

**WVEC-TV**  
**EEO PUBLIC FILE REPORT**  
**May 21, 2018 - May 20, 2019**

**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
Digital Content Producer	2-5, 7-13, 19-27, 29-31, 33-34, 36	9
Multi Skilled Journalist	2-5, 7-8, 10-14, 19-27, 29-34, 36	32
Multi Skilled Journalist	2-5, 7-8, 10-14, 19-27, 29-34, 36	14
Digital Sales Manager	1-5, 7-10, 12-13, 18-27, 29-31, 33-34, 36	9
Meteorologist	2-5, 7-8, 10, 12-13, 19-31, 33-34, 36	28
Regional Account Executive	2-5, 7-10, 12-13, 15, 19-27, 29-31, 33- 34, 36	9
Account Executive	2-8, 10, 12-13, 16-17, 19-22, 24-27, 29- 34, 36	32
Account Executive	2-8, 10, 12-13, 16-17, 19-22, 24-27, 29- 34, 36	6
News Producer	2-5, 7-8, 10, 12-13, 19-27, 29-34, 36	32
News Producer	2-5, 7-8, 10, 12-13, 19-27, 29-34, 36	32
Account Manager	2-5, 7-8, 10, 12-13, 19-27, 29-34, 36	32
Photojournalist & Story Teller	2-5, 7-14, 17, 19-36	32
Segment Reporter/Multi-Skilled Journalist	2-5, 7-8, 10, 12-13, 19-27, 29-34, 36	32
Executive Producer	2-5, 7-8, 10, 12-13, 19-27, 29-34, 36	32
Master Control Operator	2-5, 7-8, 10, 12-14, 19-27, 29-31, 33- 34, 36	14
News Producer	3-5, 7-8, 10, 12-13, 19-27, 29-34, 36	32
ANCHOR/SPECIAL PROJECTS REPORTER	3-5, 7-8, 10, 12-14, 19-27, 29-34, 36	32
ANCHOR/SPECIAL PROJECTS REPORTER	3-5, 7-8, 10, 12-14, 19-27, 29-34, 36	14

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<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>
1	Application already on file	N	1
2	Broadcast Cable Financial Management Association 550 Frontage Road #3600 Northfield, Illinois Email : info@bcfm.com Career Service	N	0
3	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
4	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
5	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
6	Corporate Recruiter	N	15
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

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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	Employee Referral	N	4
10	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
11	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
12	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
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	4
15	Internal Candidate	N	1
16	Internal Hire	N	1
17	ITT Technical Institute 7300 Boston Blvd. Springfield, Virginia Phone : 703-440-9535 Email : nsmalls@ITT-Tech.edu Jijiana Smalls	N	0
18	Linked In	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	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
20	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
21	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
22	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
23	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
24	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia Phone : 404-523-6136 Email : <a href="mailto:bcmail@aol.com">bcmail@aol.com</a> Fax : 1-404-523-5467 Lo Jelks	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>
25	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
26	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
27	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
28	Other Source	N	2
29	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
30	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
31	Station Web Site 613 Woodis Ave Norfolk, Virginia 23510 Phone : 502-582-7720 Url : http://www.wvec.com Terrence Spence Manual Posting	N	2
32	Station Website	N	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	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
34	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
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
36	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>42</b>

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	<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	6/1/2018	Participation in events sponsored by community groups	Anchor participated in the Virginia Port Authority Media Day where career opportunities in the broadcast and journalism industry were discussed.	1	Anchor
2	6/7/2018	Participation in events or programs sponsored by educational institutions	Anchor participated in National Call Dad's "Dinner with Dad" at Brighton Elementary School in Portsmouth. Discussed being an anchor and her career in television broadcasting.	1	Anchor
3	6/11/2018	Participation in events or programs sponsored by educational institutions	Anchor spoke at a graduation ceremony at Brighton Elementary School in Portsmouth. Discussed her career as an anchor and the job of broadcast journalism.	1	Anchor
4	6/13/2018	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 Rivermont School, Hampton, Virginia and discussed a career in broadcast and journalism.	1	Production Manager
5	6/13/2018	Participation in events or programs sponsored by educational institutions	Anchor spoke at a graduation ceremony at Hunter B. Andrews School in Hampton. Discussed her career as an anchor and the job of broadcast journalism.	1	Anchor
6	6/13/2018	Participation in events sponsored by community groups	Meteorologist was guest speaker at the James River Convalescent & Rehabilitation Center in Newport News. Talent discussed personal career path as well as opportunities in the broadcast and journalism industry.	1	Meteorologist
7	6/14/2018	Establishment of training programs for station personnel	Attended Investigative Reporters & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting. Leaders also attended several management related workshops.	1	Investigative Reporter
8	6/25/2018	Establishment of training programs for station personnel	Brand Manager Attended the PromaxBda Station Summit. A week long event created exclusively for television station marketing and creative services professionals to learn about career opportunities and development.	1	Brand Manager

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9	6/27/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a student and family of Grand Canyon University. A career in broadcast and journalism were discussed.	1	Production Manager
10	6/28/2018	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
11	7/10/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a Navy woman attending Tidewater Community College. A career in broadcast and journalism were discussed.	1	Production Manager
12	7/16/2018	Establishment of training programs for station personnel	News Director and Marketing Director attended NAB Management Development Seminar in Washington, D.C. The four-day event for broadcast managers designed to increase managerial effectiveness and prepare skills needed to meet changes and challenges of the rapidly evolving business environments of radio and television.	2	News Director Marketing Director
13	7/19/2018	Participation in events sponsored by community groups	Anchor attended leadership meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
14	7/23/2018	Establishment of training programs for station personnel	Production Manager and Promotion Coordinator completed TEGNA's 2018 EAS Compliance Training Program. This is required annual training under the terms of the company's EAS Consent Decree with the FCC.	2	Production Manager Promotion Coordinator
15	8/1/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to students and adults of the Delaware Technical Community College. During the tour discussed careers in broadcast and journalism.	1	Production Manager



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16	8/7/2018	Establishment of training programs for station personnel	Marketing Director attended the TEGNA Brand Summit at the Mall of America inn Minneapolis. The four-day event brought leaders together from administration, marketing, news and promotions to better understand the impact of brand health on audience interest and loyalty, as well as employee engagement. Discussed and learned best practices during presentations and breakout groups, and a real-time research project which included evaluating brand initiatives and interview customers and retailers.	1	Marketing Director
17	8/10/2018	Participation in events sponsored by community groups	Anchor attended leadership meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
18	8/13/2018	Participation in events sponsored by community groups	Anchor attended leadership meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
19	8/14/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a group of military children and adults from NSA Hampton Roads Northwest Annex in Chesapeake. During the tour a career in broadcast and journalism were discussed.	1	Production Manager
20	8/15/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a group of military children and adults from NSA Hampton Roads Northwest Annex in Chesapeake. During the tour a career in broadcast and journalism were discussed.	1	Production Manager
21	8/22/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a Regent University student. During the tour a personal career path as well as a career in broadcast and journalism.	1	Production Manager
22	8/27/2018	Participation in events sponsored by community groups	Anchor attended Executive Board meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor

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23	8/29/2018	Establishment of training programs for station personnel	Anchor attended a joint meeting with Council of United Filipino Organizations of Tidewater and the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
24	8/29/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour to students of the Westhaven Boys Home in Portsmouth of the WVEC studio. They learned about a career in broadcast and journalism.	1	Production Manager
25	8/30/2018	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
26	9/7/2018	Participation in events sponsored by community groups	Anchor attended leadership meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
27	9/26/2018	Participation in events sponsored by community groups	Anchor attended leadership meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
28	9/26/2018	Participation in Job Fairs	Production manager participated in a job fair at Christopher Newport University. During the event they discussed careers in broadcast and journalism.	1	Production Manager
29	9/27/2018	Participation in Job Fairs	Production Manager participated in a job fair at Hampton University. Careers in broadcast and journalism were discussed with the students.	1	Production Manager
30	9/27/2018	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
31	9/27/2018	Participation in events or programs sponsored by educational institutions	Chief Meteorologist spoke to fourth grade classes at Kemps Landing School/The Brickell Center in Virginia Beach. Discussed weather and his career in broadcast and journalism.	1	Chief Meteorologist

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32	9/29/2018	Participation in events or programs sponsored by educational institutions	Anchor and News Editor participated in a workshop sponsored by the Hampton Roads Black Media Professionals at Norfolk State University. Discussed with college students what goes on behind the scenes in the media, and careers in the broadcast and journalism industry.	2	Anchor Editor
33	10/4/2018	Participation in events sponsored by community groups	Anchor attended meeting of the National Association of Black Journalists, Regional Team where careers in broadcast and journalism were discussed.	1	Anchor
34	10/6/2018	Participation in events sponsored by community groups	Guest speaker at Eastern Shore Music and Soul Food Festival where talent discussed career opportunities in the broadcast and journalism industry.	1	Anchor
35	10/10/2018	Participation in Job Fairs	Production Manager participated in a job fair at Norfolk State University. Careers in broadcast and journalism were discussed.	1	Production Manager
36	10/12/2018	Participation in events or programs sponsored by educational institutions	Anchor spoke at the commencement ceremony to students and guests of Centura College in Norfolk. Talent discussed personal career path and careers in broadcast and journalism.	1	Anchor
37	10/19/2018	Establishment of training programs for station personnel	All WVEC employees attended a all day station-wide brand summit led by the Marketing team. Purpose was to educate internal staff on brand impacts of station culture, content and image promotions. Presentations on WVEC's brand health initiative, brand research, and brand showcasing was discussed. Employees were given the opportunity to provide feedback on community projects, station processes, content innovation and selection, and defining core values.	100	All Station Employees
38	10/22/2018	Participation in events sponsored by community groups	Anchor attended leadership meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor

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39	10/23/2018	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
40	10/24/2018	Participation in events or programs sponsored by educational institutions	Anchor visited the Head Start program in Portsmouth and discussed her career and opportunities in broadcast and journalism.	1	Anchor
41	10/25/2018	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
42	10/26/2018	Establishment of training programs for station personnel	All WVEC employees attended a all day station-wide brand summit led by the Marketing team. Purpose was to educate internal staff on brand impacts of station culture, content and image promotions. Presentations on WVEC's brand health initiative, brand research, and brand showcasing was discussed. Employees were given the opportunity to provide feedback on community projects, station processes, content innovation and selection, and defining core values.	100	All Station Employees
43	10/30/2018	Participation in events or programs sponsored by educational institutions	Meteorologist gave a weather presentation to 1st and 2nd grades at Warwick River Christian School in Newport News. He discussed weather forecasting and careers in broadcast and journalism.	1	Meteorologist
44	10/31/2018	Participation in events or programs sponsored by educational institutions	Anchor visited Kecoughtan High School in Hampton where she spoke to students about her personal career path and job opportunities in broadcast and journalism.	1	Anchor
45	11/1/2018	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 Old Dominion University. During the tour careers in broadcast and journalism were discussed.	1	Production Manager
46	11/7/2018	Participation in events sponsored by community groups	Anchor spoke at the Connected Business Networking Event in Norfolk where careers in broadcast and journalism were discussed.	1	Anchor

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47	11/8/2018	Participation in events sponsored by community groups	Anchor attended the EVMS Community Leaders Breakfast in Norfolk and discussed careers in broadcast and journalism.	1	Anchor
48	11/9/2018	Participation in events or programs sponsored by educational institutions	Anchor spoke to students at Florence Bowser Elementary School in Suffolk about her career path and job opportunities in broadcast and journalism.	1	Anchor
49	11/15/2018	Participation in events sponsored by community groups	Anchor was guest speaker at the Parent Engagement Dinner in Chesapeake where careers in broadcast and journalism were discussed.	1	Anchor
50	11/15/2018	Participation in events or programs sponsored by educational institutions	Meteorologist gave a presentation to approximately 80 2nd graders at Larchmont Elementary School in Norfolk. He talked about forecasting weather and his career in television.	1	Meteorologist
51	11/16/2018	Participation in events sponsored by community groups	Anchor attended joint meeting of the Hampton Roads Black Media Professionals and the National Association of Black Journalists in Hampton. Discussed careers in the broadcast and journalism industry.	1	Anchor
52	11/16/2018	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals and RISE for Youth in Hampton. Careers in broadcast and journalism were discussed.	1	Anchor
53	11/20/2018	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to approximately 60 8th grade Earth Science students at Virginia Beach Middle School. He discussed forecasting and weather instruments and careers in broadcast and journalism.	1	Meteorologist
54	11/20/2018	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
55	11/30/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a group from Windsor Elementary School. During the tour students learned about a career in broadcast and journalism.	1	Production Manager

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56	12/5/2018	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
57	12/5/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to students from Phoebus High School, Hampton, Virginia. During the tour they learned about careers in broadcast and journalism.	1	Production Manager
58	12/10/2018	Establishment of a mentoring program	WVEC's Production Manager sponsored a student from Old Dominion University, allowing him to job shadow. During their time together, they discussed careers in broadcast and journalism.	1	Production Manager
59	12/10/2018	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals and the Peninsula Baptist Association in Hampton. Careers in broadcast and journalism were discussed.	1	Anchor
60	12/11/2018	Establishment of training programs for station personnel	News Anchor attended the TEGNA Innovation Summit. Employees met to brainstorm new content ideas for shows, segment pilots and discuss how to have better working newsrooms. Discussed options for greater audience involvement, how to get our talent noticed, gain audience trust and reporting hard issues without being negative. Many pilot projects came from ideas generated at the event.	1	Anchor
61	12/12/2018	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to students from Indian River High School, Chesapeake, Virginia. During the tour careers in broadcast and journalism were discussed.	1	Production Manager
62	12/19/2018	Participation in events or programs sponsored by educational institutions	Anchor spoke to students attending the Fall 2018 commencement ceremony at The Art Institute of Virginia Beach. Her career path and job opportunities in the broadcast and journalism industry were discussed.	1	Anchor

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63	12/31/2018	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
64	1/2/2019	Participation in other activities designed by the station employment unit	Meteorologist gave a tour of the WVEC studio and discussed a career in broadcast and journalism.	1	Meteorologist
65	1/4/2019	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to 2nd graders at Thalia Elementary in Virginia Beach. Talent discussed weather instruments, tornado and lightning safety, and seasons. Also discussed were careers in journalism and broadcast.	1	Meteorologist
66	1/9/2019	Participation in events or programs sponsored by educational institutions	Meteorologist read to students at Great Bridge Elementary School in Chesapeake. Talent discussed her career as a meteorologist as well as careers in broadcast and journalism.	1	Meteorologist
67	1/17/2019	Establishment of training programs for station personnel	Sales Team attended a TEGNA webinar about Connecting with Prospects.	20	Sales Managers Account Executives Account Managers
68	1/18/2019	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where they spoke about careers in broadcast and journalism.	1	Anchor
69	1/23/2019	Participation in events or programs sponsored by educational institutions	Anchor spoke to the Girl Bosses Club at Hugo Owens Middle School in Chesapeake. They related opportunities for women and discussed careers in broadcast and journalism.	1	Anchor
70	1/23/2019	Establishment of training programs for station personnel	Sales team attended media monitors training to learn about identifying the target audience, prospecting and business development.	20	Sales Managers Account Executives Account Managers
71	1/24/2019	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
72	1/25/2019	Establishment of training programs for station personnel	Sales team attended TEGNA webinar about Home Services Sales Training.	20	Sales Managers Account Executives Account Managers

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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>
73	1/25/2019	Participation in events or programs sponsored by educational institutions	Chief Meteorologist spoke to Earth Science students at Kempsville High School in Virginia Beach. Discussed weather and forecasting and his career in journalism and broadcast.	1	Chief Meteorologist
74	1/26/2019	Participation in job banks, internet programs and other programs designed to promote outreach	Master Control Operator held an online discussion with a Facebook group of the Audio Engineering Society with Old Dominion University. Discussion involved job opportunities on the TEGNA website and careers in broadcast and journalism.	1	Master Control Operator
75	1/29/2019	Participation in events sponsored by community groups	Multi Skilled Journalist spoke to the local chapter of Vietnam Veterans of America about his military broadcasting career at WVEC and opportunities in the journalism and broadcast industry.	1	Multi Skilled Journalist
76	1/30/2019	Participation in Job Fairs	Production Manager, Digital Content Producer and Local Sales Manager participated in a job fair at Christopher Newport University. Careers were discussed in broadcast and journalism.	3	Production Manager Digital Content Producer Local Sales Manager
77	1/31/2019	Participation in other activities designed by the station employment unit	Production Manager gave a tour to students from Salem Elementary School. Careers in broadcast and journalism were discussed.	1	Production Manager
78	1/31/2019	Participation in events sponsored by community groups	Production manager attended a meeting of the Academy of Digital Video Board. This board position will provide input on broadcast equipment and training programs for high school students in the City of Hampton.	1	Production Manager
79	2/6/2019	Participation in events or programs sponsored by educational institutions	Anchor spoke to students at Green Run High School in Virginia Beach. Discussed careers in broadcast and journalism.	1	Anchor
80	2/11/2019	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a graduate of Christopher Newport University. Careers in broadcast and journalism were discussed.	1	Production Manager



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81	2/11/2019	Participation in other activities designed by the station employment unit	Meteorologist sponsored graduate of the University of Hawaii in atmospheric science. The student is looking for guidance about a career in broadcasting or research. She was allowed to job shadow him and learn about a career in broadcasting and journalism.	1	Meteorologist
82	2/13/2019	Establishment of training programs for station personnel	Director of Sales and Local Sales Manager attended a three day business development training session hosted by Eckstein Summers Armbruster & Co. in Sanibel, Florida..	2	Director of Sales Local Sales Manager
83	2/15/2019	Participation in events or programs sponsored by educational institutions	Anchor spoke to students at Sewells Point Elementary School in Norfolk about own personal career path and opportunities in the journalism and broadcast industry.	1	Anchor
84	2/15/2019	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals Executive Board where careers in broadcast and journalism were discussed.	1	Anchor
85	2/16/2019	Participation in events or programs sponsored by educational institutions	Anchor participated in a panel discussion sponsored by the Virginia Education Association Teachers of Color Summit in Norfolk. Careers in journalism and broadcast were discussed.	1	Anchor
86	2/21/2019	Participation in events or programs sponsored by educational institutions	Anchor gave a presentation at Thomas Eaton Middle School in Hampton. Discussed own personal career path and opportunities in broadcast and journalism.	1	Anchor
87	2/21/2019	Establishment of training programs for station personnel	Sales Managers, Account Executives, and Account Managers attended TEGNA's webinar on Premion training.	20	Sales Managers Account Executives Account Managers
88	2/21/2019	Participation in other activities designed by the station employment unit	Meteorologist gave a tour of the WVEC studio to students and adults of the Oak and Lily Academy in Suffolk. Discussed weather and equipment and careers in journalism and broadcast.	1	Meteorologist

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89	2/26/2019	Establishment of training programs for station personnel	Director of Technology attended the Tech Leadership Summit in Atlanta, Georgia sponsored by Broadcasting & Cable. Discussed during the two-day conference were the latest trends affecting the broadcast industry and the application of new technologies.	1	Director of Technology
90	2/27/2019	Participation in events or programs sponsored by educational institutions	Anchor spoke to students and staff at Norview Middle School in Norfolk. Discussed careers in journalism and broadcast.	1	Anchor
91	2/28/2019	Participation in events sponsored by community groups	Anchor attended a joint meeting of the Hampton Roads Black Media Professionals and the National Association of Black Journalists in Hampton. Discussed the upcoming regional meeting and careers in journalism and broadcast.	1	Anchor
92	2/28/2019	Participation in events or programs sponsored by educational institutions	Meteorologist gave a presentation to sixth graders at Moyock Middle School in North Carolina. Students learned about weather forecasting and a career in broadcast and journalism.	1	Meteorologist
93	2/28/2019	Participation in Job Fairs	Production Manager and Local Sales Manager participated in a career fair at Virginia Wesleyan University. Discussed sales and production careers in the broadcast and journalism industry.	2	Production Manager Local Sales Manager
94	3/1/2019	Participation in events or programs sponsored by educational institutions	Anchor read to students at Seatack Elementary School in Virginia Beach. Discussed careers in journalism and broadcast.	1	Anchor
95	3/6/2019	Participation in events or programs sponsored by educational institutions	Anchor read to students at Southside STEM Academy at Campostella in Norfolk. Talent discussed own career path as well as opportunities in the fields of journalism and broadcast.	1	Anchor
96	3/6/2019	Establishment of training programs for station personnel	Sales and marketing staff attended media monitors training to learn about identifying the target audience, prospecting and business development.	27	Sales Managers Account Executives Director of Marketing Marketing Staff

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97	3/7/2019	Establishment of a mentoring program	Production Manager sponsored two students from Christopher Newport University allowing them to job shadow him and behind the scenes of our afternoon newscast. They discussed their personal career path and careers in broadcast and journalism.	1	Production Manager
98	3/8/2019	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to local home schooled students. Careers in broadcast and journalism were discussed.	1	Production Manager
99	3/8/2019	Establishment of training programs for station personnel	Sales staff attended a Marketers Anonymous event in Newport News. This is a group in various marketing areas, i.e. Premion, OTT and advertising. WVEC's Digital Sales Manager gave a presentation on OTT advertising.	6	Local Sales Managers Major Acct Mgr Digital Sales Manager AE/Sales Fulfillment Mgr
100	3/11/2019	Participation in events or programs sponsored by educational institutions	Meteorologist read to preschoolers at the Jordan-Newby Anchor Branch library in Norfolk. Talent discussed weather and careers in broadcast and journalism.	1	Meteorologist
101	3/11/2019	Establishment of training programs for station personnel	Marketing Director attended the TEGNA Brand Summit in Washington DC. The five-day event brought leaders together from administration, marketing, news and promotions to better understand the impact of brand health on audience interest and loyalty, as well as employee engagement. Discussed and learned best practices during presentations and breakout groups, and a real-time research project which included evaluating brand initiatives and interview customers and retailers.	1	Marketing Director
102	3/12/2019	Participation in Job Fairs	Associated Director participated in a career fair hosted by the Delta G.E.M.S. of Chesapeake-Virginia Beach Alumnae Chapter of Delta Sigma Theta Sorority, Inc. Held at Indian River High School in Virginia Beach, careers in journalism and broadcast were discussed.	1	Associate Director
103	3/14/2019	Participation in events sponsored by community groups	Anchor served as a panel facilitator for the Power of Woman Conference in Chesapeake. Careers in broadcast and journalism were discussed.	1	Anchor

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104	3/14/2019	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio and discussed careers in broadcast and journalism.	1	Production Manager
105	3/15/2019	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Journalists/Pastor's Dialogue in Hampton where careers in broadcast and journalism were discussed.	1	Anchor
106	3/16/2019	Participation in events sponsored by community groups	Anchor spoke to the Empower You: Your Opportunities Unlimited Conference in Hampton. Talent discussed own personal career path and opportunities in the journalism and broadcast industry.	1	Anchor
107	3/19/2019	Establishment of training programs for station personnel	Account Executive attended the three-day Inside Out training to better serve our clients.	1	Account Executive
108	3/19/2019	Participation in events or programs sponsored by educational institutions	Anchor read to students at Woodstock Elementary School in Virginia Beach and discussed own career path and opportunities in broadcast and journalism.	1	Anchor
109	3/21/2019	Participation in Job Fairs	Production Manager participated in a job fair at Old Dominion University. Careers in broadcast and journalism were discussed with the students.	1	Production Manager
110	3/21/2019	Establishment of training programs for station personnel	Sales team attended a TEGNA webinar on enterprise sales training.	20	Sales Managers Account Executives Account Managers
111	3/22/2019	Participation in events or programs sponsored by educational institutions	Anchor made a presentation at An Achievable Dream Middle and High School in Newport News. Talent discussed own career path as well as careers in broadcast and journalism.	1	Anchor
112	3/25/2019	Participation in events or programs sponsored by educational institutions	Anchor served as a panelist with students at Green Run High School during their Equus Week. Discussed careers in journalism and broadcast.	1	Anchor
113	3/28/2019	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor

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114	3/30/2019	Participation in events sponsored by community groups	Anchor spoke at the Dynamic Diva's Celebration of Women Tea Party in Virginia Beach where careers in journalism and broadcast were discussed.	1	Anchor
115	4/3/2019	Establishment of training programs for station personnel	WVEC managers attended leadership development workshop on site led by the President & General Manager. Refresher training on the do's and don'ts of the interview process, writing performance reviews, and how to facilitate a meeting were discussed.	21	News Managers Sales Managers Engineering Managers Marketing Managers
116	4/4/2019	Participation in events or programs sponsored by educational institutions	Anchor read to students at Little Warriors Christian Academy in Virginia Beach. Talent also discussed careers in broadcast and journalism.	1	Anchor
117	4/9/2019	Participation in Job Fairs	Production Manager participated in a job fair at P.B. Young Elementary School. Careers in broadcast and journalism were discussed.	1	Production Manager
118	4/11/2019	Participation in events sponsored by community groups	Executive News Director served as a media panelist sponsored jointly by the American Marketing Association and Public Relations Society of America. Press headlines were discussed along with careers in journalism and broadcast.	1	Executive News Director
119	4/11/2019	Participation in events or programs sponsored by educational institutions	Anchor participated in a career day at Indian Lakes Elementary School where careers in journalism and broadcast were discussed.	1	Anchor
120	4/12/2019	Participation in events sponsored by community groups	Station managers, anchors and employees the Regional Meeting of the National Association of Black Journalists and Hampton Roads Black Media Professionals in Hampton. A job fair, training and seminars about careers in journalism and broadcast were discussed.	9	Exec News Dir, Asst. News Dir, Production Manager MSJ Anchor Meteorologist, Ops Admin
121	4/12/2019	Participation in Job Fairs	Meteorologist participated in a career fair at North Landing Elementary School in Virginia Beach. Discussed with all grades careers in journalism and broadcast.	1	Meteorologist

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122	4/15/2019	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to a student of Hampton University. Discussed careers in broadcast and journalism.	1	Production Manager
123	4/16/2019	Establishment of training programs for station personnel	Creative Marketing Producer attended the TEGNA Innovation Summit. Employees met to brainstorm new content ideas for shows, segment pilots and discuss how to have better working newsrooms. Discussed options for greater audience involvement, how to get our talent noticed, gain audience trust and reporting hard issues without being negative. Many pilot projects came from ideas generated at the event.	1	Creative Marketing Producer
124	4/17/2019	Establishment of training programs for station personnel	Production Manager gave a tour of the WVEC studio to a graduate student of James Madison University. Careers in broadcast and journalism were discussed.	1	Production Manager
125	4/17/2019	Establishment of a mentoring program	News Executive Producer sponsored a graduate student of James Madison University, allowing him to job shadow producers. Discussed career path and careers in broadcast and journalism.	1	Executive Producer
126	4/18/2019	Participation in events sponsored by community groups	Anchor spoke to youth at the Tidewater Volleyball Association's spring break camp. Program was titled " Beautiful, Brilliant & Brown" and she discussed her career and opportunities in the broadcast and journalism industry.	1	Anchor
127	4/24/2019	Participation in other activities designed by the station employment unit	Investigative Reporter hosted and emceed the Juvenile Diabetes Research Foundation annual fundraiser in Virginia Beach. During the event discussed own personal career path and opportunities in journalism and broadcast.	1	Investigative Reporter
128	4/25/2019	Participation in events sponsored by community groups	Production manager attended a meeting of the Academy of Digital Video Board. This board position will provide input on broadcast equipment and training programs for high school students in the City of Hampton.	1	Production Manager

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129	4/26/2019	Participation in events or programs sponsored by educational institutions	Anchor attended a career day at John Tyler Elementary School in Hampton. Discussed her career path and careers in broadcast and journalism.	1	Anchor
130	4/26/2019	Participation in other activities designed by the station employment unit	Production Manager gave a tour of the WVEC studio to home schooled students at Redeemer Church in Chesapeake. Careers in broadcast and journalism were discussed.	1	Production Manager
131	4/26/2019	Participation in events or programs sponsored by educational institutions	Anchor attended a career day at John Tyler Elementary School in Hampton. Discussed her career path and careers in broadcast and journalism.	1	Anchor
132	5/2/2019	Participation in other activities designed by the station employment unit	Production Manager attended an Employer and Faculty Appreciation breakfast hosted by Christopher Newport University. Careers in broadcast and journalism were discussed.	1	Production Manager
133	5/3/2019	Participation in events sponsored by community groups	Production manager gave a tour of the WVEC studio to National Honor Society Students from Kings Fork high School in Suffolk. Careers in broadcast and journalism were discussed.	1	Production Manager
134	5/3/2019	Participation in events sponsored by community groups	Anchor attended meeting of the Hampton Roads Black Media Professionals where careers in broadcast and journalism were discussed.	1	Anchor
135	5/7/2019	Participation in events sponsored by community groups	Anchor participated in the Rise for Youth's Racial, Social and Juvenile Justice Reformation form in Newport News. Discussed her career as an anchor and opportunities in the broadcast and journalism industry.	1	Anchor
136	5/9/2019	Establishment of training programs for station personnel	News Department held a joint meeting with local FBI agents to learn about their work in the field, interaction with the media, and development of cases. In turn, WVEC's reporters, producers, photographers, digital and social media staff, and managers discussed their daily work and careers in broadcast and journalism.	20	News Managers Multi-Skilled Journalists News Producers Digital and Social Media Staff

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137	5/11/2019	Participation in events sponsored by community groups	Anchor taught and led a Facebook live class to adults in the community. Event was sponsored by the Peninsula Baptist Association in Hampton. Careers in journalism and broadcast were discussed.	1	Anchor