Booker T. Washington High School. Information was shared about the Station, key roles within the newsroom and different career paths available within the broadcast industry.	1	President & General Manager
94	5/10/2017	Establishment of a mentoring program	Production Manager and Meteorologist, WVEC hosted a student from Old Dominion University to job shadow at WVEC. The Student was able to observe the operation and learn about different career paths within the station.	2	Production Manager Meteorologist
95	5/10/2017	Establishment of training programs for station personnel	Director of Technology, WVEC attended the Dale Carnegie seminar on "Conflict: Maintaining Emotional Control".	1	Director of Technology
96	5/12/2017	Participation in events or programs sponsored by educational institutions	Production Manager, WVEC hosted a station tour to a graduate of Howard University. He also gave a tour to a member of the community. As part of the Station, tour participants were taken to every department within the station and learned about its unique function and career opportunities that currently exist in the industry.	1	Production Manager
97	5/16/2017	Establishment of training programs for station personnel	Managers and supervisors of WVEC attended two TEGNA training sessions on site. Subjects were Harassment Prevention and Performance and Behavior Management. These sessions were led by our Labor Relations Attorney and supported by the VP/HR,	55	VP of Human Resources Labor Relations Attorney HR Business Partner