

**EEO PUBLIC FILE REPORT**

**Reporting Period:** September 19, 2019 - May 31, 2020

**Station Included in Report:** WTVR-TV

**I. List of Recruitment Sources**

(including the number of interviewees referred during the reporting period)

\* An asterisk next to the name of the source indicates that this source sought to receive notice of vacancies.

Code	Recruitment Source	Address	Contact Person	Phone	Number of Interviewees Referred
<b>Common Sources</b>					
C1	Employee Referral				1
C2	Internal Candidate / WorkLife				1
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			1
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		1
C130	Face-to-face Networking				
C131	Agency/Search Firm				
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		1
C170	Local_Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C171	Compliance_HireAHero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C172	Compliance_JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C173	Compliance_recruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C174	Compliance_USDiversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C181	TVJobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C198	Hire a Hero	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C199	Military1	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C200	JOFDAV	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C202	JuJu	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C203	JobInventory.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C204	CareerAlerts.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C205	Employment Crossings	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C206	Jobs Trovit	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C207	EARN	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C208	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C209	African American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C210	African American Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C211	Asian Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C212	Asian Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C213	Asian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C214	Disability Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C215	Disability Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C216	USD Veterans	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C217	Veteran Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C218	Veteran Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C219	USD Disabled Vets	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C220	Gay Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C221	Gay Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C222	Hispanic Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C223	USD Hispanic Workforce	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C224	Hispanic Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C225	Native American Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C226	American Indian Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C227	Senior Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C228	Senior Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C229	USD Working Women	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C230	Womans Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C231	Womens Jobs	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C232	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	US Diversity	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C234	RecruitABILITY	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C235	LinkedIn	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C236	Kimble Group	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C237	David Careers	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C238	Jobcase	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2099	College of William and Mary Williamsburg, VA - - P.O. Box 8795 (career@wm.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2103	Job Assistance Center - - 1399 Centerville Road, P.O. Box 327 (spearson@jacinc.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2104	Job Assistance Center - Shacklefords, VA 23156 - 1399 Centerville Rd (spearsons@jacinc.net)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2123	Virginia Workforce Center - Williamsburg - - 5235 John Tyler Highway, Williamsburg Crossing Shopping Center (Maureen.McDowell@vec.virginia.gov )	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2124	Virginia Workforce Center - Williamsburg - - 5235 John Tyler Highway, Williamsburg Crossing Shopping Center (Maureen.McDowell@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2128	Army Career and Alumni Program - - 500 Lee Ave (acap.lee@serco-na.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2129	Bay Consortium Workforce Investment Board - Bonnie Newcomb - 10304 Spotsylvania Ave (bonnie.newcomb@fredgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2130	Capital Area Workforce Center - Chesterfield, VA 23237 - 7333 Whitepine Rd (STO04@co.henrico.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2131	Capital Area Workforce Center - Sandstron, VA 23150 - 5410 Williamsburg Rd (STO04@co.henrico.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2132	Chesterfield County Employment - Scott Zaremba - 9901 Lori Rd (GardM@chesterfield.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2133	Employment Resources Inc - Joan P - PO Box 801 (jmclaughlin48@eri-va.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2134	FIRST Contractors, Inc - - 2300 North Lombardy Street (fci@firstcontractors.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2135	Hanover DSS - Sheila Crossen-Powell - 12304 Washington Hwy (Monica.Chenault@dss.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2136	Inroads Of Richmond - Javona Braxton - PO Box 74416 (Jbraxton@inroads.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2137	Longwood University - - 201 High St (atkinsbl@longwood.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2138	Longwood University (Longwood Jobs & Internships) Farmville, VA - - 201 High Street (career@longwood.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2139	Northern Neck One-Stop Center - - 14243 Historyland Highway, P.O. Box 67 (warsaw@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2140	Rappahannock Goodwill Industries - Cosner Corner - - 10070 Jefferson Davis Highway (laura.smith@fredgoodwill.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2141	Resource Workforce Center - Chesterfield - John Korusek - 7333 Whitepine Road (www.ResourceVA.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2142	Resources for Independent Living, Inc. - "Barnard ""Buzz"" Hickok - 4009 Fitzhugh Avenue (hickokb@ril-va.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2143	Richmond City Schools - Trade & Industry - Vance Horne, Sr - 2020 Westwood Avenue (wbauls@richmond.k12.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2144	Richmond Technical Center - Kelly Desclos - 2020 Technical Center (kestes@richmond.k12.va.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2145	The Daily Planet - Esi Yarney - 517 W Grace Street (Eyarney@dailyplanetva.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2146	University of Richmond - Career Development Center - Joslyn Bedell - 28 Westhampton Way (jbedell@richmond.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2147	Urban League of Greater Richmond - Thomas Victory - 1420 Hull Street (tvictory@urbanleaguerichmond.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2148	VCU Office of Disability Support Services - Martha Harris - 907 Floyd Avenue (mharris33@vcu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2149	VCU Rehabilitation Research and Training Center - Valerie Brooke - 1314 West Main Street (vbrooke@vcu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2150	VEC Farmville VEC - - 221 Sunchase Blvd. (farmville@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2151	VEC Northern Neck One-Stop Center - David Mann - 14243 Historyland Highway (warsaw@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2152	VIRGINIA COUNCIL ON INDIANS - Deanna Beacham - PO Box 1475 ( angela.toombs@rescare.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2153	Virginia Employment Commission- Richmond Office - - 4060 Innslake Drive (george.dandridge@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2154	Virginia State University Career Service - Lewis Newbill - 1 Hayden Dr (Lnewbill@vsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2155	Virginia State University Office of Human Resources - Gayle O'Neal - PO Box 9412 (Goneal@vsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2156	Virginia Union University/ Career Services - Penni Sweetenburg-lee - 1500 North Lombardy St (pbsweetenburg@vu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2157	Virginia Workforce Center - - 10304 Spotsylvania Avenue, Suite 100 (james.downey@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2158	Virginia Workforce Center - - 10304 Spotsylvania Avenue, Suite 100 (robert.singer@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2159	Virginia Workforce Center - - 10304 Spotsylvania Avenue, Suite 100 (rwareham@baywib.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2160	Virginia Workforce Center - VEC - - 5240 Oak Lawn Boulevard, P.O. Box 1111 Petersburg, VA 23804 (Ferriel.Thomas@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2161	Virginia Workforce Center- VEC - Hopewell, VA 23860 - 5240 Oak Lawn Blvd (robert.fitzgerald@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2213	Nexstar/Tribune Corporate or Station Careers Site				2

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**Local Sources**

L3	B-Roll.net	1623 D Street, NE Washington, DC 20002	Kevin Johnson		
L6	RTNDA	529 14th Street NW Suite 425 Washington, DC 20045	Career Services	202-659-6510	
L7	National Press Photographers Association	120 Hooper Street Athens, GA 30602	Thomas Kenniff		
L8	Daily Press/Career Builder	435 N. Michigan Avenue Chicago, IL 60611	Cara HGlauer	757-528-4071	
L9	Dolan Media Management	3 North Court Street Frederick, MD 21701	Tom Dolan Dolan@smartrecruit.com	301-668-1511	
L13	Native American Journalists Association	395 W. Lindsey Norman, OK 73019	Jeffery Harjo	405-325-1649	
L15	Tidewater Community College	1700 College Crescent Princess Anne Bldg Room A-105 Virginia Beach, VA 23453	Babi Brock bbrock@tcc.edu	757-822-7228	
L16	American Women in Radio & Television	8405 Greensboro Drive Suite 800 McLean, VA 22102	n/a n/a	1-703-506-3266	
L17	ECPI	555 Greenwich Road Virginia Beach, VA 23462	Karen Robinson	757-671-7171	
L18	George Mason	4400 University Drive Fairfax, VA 22030	Linda Harber	703-993-2600	
L19	James Madison University	800 S. Main Street Harrisonburg, VA 22807	Yohna Chambers	540-568-6211	
L20	University of Virginia	914 Emmet Street Charlottesville, VA 22904	Marion Hollow	434-982-0123	
L21	Va Tech	Southgate Center 1st Floor (0318) Blacksburg, VA 24601	Christie Lowe	540-231-6241	
L22	VAB	630 Country Green Lane Charlottesville, VA 22920	Amy Shaw	434-977-3716	
L23	TV StoryTellers	Storytellers LLC Seattle, WA 98109	Matt Mrozinski		

**Total Number of Interviewees Referred: 7**

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**II. Full-Time Vacancies Filled During the Reporting Period**

Job Title	Recruitment Sources Utilized to Fill Vacancy [by code number]	Recruitment Source for Person Hired [by code number]
Assignment Editor [JR023199]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C181, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2134, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2142, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2150, C2151, C2152, C2153, C2154, C2155, C2156, C2157, C2158, C2159, C2160, C2161	Code Number: C3 Start Date: 2020-03-10
Assoc Producer [JR022100]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C198, C199, C200, C201, C202, C203, C204, C205, C206, C207, C208, C209, C210, C211, C212, C213, C214, C215, C216, C217, C218, C219, C220, C221, C222, C223, C224, C225, C226, C227, C228, C229, C230, C231, C232, C233, C234, C235, C236, C237, C238, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2134, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2142, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2150, C2151, C2152, C2153, C2154, C2155, C2156, C2157, C2158, C2159, C2160, C2161, C2213	Code Number: C1 Start Date: 2019-11-11



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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

<p>Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.</p>	<p>Mission Tomorrow RVA event, Richmond Raceway, October 23, 2019- Event encourages student to explore several career interests including journalism. Anchor, Rob Desir, was a guest speaker</p>
<p>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</p>	<p>Internship Program for college students: WTVR-TV's Internship Program is offered to college juniors, seniors and graduate students interested in a career in broadcasting. Students receive credit for their participation in the program and are evaluated by the assigned department manager upon completion. Internships are available during the summer and include aspects of news production, promotions, newsroom operations, sports, community affairs, website/digital, sales and research. The Internship Program provides students real-world experience and a unique insight into newsroom operations. This includes learning alongside newsroom management, reporters, photographers, producers and assignment desk editors. Digital provides students real-world experience into the operations of a website and other social media platforms at a television news station. Includes learning along side newsroom management, web producers, reporters, photographers, producers and assignment desk editors. Internships are offered each semester and all of WTVR interns receive compensation. The station had eight interns during the reporting period.</p>
<p>Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</p>	<p>Minority Scholarship Program: WTVR-TV CBS 6 and the Community Advisory Council sponsor the Dayle Dunn memorial minority scholarship and internship program. This scholarship is awarded to two minority college students each semester studying broadcast journalism at local colleges and universities.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>Capital News Service Portfolio Review Event for graduating journalism seniors, Virginia Commonwealth University, December 6, 2019, Rob Desir, Anchor, participated.</p>
	<p>Broadcast Journalism (Off-Air) career workshop, Virginia Commonwealth University, September 22, 2019, attended by Chyna Blackmon, Assignment Desk Editor and Tyler Layne, Producer</p>
	<p>Broadcast Journalism Course (via Zoom), Virginia Commonwealth University, April 8, 2020, guest speaker Misti Davidson, Assistant News Director</p>
	<p>Broadcast Journalism Class, Virginia Commonwealth University, February 3, 2020, guest speaker, Matthew Fultz, Reporter</p>
	<p>Insight, Virginia Commonwealth University, April 23, 2020, interview with students regarding careers in journalism, Julie Bragg, Anchor, participated.</p>

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**III. Non-Vacancy Specific Recruitment Efforts During Reporting**

Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	Station Tour, December 19, 2019 - Swanboro Elementary School students
	Station Tour, January 22, 2020 - Maggie Walker Gov School
	Station Tour, February 28, 2020 - Swanboro Elementary School students