

WSLS-TV

EEO PUBLIC FILE REPORT

June 1, 2017 - May 31, 2018

WSLS-TV is an Equal Opportunity Employer. In addition to complying with the requirements of federal law, WSLS-TV will comply with applicable state and local laws prohibiting employment discrimination. Any offer of employment is conditional upon the successful completion of a background check and pre-employment drug screen.

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
Digital Account Executive	1-7, 9-13, 16-18, 21-22, 24-26, 28-31, 34-39, 41-56	12
Video Journalist	1-7, 9-14, 16-18, 21-22, 24-25, 29-31, 34-39, 41-47, 49-56	12
Video Journalist	2-7, 9-14, 16-18, 21-22, 24-25, 29-31, 34-39, 41-47, 49-56	12
Account Executive	1-7, 9-14, 16-18, 21-22, 24-25, 29-31, 34-39, 41-47, 49-55	12
WSLS Producer	1-7, 9-14, 16-18, 21-22, 24-25, 29-31, 34-39, 41-47, 49-56	12
Anchor - Weekend	1-7, 9-11, 13-14, 16-18, 21-22, 24-25, 29-31, 34-39, 41-47, 49-56	1
Account Executive	1-7, 9-14, 16-18, 21-22, 24-25, 29-31, 34-39, 41-47, 49-56	12
Photographer	2-7, 9-11, 13-14, 16-18, 21-22, 24-25, 27, 29-31, 34-39, 41-47, 49-56	56
Weekend Editor/Photographer	12, 56	12
Web-News Associate Producer	2-7, 9-14, 16-18, 21-22, 24-25, 27, 29- 31, 34-39, 41-47, 49-56	12
Anchor	1-7, 9-11, 13-14, 16-18, 21-22, 24-25, 27, 29-31, 34-39, 41-47, 49-56	56
VP/General Manager - WSLS	1, 8, 14, 20, 23, 56	20
Staff Accountant	2-7, 9-11, 13-14, 16-19, 21-22, 24-25, 27, 29-31, 34-39, 41-47, 49-55	19
Newscast Director	2-7, 9-11, 13-14, 16-18, 20-22, 24-25, 27, 29-31, 34-39, 41-47, 49-55	20
Managing Editor	1-7, 9-11, 13-14, 16-18, 21-22, 24-25, 27, 29-31, 34-39, 41-47, 49-56	56
Editor - Videographer	2-7, 9-11, 13-14, 16-19, 21-22, 24-25, 27, 29-31, 34-39, 41-47, 49-56	19
Producer - Trainee	2-7, 9-11, 13-14, 16-18, 22, 24-25, 27, 29-31, 34-39, 41-47, 49-55	14
Weather Anchor	1-7, 9-11, 13-14, 16-18, 21-22, 24-25, 27, 29-31, 34-39, 41-47, 49-55	1

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Daytime Blue Ridge Videographer	12, 56	56
Production Technician	12, 56	12
Account Executive	12, 14, 56	12
Research Director	2-7, 10-15, 17-18, 22-25, 27, 29-31, 33, 35-39, 41-47, 49-56	23
Assistant News Director	2-7, 10-11, 13-14, 16-18, 20, 22, 24-25, 29-31, 34-39, 41-43, 45-46, 49-56	20
News Operations Manager	2-5, 7, 10-11, 13-14, 16-18, 22-25, 27, 29, 31-32, 34-43, 46-47, 49-56	40
Broadcast IT Engineer	1, 56	1
Accountant	2-7, 10-11, 13-19, 22, 24-25, 27, 29-39, 41-43, 45-47, 49-57	19
Credit Collections/Accounting Clerk	2-7, 10-19, 22, 24-25, 27, 29-39, 41-43, 45-47, 49-57	12
Weekend Meteorologist	1, 56	1

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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	Agency Referral	N	25
2	Averett University 420 West Main Street Top Floor Danville, Virginia 24541 Phone : 434-791-5629 Email : amcadams@averett.edu A McAdams	N	0
3	Bridgewater College 402 East College Street Box 35 Bridgewater, Virginia 22821 Phone : 540-828-5357 Email : stalbott@bridgewater.edu Sherry Talbott	N	0
4	Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7689 Email : jarretts@cvcc.vccs.edu Susan Rush	N	0
5	Danville Community Colleg 1008 South Main Street Danville, Virginia 24541 Phone : 434-797-8520 Email : amcadams@dcc.vccs.edu Angie McAdams	N	0
6	Department of Veterans Services 900 E. Main Street Richmond, Virginia 23219 Phone : 804-786-0286 Fax : 1-804-786-0302 John Newby II	N	0
7	Dept. of Rehabilitative Services 111 Franklin Rd. SE Roanoke, Virginia 24011 Phone : 540-857-7748 Email : betsy.stone@ssa.gov Mary Stone	N	0
8	E-mail Inquiry	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	East Tennessee University P. O. Box 70667 Johnson City, Tennessee 37614 Phone : 423-439-4450 Email : magee@etsu.edu David Magee	N	0
10	Eastern Band of Cherokee Indians P. O. Box 481 Cherokee, North Carolina 28719 Phone : 828-497-9195 Fax : 1-828-497-5802 Kimlyn Lambert	N	0
11	Emory & Henry College 30461 Granard Drive Emory, Virginia 24327 Phone : 276-944-4121 Email : agardner@ehc.edu Amanda Gardner	N	0
12	Employee Referral	N	43
13	Goodwill Industries of the Valley Workforce Training P. O. Box 6159 Roanoke, Virginia 24017 Phone : 540-581-0620 Email : zbarrett@goodwillvalleys.com Fax : 1-540-581-0628 Z Barrett	N	0
14	Graham Media Group 161 N Clark St Ste 2900 Chicago, Illinois 60601 Email : Careers@grahammedia.com Julie Dreixler	N	8
15	Hampton University Huntington Bldg. Hampton, Virginia 23668 Phone : 757-727-5405 Fax : 1-757-728-6011 Personnel Director Personnel Director	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 757-727-5000 Email : lashel.wilson@hamptonu.edu Lashel Wilson	N	0
17	Hollins University Career Center P. O. Box 9628 Roanoke, Virginia Phone : 540-362-6938 Email : aglenn@hollins.edu Ashley Glenn	N	0
18	Howard University 2400 6th Street NW Washington, Virginia 20059 Phone : 202-806-6100 Email : jmbrowne@howard.edu Joan Browne	N	0
19	Indeed.com	N	10
20	Internal Candidate	N	4
21	James Madison University Harrison Hall 0276 MSC 2104 Harrisonburg, Virginia 22807 Phone : 540-568-6555 Email : cap@jmu.edu John Woody	N	0
22	Liberty University School of Communications 1972 University Blvd. Lynchburg, Virginia 24502 Phone : 434-582-2000 Fax : 1-434-582-2791 Richard Glass	N	0
23	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Online Careers Listing Manual Posting	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Longwood University 201 High Street Lancaster Hall G08-A Farmville, Virginia 23909 Phone : 434-395-2063 Email : saundersmm@longwood.edu Mary Meade Saunders	N	0
25	Lynchburg College Communication Studies Video & Multimedia 1501 Lakeside Drive Lynchburg, Virginia 24501 Phone : 434-544-8339 Fax : 1-434-544-8485 Beverly Reid	N	0
26	Mary Baldwin University Rosemarie Sena Center, Kable House P. O. Box 1599 Staunton, Virginia 24402 Phone : 540-887-7221 Email : hdesmond@marybaldwin.edu H Desmond	N	0
27	Mattaponi Pamunkey, Monacan Career Services 5036 Inidan Neck Rd. Indian Neck, Virginia 23148 Phone : 804-769-4767 Email : info@mpmjjobs.org G. Anne Richardson	N	0
28	NAACP 401 Gainsboro Rd. NW Roanoke, Virginia 24016 Phone : 540-344-2424 Brenda Hale Manual Posting	N	0
29	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 626-792-3846 Email : info@nabjcareers.org Darryl Matthews Sr.	N	0
30	National College of Business & Technology 1813 East Main Street Salem, Virginia 24153 Phone : 540-986-1800 Fax : 1-540-444-4195 Kristal Bushong	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	National Lesbian & Gay Journalists Assoc. 2120 L Street, NW Suite 850 Washington, Virginia 20037 Phone : 202-588-9888 Email : Jen.Christensen@turner.com Jen Christensen	N	0
32	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0
33	Norfolk State University 2401 Coprew Ave. Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Fax : 1-757-823-2075 Benjamin Ellis, Jr.	N	0
34	Norfolk State University 2401 Corprew Avenue Norfolk, Virginia 23504 Phone : 757-823-8462 Email : pdsaunders@nsu.edu Fax : 1-757-823-2075 P Saunders	N	0
35	North Carolina A & T State University 1601 East Market Street Murphy Hall - Room 101 Greensboro, North Carolina 27411 Phone : 336-334-7500 Email : downingc@ncat.edu Cynthia Downing	N	0
36	P. I. Reed School of Journalism West Virginia University P. O. Box 6008 Morgantown, West Virginia 26506 Phone : 304-293-6117 Email : eric.minor@mail.wvu.edu Eric Minor	N	0

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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
37	Poynter Institute 801 Third Street, South St. Petersburg, Florida 33701 Phone : 727-553-4711 Email : nguerrero@poynter.org Nico Guerrero	N	0
38	Radford University Career Services Walker Hall 275, P. O. Box 6901 Radford, Virginia 24142 Phone : 540-831-5373 Email : csc@radford.edu Carolyn Sutphin	N	0
39	Randolph Macon College P. O. Box 5005 Ashland, Virginia 23005 Phone : 804-752-3103 Email : theedge@rmc.edu Cathy Rollman	N	0
40	Re-hire	N	1
41	Regent University School of Communication and the Arts 1000 Regent University Drive Virginia Beach, Virginia 23452 Phone : 757-352-4926 Email : hire@regent.edu Kita Graham	N	0
42	Roanoke College 202 High Street Salem, Virginia 24153 Phone : 540-375-2303 Email : careers@roanoke.edu Fax : 1-540-375-2092 Toni McLawhorn	N	0
43	Roanoke Rescue Mission P. O. Box 11525 Roanoke, Virginia 24022 Phone : 540-777-7675 Email : kim@rescuemission.net Kim Gembala	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	Skyline College 5234 Airport Road Roanoke, Virginia 24012 Phone : 540-563-8000 Fax : 1-540-362-5400 Christina Garnett	N	0
45	Sweet Briar College Career Services P. O. Box AT Prothro Hall, 2nd Floor Sweet Briar, Virginia 24595 Phone : 434-381-6151 Fax : 1-434-381-6396 Wayne Stark	N	0
46	Tidewater Community College 315 Granby Street Room 1107 Norfolk, Virginia 23510 Phone : 757- 822-1110 Email : hkitsis@tcc.edu Heather Kitsis	N	0
47	Tidewater Community College 1700 College Crescent Princess Ann Bldg. Room A-114 Virginia Beach, Virginia 23453 Phone : 757-822-7228 Email : bbrock@tcc.edu Babi L. Brock	N	0
48	Tidewater Community College Chesapeake Campus 1700 College Crescent Princess Anne Bldg. Room A-100G Virginia Beach, Virginia 23453 Phone : 757-822-5192 Email : dmcclmore@tcc.edu Danielle Griscombe	N	0
49	Total Action for Progress P. O. Box 2868 Roanoke, Virginia 24011 Phone : 540-283-4802 Email : tina.bousman@tapintohope.org Tina Bousman	N	0
50	University of North Carolina Communication Studies 106 Bingham Hill Chapel Hill, North Carolina 27514 Phone : 919-962-6507 Fax : 1-919-962-2197 Ray Angle	N	0

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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
51	Virginia Employment Commission 1351 Hershberger Rd. Roanoke, Virginia 24012 Phone : 540-204-9725 Email : Patty.stadler@dars.virginia.gov Fax : 1-540-561-7520 Patty Stadler	N	0
52	Virginia State University Memorial Hall 2nd Floor, Room 207 Petersburg, Virginia 23806 Phone : 804-524-5211 Email : careerservices@vsu.edu Yolanda Crewe	N	0
53	Virginia Tech Career Services Washington Street & West Campus Drive Mail Code 0128 Blacksburg, Virginia 24061 Phone : 540-231-8875 Email : hireahokie@vt.edu Lisa Boothe	N	0
54	Virginia Union University 1500 North Lombardy Richmond, Virginia Phone : 804-257-5616 Email : tnbrown@vuu.edu Takeisha Brown	N	0
55	Virginia Western Community College P. O. Box 14007 Student Center Room 202 Roanoke, Virginia 24038 Phone : 540-857-7298 Fax : 1-540-857-6050 Rhonda Perdue	N	0
56	WSLS.com 401 Third Street Roanoke, Virginia 24011 Email : scox@wsls.com Sarah Cox	N	27
57	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

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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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			122

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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	8/9/2017	Co Sponsoring Job Fair	National Association of Black Journalists convention in New Orleans, LA	1	Reporter
2	8/16/2017	Establishment of training programs for station personnel	Ad Taxi Training	12	General Sales Manager Local Sales Manager National Sales Manager Digital Sales Manager
3	9/1/2017	Participation in other activities designed by the station employment unit	WSLS developed a full-time MMJ Trainee Position.	1	News Director
4	9/7/2017	Establishment of training programs for station personnel	Sales Force Training	12	Local Sales Manager National Sales Manager Digital Sales Manager Account Executive
5	9/7/2017	Participation in events sponsored by community groups	Radio/Television Digital News Association & Society of Professional Journalists "Excellence in Journalism Conference"	1	News Director
6	10/24/2017	Participation in events or programs sponsored by educational institutions	Roanoke College Internship Fair	1	Digital Content Manager
7	10/30/2017	Participation in other activities designed by the station employment unit	Station runs on-air EEO announcement.	0	
8	11/10/2017	Participation in events or programs sponsored by educational institutions	Virginia Tech Mutil-Media Journalism Career Fair	1	News Director
9	11/13/2017	Establishment of training programs for station personnel	Adam Armbruster of ESATraining	11	Local Sales Manager Digital Sales Manager Account Executive Account Executive
10	12/18/2017	Establishment of training programs for station personnel	Comscore Training	12	Local Sales Manager National Sales Manager Account Executive Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	3/22/2018	Provision of training to management	Boss School	3	Business Manager Creative Services Director New Director
12	4/9/2018	Participation in other activities designed by the station employment unit	NAB National Association of Broadcasters	2	General Manager Director of Technology
13	4/9/2018	Participation in events or programs sponsored by educational institutions	Syracuse University Newhouse Recruitment Collective	1	News Director
14	5/1/2018	Establishment of an intern program designed to assist members of the community	Hosted a VAB intern from University of Virginia during the spring/summer of 2018. Intern will be exposed to the broadcasting environment and receive a credit.	2	News Director Web Managing Editor
15	5/1/2018	Establishment of an intern program designed to assist members of the community	Expose eligible college juniors and seniors to a broadcasting environment. In the spring of 2018, WSLs hosted 2 interns from Virginia Tech, each receiving credit for their internship.	3	News Director Web Managing Editor Sports Anchor