

**WWBT/WUPV
EEO PUBLIC FILE REPORT
June 1, 2020 - May 31, 2021**

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	Hampton University Career Center, Hampton, VA 23666 Attn: Ms. Courtney Walker (757) 727-5331	Y	
2	Howard University Career Services, 525 Bryant Street NW, Washington, DC 20059 Attn: Jozanne Douglas (202) 806-7513	N	
3	Norfolk State University 2401 Corprew Avenue, Norfolk, VA 23504 Attn: Nash D. Montgomery (757) 823-8462 http://app.joinhandshake.com	Y	
4	Virginia State University P. O. Box 9410, Petersburg, VA 23806 Attn: Joseph Lyons-Career Services Director (804) 524-5211 jlyons@vsu.edu https://vsu-csm.symplicity.com	Y	
5	NAACP PO Box 25576, Richmond, VA 23260, Attn: Margaret S. Johnson, Secretary (800) 426-2227 www.rvanaacp@gmail.com	Y	
6	Virginia Commonwealth University University Career Center, University Student Commons, Monroe Park Campus, 907 Floyd Avenue, Room 1453, Richmond, VA 23284 Attn: Ms. Julia Bailey bailey@vcu.edu (804) 827-0410 http://app.joinhandshake.com	Y	
7	Virginia Commonwealth University School of Mass Communications, 901 W. Main Street PO Box 842034, Richmond, VA 23284-2034 Attn: Student Services Coordinator (804) 827-3725	Y	
8	Urban League of Hampton Rhodes, Inc. 1300 Thomas Street, Suite F, Hampton VA 23669 Attn: Oneida Cary (757) 224-8085 www.ulhr.org	Y	

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9	Capital Area Training Consortium 1001 N. Laburnum Avenue Suite B, Henrico, VA 23223 Attn: William Seaton III, Business Development Manager (804)226-1941	Y	
10	Virginia Employment Commission 703 E. Main Street, Richmond, VA 23218 (804) 786-1485 www.vawc.virginia.gov	Y	
11	Virginia Association of Broadcasters 250 W. Main Street, Suite 100, Charlottesville, VA 22902 Attn: Christina Sandridge (434) 977-3716 www.vabonline.com	Y	
12	Randolph-Macon College The Edge Center for Personal and Career Development, PO Box 5005, Ashland, VA 3005 Attn: Jessica Majkowycz, Assistant Director of Employer Relations & Internships (804) 752-3227 https://rmc-csm.symplicity.com/employers	Y	
13	University of Richmond Office of Alumni and Career Services, University of Richmond, VA 23173 (804) 289-8139 https://richmond-cms.symplicity.com/employers	N	
14	George Mason College University Career Services Attn: Bernadette Davey (703) 993-2370 https://gmu-csm.symplicity.com	N	
15	James Madison University Career and Academic Planning, Employer Relations and Recruiting Services (540) 568-3597 http://jmu-csm.symplicity.com/employers	N	
16	Old Dominion University 2202 Webb University Center, Norfolk, VA 23529 Attn: Randy Shabro, Associate Director, Employer Programs, Career Development Services (757) 683-4388 http://app.purplebriefcase.com/pbe/mycontent	N	
17	Virginia Tech Smith Career Center, Washington Street & West Campus Drive (mail Code 0128), Blacksburg, VA 24061 Attn: Vickie Earthman (540) 231-6776 https://www.myinterfase.com/vt/employer	N	
18	University of Virginia 300 Gateway Center Parkway, Richmond, VA 23235 Attn: Employee Services Manager (434) 924-8900 https://virginia-csm.symplicity.com/employers	N	

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19	Longwood University 201 High Street, Farmville, VA 23909 Attn: Teresa Dodson (434) 924-8900 dodson@longwood.edu	N	
20	WWBT/WUPV On-Air Recruitment Advertisement 5710 Midlothian Turnpike, Richmond, VA 23225 Attn: Judy Gibson (804) 230-2720	N	
21	Broadcast Cable Financial Management Association 550 W. Frontage Road, Suite 3600, Northfield, IL 60093, Attn: Jamie Smith (847) 716-7000 www.bcfm.com	N	
22	Richmond Times Dispatch-includes jobs.richmond.com 301 E. Franklin Street, Richmond, VA 23219 Attn: Michelle Gillison (804) 649-6052 Mgillison@timesdispatch.com	N	
23	RTNDA 1600 K Street NW, Suite 700, Washington, DC 20006-2828 Attn: Nicole Newsome (202) 467-5208 NicoleNH@rtnda.org www.rtnda.org	N	
24	B Roll Online Website 227 6 th Street NE, Washington, DC 20002 Attn: Kevin Johnson (757) 535-4459 www.b-roll.net	N	
25	The National Press Photographers Association Job Information Bank Website Linda D. Epstein lepstein@ewrols.com www.nppa.org	N	
26	Society of Broadcast Engineers Scott Jones (317) 253-1640 kjones@sbe.org	N	
27	Gray TV Website 201 Monroe Street, 20 th Floor, Montgomery AL 36104 (334) 206-1416 https://gray.tv/careers#currentopenings	N	5
28	Retail Merchants Association of Greater Richmond 5101 Monument Avenue, Richmond, VA 23230 Attn: Preston Perrin (804) 662-5500	N	
29	Adweek Magazine (AdWeek, BrandWeek & MediaWeek) Liz Reich (646) 654-5310 lreich@adweek.com	N	
30	Spots 'n Dots Emily McKay (800) 978-7635 sales@spotsndots.com	N	

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31	American Marketing Association (312) 542-9000 www.AMA.jobcontrolcenter.com/hr	N	
32	ECPI Technical College Jeremy D. Johnson, Campus Director of Career Services jdjohnson@ecpi.edu (804) 330-5533 www.ecpi.edu	N	
33	Journalismnext.com Eric Wee (703) 629-0178 eric@mail.journalismnext.com	N	
34	CharlottesvilleHelpWanted.com RegionalHelpWanted.com Eric P. Straus (800) 365-8630 eric@RegionalHelpWanted.com	N	
35	602 Communications/Graeme Newell Sandy Lizik (919) 217-4438 slizik@602communications.com	N	
36	Gray TV Employee	N	8
37	TVJerry.com tvjerry@tvjerry.com	N	
38	Non-Employee Referral	N	
39	TVNewscheck & NewsCheck Paul Greeley (817) 578-6324 paul@newscheckmedia.com	N	
40	South Carolina Broadcasters Association One Harbison Way, Suite 112, Columbia, SC 29212 Attn: Karen Nettles (803) 732-1186 www.scba.net	N	
41	Strayer University 2820 Waterford Lake Drive, Chesterfield, VA 23112 Attn: William Randolph (804) 763-6300	N	
42	Internal Job Posting WWBT/WUPV 5710 Midlothian Turnpike, Richmond, VA 23225 Attn: Judy Gibson (804) 230-2720	N	
43	North Carolina Association of Broadcasters Elizabeth Parker (919) 821-7300 eparker@ncbroadcast.com	N	
44	University of North Carolina Wilmington (910) 962-3174 careers@uncw.edu	N	

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45	LinkedIn Jobs 2029 Stierlin Coujrt, Mountain View, CA 94043 (650) 687-3600 http://www.linkedin.com	N	2
46	VCU Brandcenter Ashley Sommardahl (804) 827-8874 asommardahl@vcu.edu www.brandcenter.vcu.edu	N	
47	Richmond Free Press Cynthia Downing classified@richmondfreepress.com	N	
48	VCU/GrayTV Career Fair	N	
49	Rally Point Brandon Charters (916) 606-8002 brandon.charters@rallypoint.com www.RallyPoint.com	N	
50	Broadcastengineering.com Julie Dahltrom (312) 840-8436 julie.dahlstrom@penton.com	N	
51	HireVeteransFirst.com	N	
52	Indeed.com www.indeed.com	N	2
53	Monster.com Bradley Hamilton (843) 773-7137 bradley.hamilton@monster.com	N	
54	Other sites that scrape postings (Indeed, LinkedIn, TVjobs.com)	N	
		N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	List each upper-level category job opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	During the reporting period, the station provided notice of all full-time vacancies to the Virginia Association of Broadcasters, the Urban League of Greater Richmond/Hampton, and the Richmond Chapter of the NAACP all of which include substantial participation by women and minorities. Station participant: Human Resources Director/EEO Coordinator.
2	Provide training to management level personnel as to methods of ensuring equal employment opportunities and prevent discrimination.	July 9 – August 4, 2020 – WWBT’s VP&GM, participated in a training series “Foundation in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively. Station participant: VP & GM.
3	Participate in career events sponsored by education institutions relating to broadcast career opportunities.	October 6, 2020 - WWBT/WUPV’s VP & GM participated in a Speaker Series panel discussion event Zoom webinar sponsored by VCU’s Robertson School of Media and Culture on “Race, Media and the 2020 Election.” This event was cosponsored by the VCU chapter of the National Association of Black Journalists (NABJ). Station participant: VP & GM.
4	Provide training to management level personnel as to methods of ensuring equal employment opportunities and prevent	On November 19, 2020 WWBT’s Human Resources Director participated in a training on the FCC’s EEO Rules and

	discrimination.	Regulations provided by Joan Stewart of Wiley Rein, LLP. Station participant: Human Resources Director/EEO Coordinator.
5	Outreach Public Service Announcement	<p>WWBT/WUPV announces on-air, on a periodic basis, that the station will send all open position postings to any qualified minority agency upon request:</p> <p>“WWBT NBC12, A Gray Television station is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of our full-time job opportunity notification mailing list. If your organization is interested and you distribute job information or can provide referrals as part of your regular activity, send your request to: Human Resources Director, WWBT/WUPV, P. O. Box 12, Richmond, VA 23218.” Station participant: Human Resources Director/EEO Coordinator.</p>