

EEO PUBLIC FILE REPORT

Reporting Period: June 1, 2020 - May 31, 2021

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
Common Sources					
C1	Employee Referral				4
C2	Internal Candidate / WorkLife				24
C3	Scripps.com	312 Walnut St Ste 2800 Cincinnati, OH 45202			24
C5	Google	1600 Amphitheatre Pkwy Mountain View, CA 94043	www.google.com	650-253-6000	5
C69	Yahoo	701 First Avenue Sunnyvale, CA 94089	www.yahoo.com		
C97	LinkedIn	2029 Stierlin Court Mountain View, CA 94043	www.linkedin.com		39
C130	Face-to-face Networking				
C131	Agency/Search Firm				5
C132	Bing	One Microsoft Way Redmond, WA 98052-7329			
C134	Indeed	6433 Champion Grandview Way Building 1 Austin, TX 78750	www.indeed.com		13
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	
C177	AAJA	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	
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	

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C201	Glass Door	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	1
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	
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	

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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	
C230	Central Kentucky Job Center - Danville - Danville, KY 40422 - 121 East Broadway (Bruce.quire@ky.gov)	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	Central Kentucky Job Center - Lexington - 1055 Industry Road, 2nd Floor (JeanneB.Scott@ky.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C233	Central Kentucky Job Center - Richmond - Richmond, KY 40475 - 595 South Keeneland Drive (denise.jones@ky.gov)	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	

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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	
C1906	Jackson County Continuing Education - McKee, KY 40447 - 1100 Education Mountain Dr (joey.neeley@jackson.kyschools.us)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C1912	USAA/RecruitMilitary	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2097	Christopher Newport University (Christopher Newport CSM) Newport News, VA - Libby Westley - 1 University Place (libby.westley@cnu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2098	Christopher Newport University Center for Career and Academic Planning -- 1 University Place DSU - Suite 3125 (ccap@cnu.edu)	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	
C2100	Family Systems II & New Life Programs - 850 Tidewater Drive (A.Cleaves@familysystems-nlp.com)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2101	Hampton Roads Maritime Training -- 300 Granby Street (tcmeltg@tcc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2102	Hampton VA Medical Center -- 100 Emancipation Drive (kevin.costa@va.gov)	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	
C2105	New Horizons Regional Education Centers -- 520 Butler Farm Road (betty.bullock@nhrec.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2106	Norfolk State University - Career Services - Melody Iannone - 700 Park Avenue (ndmontgomery@nsu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2107	Old Dominion University - September Sanderlin - 1510 W. 48th Street (ssanderl@odu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2108	Old Dominion University Norfolk, VA - Randy Shabro - Old Dominion University, (rshabro@odu.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2109	Opportunity, Inc One Stop Workforce Center - Norfolk, VA 23502 - 861 Glenrock Rd, Ste 223 Circle East Bldg (nstephens@hamtonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2110	Opportunity, Inc. One Stop Workforce Center - Jacqueline Rondeau - 861 Glenrock Road (rsharak@oihr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2111	Peninsula Workline - Hampton, VA 23666 - 600 Butler Farm Rd, Ste D (david.heffron@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2112	Peninsula Worklink - - 600 Butler Farm Road, Suite C (jesse.williamson@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2113	Peninsula Worklink - - 600 Butler Farm Road, Suite C (ojt@pmlink.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2114	Peninsula Worklink - Lisa Taylor - 600 Butler Farm Road, Suite C (ltaylor@pmlink.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2115	Tidewater Community College - Workforce Development - Betty Frost - 300 Granby Street (workforce@tcc.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2116	Tidewater Tech Trades - - 5301 East Princess Anne Road (careerttt@tidewatertech.edu)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2117	Urban League of Hampton Roads - - 3225 High Street (yvyoung@ulhr.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2118	VEC - Norfolk - - 5145 East Virginia Beach Boulevard (mhunter@hamptonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2119	VEC - Norfolk - - 5145 East Virginia Beach Boulevard (norfolk@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2120	VEC - Norfolk-Virginia Beach Area Office - Sharon Jones/Teri Stankey/Hosey Burgess (Manager) - 5145 East Virginia Beach Boulevard (norfolk@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2121	VEC - Portsmouth - - 4824 George Washington Highway (Portsmouth@vec.virginia.gov)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2122	VEC- Norfolk - Norfolk, VA 23502 - 5145 E Virginia Beach Blvd (norfolk@vec.virginia.gov)	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	
C2125	Workforce Development Center - Paul D. Camp Community College - - 100 North College Drive, Room 214 (cmcnair@hamptonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2126	Workforce Development Center - Paul D. Camp Community College - - 100 North College Drive, Room 214 (cmcnair@hamptonroadsworks.org)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2127	YWCA of South Hampton Roads - Regina Malveaux - 5215 Colley Ave (regina.malveaux@ywca-shr.org)	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	

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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	
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	
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	

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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 (vrooke@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 Sweetnburg-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	
C2388	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2389	Veterans Families United	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2390	Illinois Job Link	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2391	Pennsylvania Department of Military and Veterans Affairs (DMVA)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2392	Job Accomodation Network (JAN)	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2393	bestJOBSusa	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2394	Jobble	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2395	MASSHIRE JobQuest	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2396	Facebook	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2397	CareerOneStop	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2398	Ziprecruiter	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2399	Jobtome	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2400	EmployGeorgia	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2401	New York State JobZone	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2402	IHire.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2403	Kentucky Career Center	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2404	Petersons.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2405	Greater St. Cloud JobSpot	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2406	IllinoisJobLink.com	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2407	Job Center of Wisconsin	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2408	Source America	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	

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C2409	Texas Workforce Commission	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2410	Simply Hired	eQuest job board aggregator	Seth Handler eQuest Enterprise Account Executive seth.handler@equest.com	925-786-9066	
C2424	Military.com	8280 Greensboro Drive Suite 900 McLean, VA 22102	Allan Schilkraut allan.schilkraut@monster.com https://www.military.com/	212-548-8395	

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 HGlauser	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 Cresent 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		
L24	Christopher Newport University	Center for Career Planning 1 Avenue of the Arts Newport News, VA 23606	addinccap@cnu.edu	757-594-7000	
L25	College of William and Mary	180 Stadium Drive Williamsburg, VA 23185	Christen McQuillan career@um.edu	757-221-4000	
L26	Longwood University	201 High Street, Lancaster Hall G08A Farmville, VA 23909	atkinsbl@longwood.edu	434-395-2063	
L27	Old Dominion University		rshabro@odu.edu	757-598-0000	
L28	Norfolk State University	700 Park Avenue Norfolk, VA 23504	ndmontgomery@nsu.edu	757-823-8462	
L29	Peninsula Worklink	6000 Butlter Farm Road Hampton, VA	david.heffrom@vec.virginia.gov	757-236-5000	
L30	Virginia State University	PO Box 9410 Petersburg, VA 23086	Lewis Newbill	804-524-5211	
L31	Virginia Union University	1500 N Lombardy Richmond, VA 23220	Penny Sweetenburg 804-257-5600	pbsweetenburg@vu.edu	

Total Number of Interviewees Referred: 115

EEO PUBLIC FILE REPORT

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]
Account Exec, Integrated [JR023631]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L24, L25, L26, L27, L28, L29, L30, L31	Code Number: C1 Start Date: 2020-08-31
Account Exec, Integrated [JR023634]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L15, L24, L25, L26, L28, L29, L30, L31	Code Number: C3 Start Date: 2020-08-31
Assignment Editor [JR023810]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L24, L25, L26, L27, L28, L30, L31	Code Number: C2 Start Date: 2020-09-08
Assignment Editor [JR024849]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L15, L22	Code Number: C2 Start Date: 2021-04-04

EEO PUBLIC FILE REPORT

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]
Broadcast Technician [JR024272]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L15, L22	Code Number: C134 Start Date: 2021-04-12
Digital Content Producer [JR024084]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L24, L25, L26, L28, L29, L30, L31	Code Number: C3 Start Date: 2021-01-25
Digital Content Producer [JR024747]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L15, L22	Code Number: C97 Start Date: 2021-04-19
Editor II [JR025059]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L15, L22	Code Number: C2 Start Date: 2021-04-12

EEO PUBLIC FILE REPORT

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]
Exec Producer [JR024554]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L15, L22	Code Number: C2 Start Date: 2021-01-01
Local Sales Manager [JR025123]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2021-04-19
Photographer II [JR023578]	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, C1906, C1912, C2097, C2098, C2099, C2100, C2101, C2102, C2103, C2104, C2105, C2106, C2107, C2108, C2109, C2110, C2111, C2112, C2113, C2114, C2115, C2116, C2117, C2118, C2119, C2120, C2121, C2122, C2123, C2124, C2125, C2126, C2127, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L15, L22	Code Number: C3 Start Date: 2020-09-28
Photographer II [JR024808]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L15, L22	Code Number: C2 Start Date: 2021-03-20

EEO PUBLIC FILE REPORT

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]
Producer [JR023730]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L24, L26, L28, L30, L31	Code Number: C2 Start Date: 2020-08-10
Producer [JR024232]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L15, L22	Code Number: C97 Start Date: 2020-12-28
Producer [JR025395]	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, C1906, C1912, C2099, C2103, C2104, C2123, C2124, C2128, C2129, C2130, C2131, C2132, C2133, C2135, C2136, C2137, C2138, C2139, C2140, C2141, C2143, C2144, C2145, C2146, C2147, C2148, C2149, C2151, C2152, C2154, C2155, C2156, C2157, C2158, C2159, C2161, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424	Code Number: C2 Start Date: 2021-05-17
Producer, Creative Services [JR024654]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L15, L22	Code Number: C2 Start Date: 2021-03-22

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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]
Real-Time Editor [JR024629]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L15, L22	Code Number: C2 Start Date: 2021-03-08
Reporter [JR024365]	C1, C2, C3, C5, C69, C97, C130, C131, C132, C134, C170, C171, C172, C173, C174, C177, 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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, L15, L22	Code Number: C1 Start Date: 2021-03-01
Sales Support Asst III [JR025003]	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, C1906, C1912, 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, C2388, C2389, C2390, C2391, C2392, C2393, C2394, C2395, C2396, C2397, C2398, C2399, C2400, C2401, C2402, C2403, C2404, C2405, C2406, C2407, C2408, C2409, C2410, C2424, L15, L22	Code Number: C2 Start Date: 2021-04-05

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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>March 13, 2021 - Anchor Candace Burns, spoke about the broadcast journalism career path at Richmond Chapter of the Links Incorporated Trailblazing Women Under 40 Panel.</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 two interns during the reporting period.</p>
<p>Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</p>	<p>WTVR employees have access to pursue career advancement through online training with Local On-line Open Knowledge (LOOK) leadership, all things management, leading a team, operations, marketing, ad operations, and sales. The company recently introduced a new learning platform for all employees, "Leading at any Distance: Resources for Managing Employees". In this program employees can select learning courses from psychological safety, empathy, team culture, and trust.</p>
<p>Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.</p>	<p>March 31, 2021 - Meadowbrooke High School; On-air talent, Jessica Noll, spoke to group of students & teachers virtually about careers in broadcast journalism.</p>

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III. Non-Vacancy Specific Recruitment Efforts During Reporting

	<p>March 9, 2021 - On-air talent, Jessica Noll, participated in the Henrico County Public Schools' Life Ready expo. This event was virtually attended by juniors and seniors throughout the Richmond, VA area and she spoke about careers in broadcasting.</p>
	<p>April 23, 2021 - Reporter, Jon Burkett, participated in the Goochland High School Career Day, speaking with HS students about potential careers in broadcast journalism.</p>
	<p>May 12, 2021 - Reporter, Caroline Coleburn, participated in the Woolridge Elementary Career Day, speaking with students about potential careers in broadcast journalism.</p>
<p>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.</p>	<p>June 16, 2020: WTVR-TV, Management and the Law training session: The company recognizes its responsibility to enforce EEO/Sexual and Other Unlawful Harassment policies as well as its obligation to reinforce the company's EEO obligations and philosophy and to exercise fairness in employment decisions. The four hour training session was led by in-house counsel Danyelle Wright and Heather Muzumdar. All managers and supervisors of WTVR-TV must be familiar with, educate team members about, and apply EEO laws and company policy in all employment decisions. The company believes that EEO, along with company policy, provides the mandatory framework for all employment decisions by managers. The session also included discussion on protected classes, interview guidelines, and employment documentation.</p> <p>Scripps provided virtual classroom training for all station employees, including managers for unconscious bias, equity and inclusion training. Training was facilitated by Scripps employees and representatives of BRBS World CEO Janet Reid, Sara Fahim from SEEK Research who created content for Experiencing the news as a Black/African American, and Kevin Benz from Kneeland Institute for training on Inclusive Journalism.</p>