

WVEC-TV
EEO PUBLIC FILE REPORT
May 21, 2022 - May 20, 2023

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
Account Executive 11152	1-4, 6-8, 10-12, 14-34	28
Account Executive 11152	1-4, 6-8, 10-12, 14-34	28
Producer-11773	1-4, 7, 12, 15-16, 20, 22-29, 31, 35	28
Producer-11773	1-4, 7, 12, 15-16, 20, 22-29, 31, 35	28
Associate Director-11978	1, 3-4, 7, 12, 16, 20, 22-29, 31, 35	28
Meteorologist - 012034	1, 3-4, 7, 9, 12, 15-16, 20, 22-26, 28- 29, 31, 35	28
Digital Content Producer-012076	1, 3-5, 7-9, 12, 15-16, 18, 20, 22-29, 31, 35	28
Sports Anchor/Reporter - 012192	1, 3-4, 7, 12, 15, 20, 22-29, 31, 35	28
Photojournalist - 012411	1, 3-4, 7, 12-13, 15-16, 20, 22-29, 31, 35	28
Reporter/MSJ-12567	1, 3-4, 7, 12-13, 15, 20, 22-29, 31, 35	13
Director of Digital Content-12987	1, 3-4, 7, 12, 15, 20, 22-26, 28-29, 31, 35	28
Producer-13151	1, 3-4, 7, 11-12, 15, 18-20, 22-23, 25- 29, 31, 35	28
Account Manager-13300	1, 3-4, 7, 12, 15, 19-20, 22-23, 25-31, 35	28
Digital Producer - 14105	13, 28	13

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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	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
2	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
3	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
4	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
5	Diversity Jobs 3980 North Broadway Ste 103-147 Boulder, Colorado Career Page Manual Posting	N	0
6	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

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7	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
8	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
9	Glassdoor 100 Shoreline Highway Sausalito, California HR HR Manual Posting	N	0
10	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
11	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
12	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

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13	Indeed.com	N	3
14	ITT Technical Institute 7300 Boston Blvd. Springfield, Virginia Phone : 703-440-9535 Email : nsmalls@ITT-Tech.edu Jijiana Smalls	N	0
15	LinkedIn.com 2029 Stierlin Cy Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listing Manual Posting	N	3
16	Media Line P.O. Box 51909 Pacific Grove, California 93950 Phone : 408-648-5200 Email : medialine@medialine.com Mark Shilstone	N	0
17	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
18	NAACP 909-B Marshall Ave Norfolk, Virginia 23504 Phone : 757-627-1096 Url : http://www.naacpjobfinder.com Job Listing Manual Posting	N	0
19	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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
21	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Email : careercenter@nab.org Career Center	N	0
22	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
23	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
24	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
25	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

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26	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
27	Station Web Site 613 Woodis Ave Norfolk, Virginia 23510 Phone : 502-582-7720 Url : http://www.wvec.com Terrence Spence Manual Posting	N	0
28	TEGNA.com 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : www.TEGNA.com Job Board Manual Posting	N	51
29	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	0
30	United States Navy 8501 Hampton Blvd Norfolk, Virginia 23505 Phone : 757-489-1000 Url : http://www.public.navy.com Email : jobsearch@ffscnorva.navy.mil.com Job Listing	N	0

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31	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
32	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
33	Virgina 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
34	Virginia Employment Commisison 5145 E. Virginia Beach Blvd Norfolk, Virginia 23502 Phone : 757-455-3960 Url : http://www.vec.virginia.gov Email : vwcemployerservices@vec.gov Job Listing	N	0
35	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			57

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2022	Establishment of an intern program designed to assist members of the community	This station is participating in TEGNA's Producer-In-Residence ("PIR") Program. TEGNA established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and checking on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	2	Marketing PIR
2	6/19/2022	Participation in events sponsored by organizations representing the community	Anchor served as emcee for the Juneteenth Extravaganza in Hampton, Virginia. Careers in broadcast and journalism were discussed.	1	Anchor
3	6/26/2022	Participation in events sponsored by organizations representing the community	Anchor served as emcee for the Pride at the Beach event in Virginia Beach, Virginia. Careers in journalism and broadcast were discussed.	1	Anchor

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4	7/9/2022	Participation in events sponsored by organizations representing the community	Anchor served as emcee for the Joggin' for Frogmen Race in Virginia Beach, Virginia. Careers in journalism and broadcast were discussed.	1	Anchor
5	7/19/2022	Participation in events sponsored by organizations representing the community	Anchor spoke on the 'Your Advisors Will See You Now' Podcast. The topic was 'What is it like to be a Reporter". Careers in broadcast and journalism were discussed.	1	Anchor
6	7/23/2022	Participation in events sponsored by organizations representing the community	Meteorologist served as emcee for the Festevents Norfolk Latino Music Festival in Norfolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
7	8/14/2022	Participation in events sponsored by organizations representing the community	Anchor spoke at For The People, Inc., a nonprofit that reaches kids by teaching them various forms of media and music, in Norfolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
8	9/15/2022	Participation in events sponsored by organizations representing the community	Anchor served as a guest speaker for the Girl Scouts Famous Formers Awards Luncheon & Celebration in Hampton, Virginia. Careers in journalism and broadcast were discussed.	1	Anchor
9	9/17/2022	Participation in events sponsored by organizations representing the community	Anchor served as emcee for the Festevents Nash Fest 757 in Norfolk, Virginia. Careers in broadcast and journalism were discussed.	1	Anchor
10	9/21/2022	Participation in events or programs sponsored by educational institutions	Anchor spoke to the Hampton University Public Relations and Journalism Class in Hampton, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
11	9/24/2022	Participation in events sponsored by organizations representing the community	Reporter served as emcee for the Florence Bowser Centennial Celebration in Suffolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Reporter
12	10/4/2022	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to 8th grade students at Virginia Beach Middle School in Virginia Beach, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist

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13	10/7/2022	Participation in events sponsored by organizations representing the community	Anchor served as emcee for the 8th Annual Women Against Violence Luncheon in Virginia Beach, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
14	10/22/2022	Participation in events sponsored by organizations representing the community	Anchor served as membership chair and spoke at the Hampton Roads Black Media Professionals 40th Anniversary luncheon in Norfolk, Virginia. Careers in broadcast and journalism were discussed.	1	Anchor
15	11/3/2022	Establishment of training programs for station personnel	TEGNA Corp. training on copy coordinator procedures to improve master control operations hub knowledge for cross-training.	2	Sales Coordinator Account Manager
16	12/18/2022	Participation in events or programs sponsored by educational institutions	Anchor served as a professional judge for the Hampton University Senior Journalism Capstone Projects in Hampton, Virginia. Careers in broadcast and journalism were discussed.	1	Anchor
17	12/31/2022	Participation in events sponsored by organizations representing the community	Reporter served as emcee for the Last Night on the Town event in Virginia Beach, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Reporter
18	1/21/2023	Establishment of training programs for station personnel	TEGNA launched a company-wide training program to increase employees understanding of company policies around professional ethics and whistleblower legal protection. All TEGNA employees were required to complete the training.	98	All Station Employees
19	2/5/2023	Participation in events sponsored by organizations representing the community	Meteorologist served as emcee for the Princess Ball in Chesapeake, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Meteorologist
20	2/10/2023	Participation in events sponsored by organizations representing the community	News Director sat on a panel to interview for the Virginia Beach Police Public Information Officer position in Virginia Beach, Virginia. Careers in broadcast and journalism were discussed.	1	News Director

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21	2/10/2023	Participation in events or programs sponsored by educational institutions	Anchor served as emcee for the Hampton University Scripps Howard School of Journalism 20th Anniversary Celebration in Hampton, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
22	2/16/2023	Participation in other activities designed by the station employment unit	Meteorologist provided a tour to a 7 year old child with high functioning Autism. Gave the student an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also discussed opportunities within the television media field.	1	Meteorologist
23	3/1/2023	Establishment of training programs for station personnel	All WVEC employees participated in a Brand Workshop. Sessions were held on 5 different dates with approx. 20 employees in each group. Led by WVEC's Director of Marketing, each group learned what is a brand and what are brand archetypes. Then, the group brainstormed the things that make WVEC different from the competition, WVEC's Core Values and WVEC's Brand Mission.	98	All Station Employees
24	3/1/2023	Participation in events or programs sponsored by educational institutions	Anchor recorded a chapter of the book "Ellray Jakes is Magic" for a special video produced for Virginia Beach school students as a part of their "All Districts Reads" literacy program. Careers in broadcast and journalism were discussed.	1	Anchor
25	Ongoing Event	Establishment of training programs for station personnel	TEGNA requires all employees to participate in quarterly Cybersecurity Awareness Training to increase our awareness of cybersecurity threats that can compromise our data and networks. Find the Phish, which was focused on helping to spot phishing and other cyber threats. The online training was open to all employees from 3/6-3/24/2023.	98	All Station Employees

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26	3/21/2023	Participation in other activities designed by the station employment unit	Meteorologist provided a tour to a homeschooled 7 year old student that is learning about science/meteorology. Gave the student an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also discussed opportunities within the television media field.	1	Meteorologist
27	3/22/2023	Participation in other activities designed by the station employment unit	Meteorologist, Station Receptionist and Programming Manager provided a tour for 10 special needs students from Kellam High School in Virginia Beach, Virginia. Gave these students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also discussed opportunities within the television media field.	3	Meteorologist Programming Manager Receptionist
28	3/25/2023	Participation in events sponsored by organizations representing the community	Anchor served as emcee for the World Cultural Festival of Hampton Roads in Virginia Beach, Virginia. Careers in broadcast and journalism were discussed.	1	Anchor
29	3/27/2023	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to students at Mary Jackson Elementary School in Hampton, Virginia. Discussed career tracks toward a career in the meteorology, broadcast and journalism industries.	1	Meteorologist
30	3/31/2023	Participation in events or programs sponsored by educational institutions	Anchor spoke to students at the Sanford Elementary School Career Day in Newport News, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
31	3/31/2023	Participation in events or programs sponsored by educational institutions	Anchor spoke at the Achievable Dream Academy Career Day in Newport News, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
32	4/2/2023	Participation in events sponsored by organizations representing the community	Reporter served as emcee for the Hampton Delta Foundation's 18th Annual Debutante Cotillion in Hampton, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Reporter

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33	4/6/2023	Participation in events or programs sponsored by educational institutions	Reporters and a Marketing Producer participated in the Tallwood Elementary School Career Day in Virginia Beach, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	3	Reporter Reporter Marketing Producer