

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

May 21, 2012 - May 21, 2013

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
Multi-Media Journalist	1, 3, 5-6, 8, 10-11, 15-16, 20, 24, 26, 31-40, 42, 44, 49-50, 52, 60-65, 67	26
Investigative Reporter	2, 6, 8-11, 15-16, 20, 24, 26, 31, 34-40, 42, 46, 49-50, 52-53, 57, 60-67	2
Newscast Producer/ Digital Media Producer	3, 5-6, 8-11, 13, 15-17, 20, 24, 26, 31, 34-40, 42-44, 49, 51-52, 57, 60-67, 69	17
Newscast Producer/ Media Producer	6, 8-11, 15-16, 20, 24, 26, 31, 34-40, 42, 46, 49-50, 52, 55, 57, 60-67, 70	55
Newscast Producer/ Media Producer	6, 8-11, 15-16, 20, 24, 26, 31, 34-40, 42, 46, 49-50, 52, 55, 57, 60-67, 70	70
General Assignment Reporter	6, 8-11, 15-16, 18, 20, 24, 26, 31, 34-40, 42, 46, 49-50, 52-53, 57, 60-67	18
TV News Photojournalist	4, 6, 10-11, 15-16, 20, 24, 26, 34-40, 46, 52, 60-67, 69	4
Director-Production Operator	7-11, 13, 15-16, 20, 22, 24, 26, 31, 34-40, 46, 52, 60-67, 69	69
Digital Content Producer	6, 8-11, 13, 15-17, 20, 22, 24, 26, 31, 34-40, 42, 46, 52, 60-67, 69	69
Digital Media Manager	6, 8-11, 13, 15-17, 20-21, 24, 26, 28, 31, 33-40, 42, 46, 52, 60-67, 69	69
Digital Account Executive	6-11, 15-16, 20, 24, 26-28, 30-31, 33-40, 46, 52, 60-67, 69-70	70
Television Spokesperson	12, 66	12
Community Affairs Coordinator/Producer	1, 6-11, 13, 15-17, 20, 22, 24, 26, 31, 33-41, 47, 52, 60-69	7
Digital Content/Lifestyle Producer	6, 8-11, 14-16, 19-20, 24-26, 28, 31, 33-40, 48, 52, 60-67, 69	69
Digital Content/Lifestyle Producer	6, 8-11, 14-16, 19-20, 24-26, 28, 31, 33-40, 48, 52, 60-67, 69	19
Director of Sales	5-7, 9, 11, 15, 24, 26-29, 31-32, 34-40, 54, 56, 63-67, 70	56
Evening Executive Producer	6, 8-11, 15-16, 20, 24, 26, 31, 34-40, 42, 46, 49-50, 52, 57, 60-62, 64-67	67
Morning Executive Producer	6, 8-11, 15-16, 18, 20, 24, 26, 31, 34-40, 42, 46, 49-50, 52, 57, 60-62, 64-67	18
Senior Graphic Designer	1, 6, 8-11, 15-16, 20, 24, 26, 28, 31, 34-40, 52, 60-67, 70	1
Sales Assistant	23	23
TV News Photojournalist	4, 6, 8-11, 15-16, 20, 24, 26, 31, 34-40, 45, 52, 60-67	63

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV**EEO PUBLIC FILE REPORT****May 21, 2012 - May 21, 2013****I. VACANCY LIST**

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
AM Anchor	6, 8-11, 14-16, 20, 24, 26, 31, 34-40, 42, 46, 49-50, 52, 57, 60-67	14
Receptionist/Clerical Assistant	6-7, 9, 11, 15-16, 20, 24, 26, 31, 34-40, 52, 60-67	67
Digital Sales Director	6-7, 9, 11, 15-17, 20, 24, 26-27, 29, 31, 34-40, 52, 56, 60-67	7
Local Sales Manager	5-6, 9, 11, 15, 20, 24, 26-27, 29, 31-40, 48, 52, 56, 58, 60-67, 69-70	70
Director-Production Operator	6, 9, 11, 15-16, 20, 24, 26, 31, 34-40, 52, 59-67, 69	59
Morning Director/Production Operator	6, 9, 11, 13, 15-16, 20, 24, 26, 31, 34- 40, 52, 60-67	63
Sports Anchor/ Reporter/ Producer	6, 9, 11, 15-16, 19-20, 24, 26, 31, 34- 40, 52, 60-67	19
Production Operator	6, 11, 14-16, 18, 20, 26, 34-40, 52, 60- 62, 64-66	18

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

May 21, 2012 - May 21, 2013

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : (602) 954-8373 Url : http://602communications.com Sandy Lizik Manual Posting	N	3
2	Agency Referral	N	1
3	Asian American Journalists Association 5 Third Street, Suite 1108 San Francisco, California 94102 Phone : 4153462051 Url : http://www.aaja.org/ Fax : 1-415-346-6343 Marcia Santillan	N	0
4	B-roll.net 227 6th Street NE Washington, District of Columbia 20002 Phone : 202-486-8842 Kevin Johnson Manual Posting	N	1
5	Broadcasting and Cable Magazine and online 810 Seventh Ave., 27th Floor New York, New York 10019 Phone : 212-378-0400 x5171 Url : www.broadcastingcable.com Zahra Majma Manual Posting	N	1
6	Broadcasting Institute of Maryland, Inc. 7200 Harford Road Baltimore, Maryland 21234 Phone : 4102542770 Norman Brooks Manual Posting	N	0
7	Career Builder/Daily Press 7505 Warwick Blvd. Newport News, Virginia 23607 Phone : 757-247-4700 Dana Dwyer Manual Posting	N	8

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

May 21, 2012 - May 21, 2013

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8	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 7575948859 Monica Nolan Manual Posting	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
10	College of William & Mary P.O. Box 8795 Williamsburg, Virginia 23187 Phone : 7572213231 Url : http://www.wmu.edu David Lapinski Manual Posting	N	0
11	Commonwealth of VA, Rehabilitative Services 3248 Academy Ave. Portsmouth, Virginia 23703 Phone : 7576865004 Gail Price Manual Posting	N	0
12	Contests 243 Wythe Street Portsmouth, Virginia 23704 Phone : 757-393-1010 Url : www.fox43tv.com Kristen Joyal Manual Posting	N	19
13	Craigslist 1381 9th Avenue San Francisco, California 94122 Phone : 800-664-0633 Jim Buckmaster Manual Posting	N	3
14	Current Employee	N	3

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

May 21, 2012 - May 21, 2013

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15	DeVry University 1317 Executive Boulevard Chesapeake, Virginia 23320 Phone : 7573825641 Email : rrolan@devry.edu Fax : 1-757-549-5215 Rosetta Rolan	N	0
16	ECPI College of Technology 5555 Greenwich Rd., Ste. 300 Virginia Beach, Virginia 23462 Phone : 7574909090 Pat Miriani Manual Posting	N	0
17	Employee Referral Mark Kurtz	N	6
18	Former Employee	N	3
19	Former Intern	N	2
20	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 7577229283 Andre LeDoux Manual Posting	N	0
21	Indeed.com	N	1
22	Internal	N	3
23	Internal Candidate Doug Davis	N	1
24	Job Finder 10 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : http://www.wavy.com Email : tim.moreau@wavy.com Tim Moreau	N	0
25	JournalismJobs.com LLC 72 Plaza Dr. 2nd Floor Berkeley, California 94705 Phone : 510-653-1521 Url : journalismjobs.com/post_job_new.cfm Dan Rohn Manual Posting	N	0

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

May 21, 2012 - May 21, 2013

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26	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Url : http://www.linmedia.com Email : WAVY_WVBT_TV@linmedia.com Claudia Balcewicz	N	5
27	LinkedIn Corporation 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Jeff Weiner Manual Posting	N	2
28	Lost Remote 295 Greenwich St. #235 Job Thread Inc. New York, New York 10007 Cory Bergman Manual Posting	N	0
29	Media Bistro 475 Park Avenue South, 4th Floor New York, New York 10016 Phone : 212-389-2000 Jacky Carter Manual Posting	N	0
30	Media Staffing Network PO Box 38 Plainfield, Illinois 60544-0038 Phone : 480 306 8930 Url : www.mediastaffingnetwork.com Laurie Kahn Manual Posting	N	0
31	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

May 21, 2012 - May 21, 2013

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32	MediaRecruiter.com 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303.400.5150 Url : www.MediaRecruiter.com Art Scott Manual Posting	N	1
33	Monster 5 Clock Tower Place, Suite 500 Maynard, Massachusetts 01754 Phone : 978-823-2544 Url : www.monster.com Kevin Lemay Manual Posting	N	3
34	Multicultural Management Program University of Missouri School of Journalism 120 Neff Hall Columbia, Missouri 65211 Phone : 5738820373 Email : mujourcareerservices@missouri.edu Career Services	N	0
35	NAACP - Nansemond/Suffolk P.O. Box 1547 Suffolk, Virginia 23439 Phone : 7572182251 Charles Gates Manual Posting	N	0
36	NAACP - Portsmouth P.O. Box 3878 Portsmouth, Virginia 23701 Phone : 7574876778 Dr. Elizabeth Daniels Manual Posting	N	0
37	NAACP - Smithfield/Isle of Wight 5056 Old Stage Highway Smithfield, Virginia 23430 Phone : 7578120354 Dottie Harris Manual Posting	N	0

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

May 21, 2012 - May 21, 2013

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38	NAACP - Virginia Beach Branch 868 N. Newtown Road Suite 'A' Virginia Beach, Virginia 23402 Phone : 7574907799 Georgia Allen Manual Posting	N	0
39	NAACP Chesapeake Unit 7049 Post Office Box 1531 Chesapeake, Virginia 23327 Phone : 7575431029 Rev. John Hines Manual Posting	N	0
40	NAACP, Norfolk Branch 909 B-Marshall Ave. Norfolk, Virginia 23504 Phone : 7576271096 Url : http://www.naacpnorfolk.org/ Shirley Winder Manual Posting	N	0
41	National Academy of Television Arts and Sciences 1697 Broadway, Suite 1001 New York, New York 10019 Phone : (301) 352-3042 Url : http://www.emmyonline.org/index.html Jeffrey Kramer Manual Posting	N	0
42	National Assoc. of Hispanic Journalist 1000 National Press Bldg. Washington,, District of Columbia 20045 Phone : 2026627145 Url : http://www.nahj.org/ Ivan Roman Manual Posting	N	0
43	National Association of Broadcasters Education Foundation 1771 N Street NW, Washington, District of Columbia 20036 Phone : 866-964-2765 x2713 Url : www.nabef.org Oscar Bustillo Manual Posting	N	0

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

May 21, 2012 - May 21, 2013

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44	National Association of Hispanic Journalists 1193 National Press Building 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Url : http://www.nahj.org Email : jobbank@nahj.org Fax : 1-202-772-7144 Job Bank	N	0
45	National Press Photographers Assn. 3200 Croasdaile Dr Ste 306 Durham, North Carolina 27705 Phone : 919-383-7246 Thomas Kenniff Manual Posting	N	0
46	Native American Journalist Assoc. U of South Dakota 414 E. Clark Street Vermillion, South Dakota 57069 Phone : 4033259008 Rhonda LeValdo Manual Posting	N	0
47	Networking/Word of Mouth Chris Wilson	N	1
48	NewsCheckMedia LLC P.O. Box 565 Chatham, New Jersey 07928 Phone : 215-901-9495 Url : http://www.netnewscheck.com/classifieds Stephen Stoltz Manual Posting	N	0
49	Norfolk State University Career Services 53100 700 Park Avenue Norfolk, Virginia 23504 Phone : 7578238600 Benjamin Ellis Manual Posting	N	0
50	Old Dominion University 2202 Webb University Center Norfolk, Virginia 23529 Phone : 7576834388 Alice Jones Manual Posting	N	0
51	Other LIN Media outlet employee	N	1

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

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52	Regent University School of Communication & the Arts 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 7573524746 Url : http://www.regent.edu/ Email : comcareer@regent.edu Grace Alegre	N	0
53	RTDNA 529 14th Street, NW, Suite 425 The National Press Building Washington, District of Columbia 20045 Phone : 202.725.8318 Url : http://www.rtdna.org/ Katie Switchenko Manual Posting	N	0
54	Sales Jobs Inc. 2 Legend Road San Anselmo, California 23704 Phone : 415-460-0599 Client Support Manual Posting	N	0
55	Self Referral	N	1
56	Spots-N-Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-2630 Emily McKay Manual Posting	N	11
57	Syracuse University 235 Schine Center 303 University Place Syracuse, New York 13244 Phone : (315) 443-3616 Sue Clayton Manual Posting	N	0
58	TheLadders.com, Inc. 137 Varick St., 8th Floor New York, New York 10013 Phone : 877-249-9337 Url : www.theladders.com Tom Murphy Manual Posting	N	0

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

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May 21, 2012 - May 21, 2013

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59	TheTVDirectors.com the TV Directors Chicago, Illinois Mike Laskey Manual Posting	N	2
60	Tidewater Community College - Portsmouth 700 College Drive Portsmouth, Virginia 23703 Phone : 7578226999 Lisa Tretola Manual Posting	N	0
61	Tidewater Community College - Virginia Beach 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 7578227228 Babbi Brock Manual Posting	N	0
62	Tidewater Community College Chesapeake 1428 Cedar Road Chesapeake, Virginia 23320 Phone : 7578227228 Kevin McCarthy Manual Posting	N	0
63	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	7
64	Urban League of Hampton Roads, Norfolk 830 Goff Street Huntersville Neighborhood Service Center Norfolk, Virginia 23504 Phone : 7572267589 Url : http://www.ulhr.org Edith White Manual Posting	N	0

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

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65	Urban League of Hampton Roads, Portsmouth 3225 High Street Portsmouth, Virginia 23707 Phone : 7576270864 Url : http://www.ulhr.org Yvette Young Manual Posting	N	0
66	VA DRS 3248 Academy Avenue - Suites 22-26 Portsmouth, Virginia 23703 Phone : 757-636-1521 Email : Melissa.edmonds@drs.virginia.gov Lisa Melissa Edmonds	Y	0
67	Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 4349773716 Url : http://www.vabonline.com Amy Shaw Manual Posting	N	2
68	Virginian-Pilot 150 W. Brambleton Ave. Norfolk, Virginia 23510 Phone : 757-222-5462 Url : www.pilotonline.com Ashlee Locklear Manual Posting	N	0
69	WAVY-TV 300 Wavy St. Portsmouth, Virginia 23704 Phone : 7573931010 Url : http://www.wavy.com Email : tim.moreau@wavy.com Tim Moreau	N	15
70	Word of Mouth Referral	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			111

WAVY, WCTX-CA, WITD-CA, WKTD-CD, WLNO-CD, WPMC-CA, WVBT-TV

EEO PUBLIC FILE REPORT

May 21, 2012 - May 21, 2013

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/1/2012	Establishment of an intern program designed to assist members of the community	The Internship Program is designed to assist members of the community to acquire skills needed for broadcast employment and provides college students, interested in mass communications, additional educational experience. Three separate internship sessions are conducted per year, during the fall and spring school semesters, and from June to August. In the past 12 months, June 1, 2012 through May 31, 2013, we had 12 interns participate in this program.	6	Executive Producer News Director Local Sales Manager Production Manager	1.00
2	6/1/2012	Participation in scholarship programs	In 2012 as part of our Hampton Roads Young Achiever program we award four \$1,000 college scholarships and six \$500 college scholarships. These are presented at our annual awards luncheon.	2	President & General Manager Creative Services Director	1.00
3	9/14/2012	Participation in Job Fairs	The career and internship fair, held on the campus of the College of William and Mary, was an opportunity to reach students to discuss career opportunities in the media and internships at WAVY/WVBT. The Business Administrator and the News Director, an employee with substantial responsibility in the making of hiring decisions, accepted resumes and provided information about the internship program, media careers in general and about careers with the employment unit in particular. One of the employment unit's News Reporter/Anchors, a William & Mary Alum, was on hand to speak with the students about careers in the media and finding employment.	3	News Director Business Administrator News Reporter/Anchor	0.25
4	12/12/2012	Establishment of a mentoring program	Set up training by Investigative Reporters and Editors (IRE) for news reporters.	12		1.00

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5	1/31/2013	Participation in Job Fairs	Two representatives from the employment unit attended the Spring 2013 CNU Career and Graduate School Fair. The career fair, held on the campus of Christopher Newport University, was an opportunity to reach students to discuss career opportunities in the media and internships at WAVY/WVBT.	2	President & General Manager Business Administrator	0.25
6	2/28/2013	Participation in Job Fairs	Representatives from the employment unit attended the Spring 2013 Career Fair at Norfolk State University, in Norfolk, VA on February 28, 2013. The Production Manager and Business Administrator met with students to discuss the employment unit's internship program, the LIN Media Minority Scholarship Program, and careers in the broadcasting and digital media.	2	Production Manager Business Administrator	0.25
7	3/6/2013	Participation in events or programs sponsored by educational institutions	A member of the employment unit spoke to students in the Newport News Public Schools Telecommunications Program.	1	Anchor	0.25
8	3/21/2013	Establishment of training programs for station personnel	Leadership/Change management training was provided to WAVY/WVBT's management team on March 21 and 22, 2013. Training was at the station and given by members of the Executive Development office from Old Dominion University.	22	President/General Manager Chief Engineer News Director Director of Sales	1.00
9	4/19/2013	Participation in events or programs sponsored by educational institutions	A member of the employment unit spoke at the Booker T. Washington School Spring 2013 Career Day Celebration.	1	Reporter	0.25
TOTAL POINTS OVER REPORTING PERIOD:						5.25