

WGNT, WTKR

EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WGNT, WTKR, Norfolk, Virginia.

WGNT, WTKR, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 757-446-1000.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

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 |
|-----------------------------------|-----------------------------------------------------------------|-----------------------|
| Reporter/MMJ | 2-3, 8-9, 11-12, 14-16, 19, 23-25, 28, 30-31, 33-37, 39, 41, 44 | 14 |
| Director, News & Content | 3-4, 6-9, 12-13, 15-16, 19, 22-25, 28, 30, 32-37, 39-41, 44 | 13 |
| Creative Services Writer/Producer | 4, 6-9, 11-12, 15-16, 19, 21-26, 28, 30, 33-37, 39, 41, 44 | 37 |
| Associate Producer | 4, 6-9, 12, 15-16, 19-20, 22-25, 28, 30-31, 33-37, 39-41, 44 | 16 |
| Digital Control Technician | 4, 6, 8-9, 12-13, 15-16, 19-23, 25, 28, 30-31, 33-37, 41, 44 | 13 |
| Digital Control Technician | 4, 6, 8-9, 12-13, 15-16, 19-23, 25, 28, 30-31, 33-37, 41, 44 | 16 |
| Producer, Web | 3-4, 7, 9, 12, 15-16, 19, 22-25, 28, 30-31, 33-37, 39-41, 44 | 16 |
| Entry Level Account Executive | 8-9, 11-12, 15-16, 19, 22-25, 28, 30-31, 33-37, 40-41, 44 | 11 |
| Account Executive | 4, 8-9, 11-13, 15-16, 19, 22-25, 28, 30-31, 33-37, 40-41, 43-44 | 43 |
| Account Executive | 4, 8-9, 11-13, 15-16, 19, 22-25, 28, 30-31, 33-37, 40-41, 43-44 | 11 |
| Meteorologist | 2-4, 8-9, 12, 15-16, 19, 22-23, 28-30, 32-33, 35-37, 39-41 | 2 |
| Producer, Newscast | 7, 16, 28, 36-37 | 37 |

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|----------------------------|----------------------------------------------------------|-----------------------|
| Engineer, IT | 16, 21, 28, 36-37 | 37 |
| Photojournalist/Editor | 11, 16, 21, 26, 28, 36-38 | 11 |
| Digital Sales Assistant | 11, 16, 21, 25, 28, 33-37, 39, 44 | 37 |
| National Sales Assistant | 7, 16, 21, 28, 36-37 | 7 |
| National Sales Assistant | 7, 16, 21, 28, 36-37 | 37 |
| Digital Control Technician | 4, 9, 11-12, 15-16, 22, 25, 28, 33, 36-37, 39-41, 44 | 11 |
| Reporter/MMJ | 8-9, 12, 14-16, 19, 23, 28, 36-37, 39-41 | 14 |
| Producer | 16, 20-21, 28, 36-37 | 16 |
| Producer, Web | 5, 7, 16, 21, 28, 36-37, 39 | 7 |
| Associate Producer | 16, 20-21, 28, 36-37 | 16 |
| Digital Control Technician | 4, 8-9, 11-12, 15-16, 22-24, 28, 30-31, 33-37, 39-42, 44 | 11 |
| Reporter/MMJ | 3-4, 8-9, 11-12, 15-16, 19, 22-25, 28, 30-37, 39-41, 44 | 37 |
| Engineer, IT | 4, 7-9, 12, 15-16, 20-22, 25, 28, 30, 33-37, 40-41, 44 | 16 |
| Graphic Artist | 4, 8-12, 15-16, 18, 20-22, 25, 28, 30, 33-37, 40-41, 44 | 16 |
| Dir, Local Sales | 7-10, 12-13, 15, 21-22, 25, 28, 30-31, 33-37, 40-41, 44 | 7 |
| Account Executive | 6, 8-16, 21-22, 25, 28, 30-31, 33-37, 40-41, 44 | 14 |
| Account Executive | 6, 8-16, 21-22, 25, 28, 30-31, 33-37, 40-41, 44 | 11 |
| Account Executive | 6, 8-16, 21-22, 25, 28, 30-31, 33-37, 40-41, 44 | 11 |
| Producer | 4, 8-12, 15-17, 19, 21-25, 28, 30-37, 39-41, 44 | 11 |
| Reporter | 1, 3-4, 6, 8-12, 15-16, 19-25, 28, 30-41, 44 | 11 |
| Digital Control Technician | 8, 11-12, 15-16, 21-22, 25, 28, 30-31, 33-37, 39-41, 44 | 11 |
| Asst, Local Sales | 4, 6-8, 12, 15-16, 19, 21-25, 28, 30-37, 39-41, 44 | 37 |
| Photojournalist | 4, 8-9, 11-12, 15-16, 19, 21-24, 26-28, 30-31, 33-41, 44 | 11 |
| Associate Producer | 16, 21, 36-37 | 37 |

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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 | 602 Communications 4349 E. Colter Street Phoenix, Arizona 85018 Phone : 6029548373 Url : http://602communications.com Sandy Lizik Manual Posting | N | 0 |
| 2 | Agency Referral | N | 3 |
| 3 | Bell Talent 81-112 Avenida Castelar Indio, California 92203 Phone : 7603470500 Url : www.belltalent.com Email : belltalent@aol.com Fax : 1-760-347-0501 Roger Bell | N | 0 |
| 4 | Broadcasting Institute of MD 7200 Harford Road Blatimore, Maryland 21234 Phone : 410-254-2770 Url : http://www.bim.org Email : nb@bim.org Norman Brooks | N | 0 |
| 5 | CareerBoard Local Jobs Hampton Roads, Virginia 23510 Phone : 2165951632 Url : www.careerboard.com Tobby Rice Manual Posting | N | 1 |
| 6 | College of William & Mary PO Box 8795 Williamsburg, Virginia 23185 Phone : 7572213232 Url : http://www.wm.edu Email : kecompton@wm.edu Kathryn Comptom | N | 0 |
| 7 | Current Employee - Transfer/Promotion | N | 12 |

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|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 8 | Diversity Solutions P.O. Box 740948 San Diego, California 92174 Phone : 619-277-9099 Url : www.diversitysolutions.us Email : oran@diversitysolutions.us Oran Brown | N | 0 |
| 9 | ECPI 555 Greenwich Road Virginia Beach, Virginia 23462 Phone : 7576717171 Ext 55356 Url : www.ecpi.edu Email : pmirani@ecpi.edu Fax : 1-757-557-0449 Pat Mirani | N | 0 |
| 10 | ECPI Online Campuses in VA, NC & SC Virginia Phone : 757-419-3918 Url : http://ecpionline.com Email : Mhackler@ecpi.edu Mindy Hackler | N | 0 |
| 11 | Employee Referral | N | 18 |
| 12 | Fleet & Family Support Center (Yorktown Naval Weapon Station) PO Drawer 160 Yorktown, Virginia 23691 Phone : 7578763881 Email : lynn.fogarty@gmail.com Lynn Fogarty | N | 0 |
| 13 | Former Employee | N | 5 |
| 14 | Former Employee Referral | N | 3 |
| 15 | Hampton University 114 Wigwam Building Hampton, Virginia 23668 Phone : 7577275331 Url : http://www.hamptonu.edu Email : courtney.walker@hamptonu.edu Courtney Walker | N | 0 |

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|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 16 | Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting | N | 24 |
| 17 | Job Board | N | 1 |
| 18 | Job posting on internet | N | 1 |
| 19 | journalismjobs.com Colorado Phone : 510-524-2007 Url : www.journalismjobs.com Email : dan@journalismjobs.com Dan Rohn | N | 0 |
| 20 | Linked In | N | 8 |
| 21 | Mediabistro 475 Park Avenue South, 4th Floor New York, New York 10016 Url : http://www.mediabistro.com Carrie Rons Manual Posting | N | 0 |
| 22 | NAACP/Chesapeake Branch PO Box 1531 Chesapeake, Virginia 23327 Phone : 757-549-3636 Url : http://www.chesapeake.va.us/services/cityguid/civi Email : unit7049@gmail.com Helena Dodson | N | 0 |
| 23 | National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks | N | 0 |
| 24 | National Religious Broadcasters Website 9510 Technology Drive Manassas, Virginia 20110 Phone : 703-330-7000 x 510 Email : jstephens@nrb.org Fax : 1-703-330-7100 Judy Stephens | N | 0 |

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|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 25 | Newport News Public Schools TV 4 Minton Drive Newport News, Virginia 23606 Phone : 7575914687 Url : http://nnpstv.com/index.php/about-us Email : programming@nnpstv.com Beth Scott | N | 0 |
| 26 | Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-8462/8600 Url : http://www.nsu.edu James Tallmadge Manual Posting | N | 0 |
| 27 | ODU Career Mgt Center Web Center, Suite 2202 Norfolk, Virginia 23529 Phone : 757-683-4388 Url : http://www.cnu.edu R Shabro Manual Posting | N | 0 |
| 28 | Peninsula Worklink 600 Butler Farm Road, Suite C Hampton, Virginia 23666 Phone : 7577664915 Url : www.pcfwd.org Email : ltaylor@pmlink.org Fax : 1-757-766-4939 Lisa Taylor | Y | 0 |
| 29 | Recruiter | N | 1 |
| 30 | Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-352-4103 Url : http://www.regent.edu Email : jobpost@regent.edu Heather Duncan | N | 0 |

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|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------------------------------|
| 31 | Stop Organization 2551 Alameda Ave Norfolk, Virginia 23513 Phone : 757-858-1360 Url : http://www.stopinc.org Email : mbrown@stopinc.org Fax : 1-757-852-9953 Mona Brown | N | 0 |
| 32 | The Naso Group 19501 East Country Club Drive #108 Aventura, Florida 33180 Phone : 3056820564 Url : www.nasogroup.com Email : michael@nasogroup.com Fax : 1-305-932-7392 Michael Naso | N | 0 |
| 33 | Thomas Nelson Comm College PO Box 9407 Hampton, Virginia 23670 Phone : 757-865-5878 Url : http://www.tncc.edu Email : albertinif@tncc.edu Franz Albertini | N | 0 |
| 34 | Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23453 Phone : 757-822-7229 Url : http://www.tcc.edu Email : bbrock@tcc.edu Babi Brock | N | 0 |
| 35 | Tidewater Technical 2697 Dean Drive Suite 100 Virginia Beach, Virginia Phone : 757-490-3151 Ext255 Url : http://www.centuracollege.edu Email : careercvab@centura.edu Fax : 1-757-497-6503 Crystal Coombs | N | 0 |

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|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 36 | Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting | N | 0 |
| 37 | TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting | N | 36 |
| 38 | TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 1 800-374-0119 Url : http://www.tvjobs.com Career Services Manual Posting | N | 2 |
| 39 | Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 434.977.3716 Url : www.vabonline.com Email : Amanda.Snyder@easterassociates.com Fax : 1-434-979-2439 Amanda Snyder | N | 0 |
| 40 | Virginia Employment Commission-Suffolk 157 North Main Street Suffolk, Virginia 23434 Phone : 757-514-7743 Fax : 1-757-923-5287 Aleshya Poon | N | 0 |
| 41 | Virginia Employment Commission/Hampton 600 Butler Farm Road - Suite B Hampton, Virginia 23666 Phone : 757-886-2855 Url : http://www.vec.virginia.gov Email : stephen.larosee@vec.virginia.gov Fax : 1-757-865-5824 Stephen LaRosee | N | 0 |

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|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------------------------------------------------------------|
| 42 | WGEM TV 513 Hampshire St. Quincy, Illinois 62301 Phone : 217-228-6617 Email : tstutheit@wgem.com Fax : 1-217-228-6617 Terri Stutheit | N | 0 |
| 43 | Word of Mouth Referral | N | 1 |
| 44 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 116 |

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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 | 8/7/2018 | Participation in Job Fairs | Tribune Media participated in the NABJ Career Fair as part of the Annual Convention in Detroit, MI. Both HR personnel and company leadership spoke with applicants for various positions within the organization | 3 | Anchor HR Manager VP News |
| 2 | 9/26/2018 | Participation in Job Fairs | WTKR participated in the Christopher Newport University Fall Job Fair for both full time and internship positions | 3 | Accountant LSM HR Manager |
| 3 | 9/26/2018 | Participation in Job Fairs | Station personnel participated in job fair at Christopher Newport University recruiting for full time and internship opportunities | 3 | HR Manager Accountant LSM |
| 4 | 10/21/2018 | Establishment of an intern program designed to assist members of the community | WTKR hosted interns in several areas of the station (news, sales, local programming) from local colleges to gain experience and learn the inner workings of the television station | 3 | Anchor Assistant News Director Accountant |
| 5 | 11/3/2018 | Participation in events sponsored by community groups | Anchor participated in workshop and spoke to students about careers in broadcast journalism at Old Dominion University | 1 | Anchor |
| 6 | 3/21/2019 | Participation in events or programs sponsored by educational institutions | Weather Anchor participated in severe weather panel and spoke to students at Old Dominion University regarding weather broadcasting | 1 | Meteorologist |
| 7 | 4/6/2019 | Participation in events or programs sponsored by educational institutions | Anchor emceed fundraiser and spoke to college/university students about careers in Broadcast Journalism at Hampton University | 1 | Anchor |
| 8 | 4/13/2019 | Participation in events or programs sponsored by educational institutions | Anchor moderated panel at NABJ regional conference at Hampton University | 1 | Anchor |