

WSLS-TV

EEO PUBLIC FILE REPORT

June 1, 2018 - May 31, 2019

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 |
|-------------------------|--|-----------------------|
| Web News Producer | 2-5, 7-12, 15-20, 23, 26-27, 29, 31-37, 39-56 | 55 |
| General Sales Manager | 6, 13, 16, 24-25, 30, 55 | 24 |
| Graphics Coordinator | 2-3, 5, 7-12, 15-16, 18-21, 23, 25, 27, 29, 31-33, 35-37, 39-56 | 21 |
| Broadcast Engineer | 6, 16, 25, 55 | 55 |
| Producer | 16, 55 | 55 |
| Technician | 16, 21, 25, 55 | 21 |
| Account Executive | 16, 21, 24-25, 55 | 21 |
| Accounting Clerk | 2-3, 5, 7-9, 11-12, 15-16, 18-21, 23, 27- 29, 31-33, 36-44, 46-56 | 21 |
| Editor - Videographer | 2-3, 5, 7-9, 11-13, 15-16, 18-21, 23, 27- 29, 31-33, 36-44, 46-55 | 13 |
| Photographer | 2-3, 5, 7-9, 11-12, 15-16, 18-19, 21, 23, 27-29, 31, 33, 36-44, 46-55 | 55 |
| Multimedia Journalist | 1, 4, 13, 16, 55 | 55 |
| Multimedia Journalist | 1, 4, 13, 16, 55 | 1 |
| Anchor | 2-3, 5, 7-9, 11-16, 18-19, 22-23, 27-29, 31, 33, 36-44, 46-56 | 14 |
| Assistant News Director | 1-3, 5, 7-9, 11-12, 15-16, 18, 23, 27-29, 31-33, 36-44, 46-56 | 55 |
| Accountant | 16, 21, 25, 55 | 21 |

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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 | 2 |
| 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 | Career Fair | N | 2 |
| 5 | Central Virginia Community College 3506 Wards Road Lynchburg, Virginia 24502 Phone : 434-832-7689 Email : jarretts@cvcc.vccs.edu Susan Rush | N | 0 |
| 6 | Current Employee | N | 3 |
| 7 | Danville Community Colleg 1008 South Main Street Danville, Virginia 24541 Phone : 434-797-8520 Email : amcadams@dcc.vccs.edu Angie McAdams | N | 0 |
| 8 | 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 |
| 9 | Dept. of Rehabilitative Services 111 Franklin Rd. SE Roanoke, Virginia 24011 Phone : 540-857-7748 Email : betsy.stone@ssa.gov Mary Stone | N | 0 |

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|------------------|--|--|---|
| 10 | East Tennessee University P. O. Box 70667 Johnson City, Tennessee 37614 Phone : 423-439-4450 Email : magee@etsu.edu David Magee | N | 0 |
| 11 | 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 |
| 12 | Emory & Henry College 30461 Granard Drive Emory, Virginia 24327 Phone : 276-944-4121 Email : agardner@ehc.edu Amanda Gardner | N | 0 |
| 13 | Employee Referral | N | 7 |
| 14 | Facebook post | N | 1 |
| 15 | 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 |
| 16 | Graham Media Group 161 N Clark St Ste 2900 Chicago, Illinois 60601 Email : Careers@grahammedia.com Julie Dreixler | N | 7 |
| 17 | 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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|------------------|--|--|---|
| 18 | Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Phone : 757-727-5000 Email : lashel.wilson@hamptonu.edu Lashel Wilson | N | 0 |
| 19 | Hollins University Career Center P. O. Box 9628 Roanoke, Virginia Phone : 540-362-6938 Email : aglenn@hollins.edu Ashley Glenn | N | 0 |
| 20 | Howard University 2400 6th Street NW Washington, Virginia 20059 Phone : 202-806-6100 Email : jmbrowne@howard.edu Joan Browne | N | 0 |
| 21 | Indeed.com | N | 19 |
| 22 | Internal Candidate | N | 1 |
| 23 | Liberty University School of Communications 1972 University Blvd. Lynchburg, Virginia 24502 Phone : 434-582-2000 Fax : 1-434-582-2791 Richard Glass | N | 0 |
| 24 | Linked In | N | 3 |
| 25 | LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Online Careers Listing Manual Posting | N | 3 |
| 26 | 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 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|---|--|---|
| 27 | 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 |
| 28 | 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 |
| 29 | 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 |
| 30 | Media Staffing Network 13550 S. Route 30 Suite #104 Plainfield, Illinois 60544 Unknown Person Manual Posting | N | 6 |
| 31 | NABJ 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 626-792-3846 Email : info@nabjcareers.org Darryl Matthews Sr. | N | 0 |
| 32 | 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 |
| 33 | 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 |

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|----------------------|---|--|---|
| 34 | 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 |
| 35 | 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 |
| 36 | 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 |
| 37 | 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 |
| 38 | Piedmont Community College P. O. Box 1150 Yanceyville, North Carolina 27379 Phone : 336-599-1181 Email : shaundria.williams@piedmontcc.edu Shaundria Williams | N | 0 |
| 39 | Poynter Institute 801 Third Street, South St. Petersburg, Florida 33701 Phone : 727-553-4711 Email : nguerrero@poynter.org Nico Guerrero | N | 0 |

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|----------------------|---|--|---|
| 40 | 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 |
| 41 | Randolph Macon College P. O. Box 5005 Ashland, Virginia 23005 Phone : 804-752-3103 Email : theedge@rmc.edu Cathy Rollman | N | 0 |
| 42 | 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 |
| 43 | 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 |
| 44 | Roanoke Rescue Mission P. O. Box 11525 Roanoke, Virginia 24022 Phone : 540-777-7675 Email : kim@rescuemission.net Kim Gembala | 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 |

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|------------------|---|--|---|
| 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 | Total Action for Progress P. O. Box 2868 Roanoke, Virginia 24011 Phone : 540-283-4802 Email : tina.bousman@tapintohope.org Tina Bousman | N | 0 |
| 49 | University of North Carolina Communication Studies 106 Bingham Hll Chapel Hill, North Carolina 27514 Phone : 919-962-6507 Fax : 1-919-962-2197 Ray Angle | N | 0 |
| 50 | 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 |
| 51 | Virginia State University Memorial Hall 2nd Floor, Room 207 Ptersburg, Virginia 23806 Phone : 804-524-5211 Email : careerservices@vsu.edu Yolanda Crewe | N | 0 |
| 52 | 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 |

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|--|--|--|---|
| 53 | Virginia Union University 1500 North Lombardy Richmond, Virginia Phone : 804-257-5616 Email : tnbrown@vuu.edu Takeisha Brown | N | 0 |
| 54 | 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 |
| 55 | WSLS.com 401 Third Street Roanoke, Virginia 24011 Email : scox@wsls.com Sarah Cox | N | 13 |
| 56 | 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: | | | 67 |

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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 | 7/20/2018 | Sponsorship of events in the community designed to increase public awareness | Habitat Home Build | 4 | Sports Anchor Anchor Anchor Creative Services Director |
| 2 | 8/1/2018 | Establishment of an intern program designed to assist members of the community | Expose eligible college juniors and seniors to a broadcasting environment. In the fall of 2018, WSLS hosted 4 interns from various local colleges and each received credit for their internship. | 2 | News Director Digital Content Manager |
| 3 | 8/1/2018 | Co Sponsoring Job Fair | National Association of Black Journalists convention in Detroit, MI | 2 | Anchor News Director |
| 4 | 8/18/2018 | Sponsorship of events in the community designed to increase public awareness | Clear The Shelters | 2 | Anchor Creative Services Director |
| 5 | 11/17/2018 | Participation in events sponsored by community groups | DePaul Community Resources / Annual Adoption Celebration / Andrew Lewis Middle School | 3 | Anchor Co-host General Manager |
| 6 | 12/3/2018 | Participation in other activities designed by the station employment unit | Station runs on-air EEO announcement | 0 | |
| 7 | 2/18/2019 | Establishment of training programs for station personnel | Sales Force Training in Houston, TX | 4 | General Sales Manager NSM LSM DSM |
| 8 | 3/4/2019 | Participation in other activities designed by the station employment unit | NAB National Association of Broadcasters | 2 | Director of Technology GM |
| 9 | 3/11/2019 | Provision of training to management | Boss School | 3 | Production Manager Accounting Manager/HR General Sales Manager |
| 10 | 4/1/2019 | Participation in other activities designed by the station employment unit | WSLS developed a part-time Producer Trainee position. | 1 | News Director |
| 11 | 4/6/2019 | Co Sponsoring Job Fair | Washington DC Journalism Job Fair | 1 | News Director |
| 12 | 4/11/2019 | Co Sponsoring Job Fair | Syracuse University Career Fair | 3 | HR Coordinator News Director Weishe |

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|----|-------------|--|--------------------------------------|-------------------------------------|--------------------------|
| 13 | 4/16/2019 | Establishment of training programs for station personnel | Adam Armbruster of ESA Training | 11 | LSM AE AE AE |
| 14 | 5/31/2019 | Establishment of an intern program designed to assist members of the community | NAB Technology Internship | 0 | |