

**WVEC-TV**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2017 - May 20, 2018**

**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
Multi-Platform Producer	1-4, 6-11, 13, 15, 17-25, 28-35	8
Multi-Platform Producer	1-4, 6-11, 13, 15, 17-25, 28-35	8
Television IT Specialist	1-4, 6-7, 9-11, 13-15, 17-26, 28-30, 32-35	14
Multi-Skilled Journalist	1-4, 6-11, 13-15, 17-25, 28-30, 32-33, 35	30
Multi-Skilled Journalist	1-4, 6-11, 13-15, 17-25, 28-30, 32-33, 35	14
Digital Content Producer	1-4, 6-11, 13-14, 17-25, 27-30, 32-33, 36	8
Digital Content Producer	1-4, 6-11, 13-14, 17-25, 27-30, 32-33, 36	27
TEGNA Visual Journalist & Story Teller	1-4, 6-11, 13, 15, 17-25, 28-33, 35	31
TEGNA Visual Journalist & Story Teller	1-4, 6-11, 13, 15, 17-25, 28-33, 35	8
Director of Sales	1-4, 6-11, 13, 15-33, 35	27
Account Manager	1-13, 15-30, 32-35	30
Account Manager	1-13, 15-30, 32-35	5
Account Manager	1-13, 15-30, 32-35	8
Account Manager	1-13, 15-30, 32-35	8
Account Manager	1-13, 15-30, 32-35	27
Account Executive	1-4, 6-11, 13-35	8
Account Executive	1-4, 6-11, 13-35	16
Account Executive	1-4, 6-11, 13-35	26
Account Executive	1-4, 6-11, 13-35	30
Creative Marketing Producer	1-4, 6-7, 9-11, 13-15, 17-25, 28-30, 32-33, 35-36	14
Broadcast Director	1-4, 6-7, 9-11, 13-15, 17-25, 28-35	14
Broadcast Director	1-4, 6-7, 9-11, 13-15, 17-25, 28-35	31
Multi-Platform Producer	1-4, 6-7, 9-13, 15, 17-25, 27-30, 32-33, 35	27
Photojournalist & Story Teller	1-4, 6-11, 13-15, 17-26, 28-30, 32-33, 35-36	30
Photojournalist & Story Teller	1-4, 6-11, 13-15, 17-26, 28-30, 32-33, 35-36	8
Local Sales Manager	1-4, 6-11, 13-36	27
Multi-Skilled Journalist	1-4, 6-7, 9-11, 13, 15, 17-25, 28-30, 32-33, 35-36	17

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-4, 6-11, 13-14, 17-25, 28-30, 32-33, 35-36	8

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**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	Broadcast Cable Financial Management Association 550 Frontage Road #3600 Northfield, Illinois Email : info@bcfm.com Career Service	N	0
2	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	9
3	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
4	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
5	Consultant Referral	N	1
6	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
7	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
8	Employee Referral	N	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
9	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
10	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
11	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
12	Hampton Roads University 150 Brambleton Ave Norfolk, Virginia 23510 Phone : 757-444-4633 Url : <a href="http://www.hamptonroads.com">http://www.hamptonroads.com</a> Email : vivian.david@hampton.edu Vivian Wrenn David	N	0
13	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
14	Indeed.com	N	27

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15	ITT Technical Institute 7300 Boston Blvd. Springfield, Virginia Phone : 703-440-9535 Email : nsmalls@ITT-Tech.edu Jijiana Smalls	N	0
16	Linked In	N	7
17	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	1
18	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
19	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
20	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
21	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : 404-523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
23	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
24	National Lesbian and Gay Journalists Association 1420 K Street NW #910 Washington, District of Columbia 20037 Email : info@nljga.org Career Services na	N	0
25	Old Dominion University 2202 Webb University Center North Norfolk, Virginia 23529 Phone : 757-683-4388 Url : <a href="http://www.experience.com">http://www.experience.com</a> Email : employers@odu.edu Julie Kurtz	N	0
26	Other Source	N	11
27	Recruiter	N	13
28	Regents University 1000 Regent University Virginia Beach, Virginia 23529 Phone : 757-352-4070 Url : <a href="http://www.regent.edu">http://www.regent.edu</a> Email : careerservices@regent.edu Christian Caddell	N	0
29	Society of Broadcast Engineers 9102 N. Meridan Street Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">http://www.sbe.org</a> Email : kjones@sbe.org Scott Jones	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>
30	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	10
31	Station Website	N	16
32	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	0
33	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
34	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
35	Virgina 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

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36	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>113</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	6/1/2017	Establishment of training programs for station personnel	TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams.	1	HR Business Partner
2	6/5/2017	Establishment of training programs for station personnel	News, Digital and Marketing Directors attended TEGNA HQ Content Summit. Focus was exploring new ways to examine content, increase audience on all platforms and hiring of diverse talent representative of the viewing community.	2	Marketing Director News Director
3	6/9/2017	Establishment of training programs for station personnel	Sales Fulfillment Manager attended training to learn about the Sharebuilders tool used to price our rate card.	1	Sales Manager
4	6/15/2017	Establishment of training programs for station personnel	All TEGNA employees were required to complete an online based ethics compliance training course. This online training also required employees to complete an assessment to affirm the employees understanding of the policy.	100	Employee
5	6/19/2017	Establishment of training programs for station personnel	TEGNA senior level managers at Promaxbda conference in Las Vegas about TEGNA opportunities and developing into a Marketing Director.	1	Marketing Director
6	6/20/2017	Establishment of training programs for station personnel	Sales Fulfillment Manager attended Videa training. Topics included training to set up price guide and an overview of the tool.	1	Sales Manager
7	6/21/2017	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to middle and high school girls attending the Crowned Academy Girls Summer Camp about being a broadcast meteorologist, and finding your passion and following your dreams.	1	Meteorologist
8	6/29/2017	Establishment of training programs for station personnel	Account Executives and Account Managers attended TEGNA's Salesforce training with local sales director from KHOU. Topic was Salesforce forecasting for our management team.	6	Sales Team
9	7/10/2017	Establishment of training programs for station personnel	Meteorologist attended the WSI Max Masters Users weather training in Boston.	1	Meteorologist

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10	7/14/2017	Establishment of training programs for station personnel	Production Manager and Promotion Coordinator attended the FCC / EAS training in Norfolk where careers in broadcast and journalism were discussed.	2	Production Manager Promotion Coordinator
11	7/18/2017	Establishment of a mentoring program	WVEC's Meteorologist sponsored a student from Old Dominion University allowing the student to job shadow him, during time together discussed own personal career path.	1	Meteorologist
12	7/19/2017	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to GEICO interns and discussed a career in broadcast and journalism.	2	Production Manager Promotion Coordinator
13	7/26/2017	Establishment of training programs for station personnel	Multi Media Journalist attended the Asian American Journalists Association Convention in Philadelphia, Pennsylvania. Included was a career fair and expo, plenary sessions, panel workshops, seminars and other activities with interactive discussions about the industry and community issues.	1	Multi Media Journalist
14	7/26/2017	Establishment of training programs for station personnel	Multi-Media Journalist attended the Asian American Journalists Association convention in Philadelphia.	1	Multi Media Journalist
15	7/27/2017	Establishment of training programs for station personnel	Anchor attended meeting of the Hampton Roads Black Media Professional where careers in broadcast and journalism were discussed.	1	Anchor
16	8/2/2017	Establishment of training programs for station personnel	Digital Sales Manager attended the Virginia Association of Marketing Educators Annual Conference in Williamsburg, Virginia. Digital Sales Manager gave a lecture to the group on Premion and Over the Top Training.	1	Digital Sales Manager
17	8/9/2017	Establishment of training programs for station personnel	Meteorologist and Anchors attend the NABJ Convention in New Orleans where careers in broadcast and journalism were discussed.	3	Meteorologist Anchor Anchor Anchor
18	8/20/2017	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to Norfolk State University students interested in a career in Broadcast and Journalism.	1	Production Manager

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19	8/23/2017	Establishment of training programs for station personnel	WVEC Reporters, Anchors, Weather and Sports personnel attended the TEGNA Social Media Training 2.0 held at the station.	20	All Station Employees
20	9/16/2017	Participation in other activities designed by the station employment unit	Meteorologist hosted a Vision Board event at Providence United Christian Church of Christ. The 40 middle and high school attendees discussed their goals for the future.	1	Meteorologist
21	9/21/2017	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC Studio to a group of students from Carrolton Elementary school. During tour discussed careers in Broadcast and Journalism.	1	Production Manager
22	9/22/2017	Participation in other activities designed by the station employment unit	Meteorologist spoke to high school students at the Newport News Public Schools Telecommunications center about a career in television.	1	Meteorologist
23	9/25/2017	Establishment of training programs for station personnel	Digital Director attended the Broadcasting and Cable News Tech Summit in Atlanta.	2	Digital Director Technology Director
24	9/27/2017	Participation in Job Fairs	Production Manager, participated in a job fair at Christopher Newport University, where careers in broadcast and journalism were discussed.	1	Production Manager
25	9/28/2017	Participation in Job Fairs	Production Manager participated in a job fair at Hampton University, where he discussed careers in broadcast and journalism.	1	Production Manager
26	9/28/2017	Participation in Job Fairs	Production Manager, participated in a job fair at Hampton University. During job fair discussed personal career path and careers in broadcast and journalism.	1	Production Manager
27	9/28/2017	Establishment of training programs for station personnel	Anchor attended meeting of the Hampton Roads Black Media Professionals, where they spoke about their own career path and careers in Broadcast and Journalism.	1	Anchor
28	9/28/2017	Participation in other activities designed by the station employment unit	Meteorologist, spoke to students at Norfolk State University during their Mass Communications Journalism Week. Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Meteorologist

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29	10/3/2017	Participation in other activities designed by the station employment unit	WVEC Sponsored a Regent University student to job shadow directors preparing for and directing newscasts.	1	Production Manager
30	10/5/2017	Establishment of training programs for station personnel	Social Media Manager attended the Online News Association annual conference in Washington, D.C, through a TEGNA grant that recognizes rising digital stars within the company.	1	Social Media Manager
31	10/11/2017	Participation in events or programs sponsored by educational institutions	Anchor spoke to students at Capron Elementary School about careers in broadcast and journalism.	1	Anchor
32	10/19/2017	Participation in Job Fairs	Production Manager participated in a job fair at Norfolk State University. During job fair discussed own personal career path and careers in broadcast and journalism.	1	Production Manager
33	10/20/2017	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to college students in the Introduction to Meteorology class about a career in television meteorology.	1	Meteorologist
34	10/26/2017	Establishment of training programs for station personnel	Digital Sales Manager attended the Cybersecurity in Digital Marketing Curriculum Review in Richmond, Virginia. She served as a subject matter expert for digital marketing.	1	Social Media Manager
35	11/1/2017	Establishment of training programs for station personnel	WVEC Sales Managers, Account Executives and Account Managers attended Inside Out training to better serve our clients.	50	Sales Manager Account Executives Account Manager
36	11/14/2017	Establishment of training programs for station personnel	Sales Fulfillment Manager attended an update and training about the Premion product.	1	Sales Manager
37	11/15/2017	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a local communications major student. During tour discussed careers in broadcast and journalism.	1	Production Manager
38	11/17/2017	Participation in events or programs sponsored by educational institutions	Anchor participated in Career Day at Sewells Point Elementary School in Norfolk. Talent discussed personal career path as well as discussed career opportunities with the broadcast and Journalism industry.	1	Anchor

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39	12/1/2017	Establishment of training programs for station personnel	Sales Fulfillment Manager attended a webinar hosted by ESA & Company about the automotive industry for the sales team.	1	Sales Manager
40	12/1/2017	Establishment of training programs for station personnel	WVEC Sales Managers attended training with regional financial analyst about reporting in our Wide Orbit Analytics tool.	4	Sales Department
41	12/5/2017	Participation in other activities designed by the station employment unit	Production Manager gave a tour to the Fresh Start Group from Franklin, VA During tour discussed careers in broadcast and journalism.	1	Production Manager
42	12/6/2017	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to an Elizabeth City State University student. During tour discussed careers in broadcast and journalism.	1	Production Manager
43	12/28/2017	Participation in other activities designed by the station employment unit	Anchor gave a tour of the WVEC studio to a student at ODU. During tour discussed careers in broadcast and journalism.	1	Anchor
44	12/28/2017	Participation in events or programs sponsored by educational institutions	Meteorologist participated on a panel the 100 Young Queens Event, which addresses college and sorority life and her career in television.	1	Meteorologist
45	1/23/2018	Participation in events or programs sponsored by educational institutions	Meteorologist gave a presentation to approximately 100 second graders at Poquoson Primary School. He talked about weather safety, types of clouds, instruments meteorologist use and seasons. He also discussed his career path into television.	1	Meteorologist
46	1/23/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour to an ODU graduate student. During the tour discussed careers in broadcast and journalism.	1	Production Manager

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47	1/26/2018	Establishment of training programs for station personnel	TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. The training was rolled out electronically on January 26, 2018 with an expected completion date of February 2, 2018.	100	All Station Employees
48	1/27/2018	Participation in events sponsored by community groups	Anchor spoke to a Girl Scout Troop at the Chesapeake Central Library. Talent discussed personal career path as well as careers in broadcast and journalism.	1	Anchor
49	2/1/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a group from Jarvisburg Elementary School. During tour discussed personal career path as well as careers in broadcast and journalism.	1	Production Manager
50	2/14/2018	Establishment of training programs for station personnel	Director of Sales and Sales Fulfillment Manager attended training sponsored by the Virginia Association of Broadcasters regarding rules and regulations of political advertising.	2	Sales Manager Director of Sales
51	2/15/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a group from Cooper Elementary School. During the tour students learned about a career in broadcast and journalism.	1	Production Manager
52	2/22/2018	Participation in Job Fairs	Production Manager and Digital Content Producer participated in a career fair at Virginia Wesleyan University. During the career fair they discussed careers in broadcast and journalism.	2	Production Manager Digital Content Producer
53	2/22/2018	Participation in Job Fairs	Production Manager and Digital Content Producer participated in a career fair at Hampton University. During the job fair discussed careers in broadcast and journalism.	1	Production Manager

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54	2/26/2018	Participation in events or programs sponsored by educational institutions	Anchor spoke to students of their Broadcast Club at Thomas Eaton Middle School in Hampton. Talent discussed personal career path as well as careers in broadcast and journalism.	1	Anchor
55	2/28/2018	Establishment of training programs for station personnel	Sales Fulfillment Manager, Major Accounts Sales Manager and Sales Assistant attended training on how to import orders from Wide Orbit Media Sales in to Wide Orbit Traffic.	3	Sales Manager Major Accounts Sales Manager Sales Assistant
56	3/2/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to an Old Dominion University students. During the tour students learned about careers in broadcast and journalism.	1	Production Manager
57	3/2/2018	Participation in events or programs sponsored by educational institutions	Anchor read to students at Sewells Point Elementary School in Norfolk and Windsor Oaks Elementary School in Virginia Beach in conjunction with Read Across America. Talent discussed own personal career path as well as careers in broadcast and journalism.	1	Anchor
58	3/12/2018	Establishment of training programs for station personnel	Sales Fulfillment Manager attended a TVB Media Comparison Webinar showing research on media usage.	1	Sales Manager
59	3/14/2018	Participation in Job Fairs	Production Manager and Director participated in a career fair at Norfolk State University. Where careers in broadcast and journalism were discussed.	1	Production Manager
60	3/14/2018	Establishment of training programs for station personnel	News department Multi Media Journalists and Multi Skilled Journalists attended an on-site MSJ training session. Training focused on technology and programs available to all MSJs as well as best practices to utilize in their daily work.	60	News Department
61	3/15/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a Virginia Wesleyan University student. During tour careers in broadcast and journalism were discussed.	1	Production Manager

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62	3/16/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to an Old Dominion University student. During tour discussed career opportunities with the broadcast and journalism industry.	1	Production Manager
63	3/17/2018	Participation in events sponsored by community groups	Anchor served as keynote speaker at the Girl Scout Luncheon in Chesapeake, talent discussed career opportunities with the broadcast and journalism industry.	1	Anchor
64	3/19/2018	Participation in events sponsored by community groups	Anchor spoke to staff at Chesapeake Regional Medical Center about personal career path as well as discussed career opportunities with the broadcast and journalism industry.	1	Anchor
65	3/22/2018	Establishment of training programs for station personnel	Director of Marketing attended a series of Social Marketing Master Classes through TEGNA's Marketing dept. This is an internal program targeted to train marketing leaders in the organization on how to better use social media to market our newscast, different campaigns and how to measure the effectiveness of the campaigns. Courses taken: 3/22, 4/5, 4/11, 4/19.	1	Marketing Director
66	3/28/2018	Participation in other activities designed by the station employment unit	Gave a tour of the WVEC studio to a Norfolk State University student. While on tour discussed personal career path as well as discussed career opportunities with the broadcast and journalism industry.	1	Production Manager
67	4/5/2018	Participation in events sponsored by community groups	WVEC staff hosted a high school junior during the "Take a Girl Scout to Work" week, to discuss careers in broadcast and journalism.	2	Executive Producer Production Manager
68	4/17/2018	Establishment of training programs for station personnel	Director of Marketing attended TEGNA's Innovation Summit in McLean, VA. This was a gathering of innovators within the company to brainstorm ways we can disrupt traditional local news and make new, more appealing informational shows for the public.	1	Marketing Director



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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>
69	4/20/2018	Establishment of training programs for station personnel	Sales Fulfillment Manger attended a Wide Orbit Media Sales focus group meeting. The meeting introduced the new tools in Wide Orbit Media Sales and an open forum for improvement suggestions.	1	Sales Manager
70	5/7/2018	Establishment of training programs for station personnel	Director of Sales attended TEGNA's Annual Sales Leadership Summit. Sales leaders from across the organization gather and discuss the best practices, new products available to staff and the strategic plan for the calendar year.	1	Director of Sales