| 02 | 1.3-13.26 | 30.30 | 40.40 | 50.50 | 60.60 | 70.70 | 80.80 | 90.90 | 100.100 |
| 03 | 26.26 | 30.30 | 40.40 | 50.50 | 60.60 | 70.70 | 80.80 | 90.90 | 100.100 |

**Job Title**

| Media Sales Consultant |
| Director of Marketing |
| Photojournalist |
| Photojournalist |
| **1** Specialtyperson |
| News Reporter/MN |
| Marketing Consultant Producer |
| Executive Producer |
| Digital Account Assistant |
| Success Manager |
| Assignment Manager |
| MN/NG |
| *See Master Recruitment Source List for Recruitment Source data* |

**EEO PUBLIC FILE REPORT**

**VACANCY LIST**

June 1, 2017 to May 31, 2018

**WWBT**
<table>
<thead>
<tr>
<th>Community Sources</th>
<th>Number of Sources</th>
</tr>
</thead>
<tbody>
<tr>
<td>total: 30</td>
<td></td>
</tr>
</tbody>
</table>

**All Sources with an asterisk (*) denote organizations that requested distribution of job vacancies.**

**II. MASTER LIST OF RECRUITMENT SOURCES**

**WWT**
### III. SUPPLEMENTAL OUTREACH INITIATIVES

**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): **June 1, 2017 – May 31, 2018**

#### Describe Nature of Initiative:

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.

#### Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

During the reporting period, the station provided notice of all full-time vacancies to the Virginia Association of Broadcasters, the National Association of Hispanic Journalist, the Asian American Journalist Association, the Native American Journalist Association, Urban League of Greater Richmond/Hampton and the Richmond Chapter of the NAACP, all of which include substantial participation by women and minorities.

#### Names of Station Personnel involved in Initiative:

Judy Gibson - Human Resources Director/EEO Coordinator
III. SUPPLEMENTAL OUTREACH INITIATIVES

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): See Below

Describe Nature of Initiative:

Internship Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

June 5, 2017 – July 28, 2017 - Virginia Association of Broadcasters Summer Internship Program – 1 college student from the University of Richmond participated in an 8 week structured internship program in our News Department. This program offers undergraduate training in broadcasting related programs to college juniors and seniors. Station Personnel involved: Judy Gibson - Human Resources Director/EEO Coordinator, Marsha Marrow & Steven Taggart - Supervising Producers and various members of the News Department.

August 2017 – December 2017 – Virginia Commonwealth University's Robertson School of Media and Culture Internship – 3 student interns from VCU's Robertson School of Media and Culture spent the semester shadowing various members of the news staff including MMJs, reporters, production, meteorologists. The interns worked a minimum of 25 hours a week during the semester. These internships were supervised by a Journalism professor from VCU along with supervisors from WWBT.

January 2018 – May 2018 – Virginia Commonwealth University's Robertson School of Media and Culture Internship – 3 student interns from VCU's Robertson School of Media and Culture spent the semester shadowing various members of the news staff including MMJs, reporters, production, meteorologists. The interns worked a minimum of 25 hours a week during the semester. These internships were supervised by a Journalism professor from VCU along with supervisors from WWBT.

Names of Station Personnel involved in Initiative:

Judy Gibson - Human Resources Director/EEO Coordinator; Marsha Marrow & Steven Taggart – AM & PM Supervising Producers.
III. SUPPLEMENTAL OUTREACH INITIATIVES

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): _______________ See below _______________

Describe Nature of Initiative:

| Participate in events sponsored by educational institutions relating to broadcast career opportunities. |

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

June 28, 2017 – Virginia Department of Education Work-Based Learning Conference Tour – Educators from Virginia visited the station as an example of businesses that demonstrate work-based learning strategies and best practices to better prepare Career & Technical Education students to strengthen learning opportunities and prepare them for the workplace. Station Personnel involved: Judy Gibson – Human Resources Director/EEO Coordinator, Karla Reddite – News Anchor/Reporter.

October 5, 2017 – Virginia State University - A student from Virginia State University with a concentration in Human Resources met with WWBT's Human Resources Director to discuss careers in Human Resources. Station Personnel involved: Judy Gibson - Human Resources Director/EEO Coordinator.

November 1, 2017 – ECPI Career Fair – Attended career fair sponsored and met with students and alumni interested in careers in Broadcasting. Also promoted our Summer Internship program thru the Virginia Association of Broadcasters. Station Personnel involved: Judy Gibson – Human Resources Director/EEO Coordinator.

November 1 & 2, 2017 – Mission Tomorrow RVA – Richmond, VA’s interactive Career Exploration event for 12,000 8th grade students. This event was sponsored by the Richmond Chamber of Commerce. Representatives from WWBT helped staff this interactive event where students explored career interests. Discussed careers in Broadcasting. Station Personnel involved – Judy Gibson - Human Resources Director/EEO Coordinator, Hannah Brackett – Success Manager, Brandon Seier – Marketing Director, Christine Smith & Millie Hiner, Account Executives, Matt Neese – News Operations Manager, Tracy Lynn – Traffic Reporter, Megan Wise – Meteorologist, Rachel DePompa – Reporter, Bill Carney – Photojournalist, Willie Redd, Photojournalist, Michael Park – Creative Services Manager.
April 13, 2018 – Spring 2018 ECPI Business Advisory Board meeting – discussed preparation of graduates entering the workforce, ECPI’s curriculum and how to better prepare students for the workforce, internship opportunities, industry trends, learning resources, strength and weaknesses in preparing graduates. Station Personnel involved: Judy Gibson – Human Resources Director/EEO Coordinator.

Names of Station Personnel involved in Initiative:

See above.
III. SUPPLEMENTAL OUTREACH INITIATIVES

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): See below

Describe Nature of Initiative:

Job Fairs

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

September 14, 2017 – Virginia State University – 2017 Fall Business & STEM Career Expo. Attended this event along with representatives from the Virginia Association of Broadcasters. Discussed with students the opportunities for careers in Broadcasting and opportunities at WWBT. Also discussed Virginia Association of Broadcasters Summer Internship program. Station Personnel involved: Judy Gibson – Human Resources Director/EEO Coordinator.

September 19, 2017 – Virginia Commonwealth University – School of Business Career Fair. Attended this event along with the Virginia Association of Broadcasters to promote careers in Broadcasting as well as the Summer Internship program available through the Virginia Association of Broadcasters. Station Personnel involved – Judy Gibson - Human Resources Director/EEO Coordinator.

September 26, 2017 – Virginia Union University – Career Fair – Attended this event and discussed careers in Broadcasting and opportunities for jobs and internships at WWBT. Station Personnel involved – Judy Gibson - Human Resources Director/EEO Coordinator.

Names of Station Personnel involved in Initiative:

See above.
III. SUPPLEMENTAL OUTREACH INITIATIVES

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): June 1, 2017 – May 31, 2018

Describe Nature of Initiative:

Outreach Public Service Announcement

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WWBT announces on-air, on a periodic basis, that the station will send all open position postings to any qualified minority agency upon request.

WWBT Richmond, a Raycom Media 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, PO Box 12, Richmond, VA 23218.

Names of Station Personnel involved in Initiative:

Judy Gibson - Human Resources Director/EEO Coordinator
**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

| Date(s) of Initiative Event(s): | See below |

**Describe Nature of Initiative:**

Provide training to management level personnel as to methods of ensuring equal employment opportunities and prevent discrimination.

**Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):**

| August 18, 2017: Equity and Inclusion Leadership Symposium - Virginia Commonwealth University, Division for Inclusive Excellence – Human Resources Director attended this all day Diversity and Inclusion symposium. Key note speakers and breakout sessions were held to offer training on diversity and inclusion. Station Personnel involved: Judy Gibson - Human Resources Director/EEO Coordinator. |


| October 17, 2017 – FCC EEO Training – Raycom Media, Inc. – attended webinar on rules and requirements and duties to comply with FCC and EEO guidelines and preparation of annual EEO Public File Report. The training was conducted by Felicia Rylee of Raycom Media. Station Personnel involved: Judy Gibson – Human Resources Director/EEO Coordinator. |


**Names of Station Personnel involved in Initiative:**

See above.