

WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT
May 21, 2023 - May 20, 2024

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
Producer - 14101	1-2, 5, 7, 9, 12, 14-16, 18, 20-22, 24	20
Anchor / Multiskilled Journalist - 14162	1-2, 5, 7, 9, 12-16, 18, 20-22, 24	20
Meteorologist - 14238	1-3, 5, 7, 9, 12-16, 18, 20-22, 24	3
Production Manager - 14371	1, 5, 7, 9-10, 12-18, 20-22, 24	20
Photojournalist - 14363	1-2, 5, 7, 9, 12-16, 18, 20-22, 24	12
Multiskilled Journalist - 14364	1, 3, 5, 7, 9, 12-16, 18, 20-22, 24	3
Chief Meteorologist - 14621	1, 3, 5, 7, 9, 12-16, 18, 20-22, 24	3
Producer - 14622	1, 5, 7, 9, 12-16, 18, 20-22, 24	20
Producer - 14622	1, 5, 7, 9, 12-16, 18, 20-22, 24	20
Producer - 14622	1, 5, 7, 9, 12-16, 18, 20-22, 24	20
Dig Content Producer - 14751	1, 5, 7, 9, 11-18, 20-22, 24	20
Account Executive - 14785	1, 5-9, 11-16, 18-22, 24	11
Photojournalist - 15031	1, 5, 7, 9-10, 12, 14-16, 18, 20-22, 24	20
Photojournalist - 15031	1, 5, 7, 9-10, 12, 14-16, 18, 20-22, 24	20
President and General Manager -15178	1, 5, 7, 9, 14-16, 18-22, 24	20
Meteorologist - 015216	1, 5, 7, 9, 11-12, 14-16, 18-24	11
Reporter/MSJ-15307	1, 5, 7, 9, 14-16, 18, 20-24	20
Reporter/MSJ-15307	1, 5, 7, 9, 14-16, 18, 20-24	20
Assignment Editor-15309	1, 5, 7, 9, 11, 14-16, 18, 20-24	11
Digital Content Producer-15328	1, 5, 7, 9-11, 13-16, 18-22, 24	11
Marketing Producer-15388	1, 5, 7, 9, 13-16, 18, 20-22, 24	20
Broadcast Dir - 15601	1, 4-5, 7, 9, 12-16, 18, 20-22, 24	4

WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT

May 21, 2023 - May 20, 2024

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	Career Builder 200 N LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	1
2	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
3	Current Employee - Transfer/Promotion	N	3
4	Current Employee/Internal Promotion	N	1
5	Department of Communication Arts Salisbury State Salisbury, Maryland Phone : 410-543-6073 Email : ccdickerson@salisbury.edu Fax : 1-410-546-6910 Paul Scovall	N	0
6	Employee Referral	N	1
7	George Washington University School of Media and Public Affairs 805 - 21st Street, NW #400 Washington, District of Columbia 20052 Phone : 202-994-6227 Email : smpa@gwu.edu Fax : 1-202-994-5806 Samara Sit	N	0
8	Glassdoor 100 Shoreline Highway Sausalito, California HR HR Manual Posting	N	0

WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT

May 21, 2023 - May 20, 2024

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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	Howard University Student Resource Center C.B. Powell Building 525 Bryant Street NW Washington, District of Columbia Phone : 202-806-7513 Email : hucareersandinternships@gmail.com Joan Brown	N	0
10	Indeed.com	N	4
11	Linked In	N	9
12	LinkedIn.com 2029 Stierlin Cy Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Job Listing Manual Posting	N	5
13	NATAS (National Academy of Television Arts & Sciences) 12504 Quarterhorse Drive Bowie, Maryland 20720 Phone : 206-623-8632 Email : natas@asi-seattle.net Mike Sensney	N	0
14	National Council of Negro Women 633 Pennsylvania Avenue NW Washington, District of Columbia 20004 Phone : 202-737-0120 Email : membership@ncnw.org Mary Holder	N	0
15	National Lesbian and Gay Journalists Association 1420 K Street NW #910 Washington, District of Columbia 20037 Email : info@nljga.org Career Services na	N	0
16	Regents University 1000 Regent University Virginia Beach, Virginia 23529 Phone : 757-352-4070 Url : http://www.regent.edu Email : careerservices@regent.edu Christian Caddell	N	0

WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT

May 21, 2023 - May 20, 2024

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Self Referral	N	3
18	Society of Broadcast Engineers 9102 N. Meridan Street Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : http://www.sbe.org Email : kjones@sbe.org Scott Jones	N	0
19	Station Web Site 613 Woodis Ave Norfolk, Virginia 23510 Phone : 502-582-7720 Url : http://www.wvec.com Terrence Spence Manual Posting	N	0
20	TEGNA.com 7950 Jones Branch Dr McLean, Virginia 22102 Phone : 753-854-6000 Url : www.TEGNA.com Job Board Manual Posting	N	62
21	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 516-674-4914 Url : http://www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark Halloway	N	0
22	University of Maryland - Eastern Shore 11868 Back Bone Road Princess Anne, Maryland Phone : 410-651-6652 Email : plcottman@umes.edu Fax : 1-410-657-7918 Preston Cottman	N	0

**WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT**

May 21, 2023 - May 20, 2024

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23	Urban League of Hampton Roads 3225 High St. Portsmouth, Virginia 23707 Phone : 757-627-0864 Url : http://www.ulhr.org Email : jcharity@ulhr.org Jeff Charity	N	0
24	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			89

WVEC-TV and WYSJ-CD EEO PUBLIC FILE REPORT

May 21, 2023 - May 20, 2024

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/29/2023	Participation in events sponsored by organizations representing the community	Military Reporter served as emcee for the Mayor's Veteran's Committee Memorial Day Ceremony in Virginia Beach. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Military Reporter
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	WVEC-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands-on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing but can touch other departments as well. During the reporting period, WVEC hired and trained 1 intern for three-month assignments.	1	Intern
3	6/12/2023	Establishment of training programs for station personnel	News and Digital Employees completed the Inclusive Journalism Training with Poynter 6/12/23 - 6/15/23.	10	Meteorologist Meteorologist Digital Content Producer Photojournalist
4	6/24/2023	Participation in events sponsored by organizations representing the community	Sports Reporter served as emcee for the Joggin' for Frogmen Race in Virginia Beach, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Sports Reporter

WVEC-TV and WYSJ-CD EEO PUBLIC FILE REPORT

May 21, 2023 - May 20, 2024

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5	Ongoing Event	Establishment of an intern program designed to assist members of the community	This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	2	Producer-in-Residence Producer-in-Residence
6	6/30/2023	Participation in events sponsored by organizations representing the community	Anchor served as emcee for the U.S. Army Training and Doctrine Command's 50th Anniversary Concert Hampton, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
7	7/4/2023	Participation in events sponsored by organizations representing the community	Anchor served as emcee for the Great American Picnic and Fireworks in Norfolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor

WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT
May 21, 2023 - May 20, 2024

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8	7/27/2023	Establishment of training programs for station personnel	All Reporters, Anchors and Digital Staff attended TEGNA's State of Social Media training.	35	All Reporters, Anchors and Digital Staff
9	9/16/2023	Participation in events sponsored by organizations representing the community	Anchor emceed The Chas Foundation Race in Norfolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
10	9/21/2023	Participation in events or programs sponsored by educational institutions	Anchor and Meteorologist participated in the ForKids Field Day in Suffolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	2	Anchor Meteorologist
11	9/23/2023	Participation in events sponsored by organizations representing the community	Anchor served as emcee for NashFest in Norfolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
12	9/28/2023	Participation in events sponsored by organizations representing the community	Anchor emceed the 2023 Virginia AeroSpace Business Association Gala in Newport News, Virginia. Discussed career toward a career in the broadcast and journalism industry.	1	Anchor
13	9/30/2023	Participation in events sponsored by organizations representing the community	Reporter served as emcee for the FilFEST USA 2023 in Virginia Beach, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Reporter
14	10/2/2023	Participation in events or programs sponsored by educational institutions	Director of Weather Content visited Three Oaks Elementary School in Virginia Beach, Virginia, presenting students with opportunities in the broadcast meteorology field and answering questions about jobs in broadcasting and meteorology.	1	Director of Weather Content
15	10/11/2023	Participation in other activities designed by the station employment unit	Production Manager provided a station tour for 13 Phoebus High School Students from Hampton, Virginia. Gave the students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also, discussed opportunities within the television media field.	1	Production Manager

WVEC-TV and WYSJ-CD EEO PUBLIC FILE REPORT

May 21, 2023 - May 20, 2024

III. RECRUITMENT INITIATIVES

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16	10/19/2023	Participation in events sponsored by organizations representing the community	Director of Weather Content served as a speaker at the Annual Meeting of the Chesapeake Farm Bureau in Chesapeake, Virginia. Discussed weather forecasting/agriculture, how forecasting the weather has changed from ancient times through today and opportunities in the broadcast meteorology field.	1	Director of Weather Content
17	10/23/2023	Participation in events sponsored by organizations representing the community	Sports Reporter served as a speaker at the Tidewatchers Booster Club monthly meeting in Norfolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Sports Reporter
18	11/14/2023	Participation in other activities designed by the station employment unit	Production Manager provided a station tour for 15 Indian Lakes Elementary School Students in Virginia Beach, Virginia. Gave the students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also, discussed opportunities within the television media field.	1	Production Manager
19	12/16/2023	Participation in events sponsored by organizations representing the community	Military Reporter served as the emcee for the Horton Wreath Society (HWS) Wreath Laying Event/Ceremony in Suffolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Military Reporter
20	12/31/2023	Participation in events sponsored by organizations representing the community	Reporter served as emcee for the Last Night on the Town event in Virginia Beach, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Reporter
21	1/16/2024	Participation in events or programs sponsored by educational institutions	Anchor served as a guest speaker for the Mind Over Media event for journalism students at Hampton University in Hampton Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
22	1/20/2024	Participation in events sponsored by organizations representing the community	Anchor served as a panel moderator for the Celebrate Healthcare Annual Health and Wellness Expo in Hampton, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor

WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT
May 21, 2023 - May 20, 2024

III. RECRUITMENT INITIATIVES

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23	1/24/2024	Participation in other activities designed by the station employment unit	Production Manager provided a station tour for 17 Busy Brains Home School Cohort Students and Parents. Gave the students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also, discussed opportunities within the television media field.	1	Production Manager
24	1/30/2024	Establishment of training programs for station personnel	Director of Digital Content and Assignment Manager attended TEGNA's Disinformation Training.	2	Director of Digital Content Assignment Manager
25	2/10/2024	Participation in events sponsored by organizations representing the community	Anchor served as a reader/speaker for the Portsmouth Public Library, as part of Black History Month Storytime in Portsmouth, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
26	2/19/2024	Participation in events or programs sponsored by educational institutions	Meteorologist provided a station tour for 13 students from Virginia Wesleyan University in Virginia Beach, Virginia. Gave these students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also discussed opportunities within the television media field.	1	Meteorologist
27	2/20/2024	Participation in other activities designed by the station employment unit	Production Manager provided a station tour for 6 Special Needs Individuals from CRE8FORLIFE in Portsmouth, Virginia. Gave the individuals an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also, discussed opportunities within the television media field.	1	Production Manager
28	2/21/2024	Participation in events sponsored by organizations representing the community	News Director and Anchor attended the Hampton Roads Media Council 2024 Winter Meeting. Discussed career tracks toward a career in the broadcast and journalism industry.	2	News Director Anchor
29	2/22/2024	Participation in events or programs sponsored by educational institutions	Meteorologist visited Kecoughtan High School in Hampton, Virginia, presenting students with opportunities in the broadcast meteorology field and answering questions about jobs in broadcasting and meteorology.	1	Meteorologist

WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT
May 21, 2023 - May 20, 2024

III. RECRUITMENT INITIATIVES

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30	3/6/2024	Participation in events sponsored by organizations representing the community	Anchor visited Independence Middle School in Virginia Beach, Virginia for their College and Career Day. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
31	3/8/2024	Participation in events or programs sponsored by educational institutions	Anchor visited The Ghent School in Norfolk, Virginia for their Read Across America Day. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
32	3/8/2024	Participation in events sponsored by organizations representing the community	Anchor visited Princess Anne Middle School in Virginia Beach, Virginia for their College and Career Day. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
33	3/13/2024	Establishment of training programs for station personnel	Director of Digital Content led a presentation on how to identify AI elements, what this means for newsrooms, upcoming elections, and how to be prepared. There were 2 sessions available for news, production and marketing. There was another session just for sales.	95	All Staff
34	3/16/2024	Participation in events sponsored by organizations representing the community	Anchor served as master of ceremony for the Suffolk Alpha Phi Alpha Black and Gold Scholarship Ball in Chesapeake, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
35	3/19/2024	Participation in events or programs sponsored by educational institutions	Meteorologist visited George P. Phenix School in Hampton, Virginia, presenting students with opportunities in the broadcast meteorology field and answering questions about jobs in broadcasting and meteorology.	1	Meteorologist
36	3/20/2024	Participation in events or programs sponsored by educational institutions	Meteorologist visited Hines Middle School in Newport News, Virginia for STEM Night. Presented students with opportunities in the broadcast meteorology field and answering questions about jobs in broadcasting and meteorology.	1	Meteorologist

WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT
May 21, 2023 - May 20, 2024

III. RECRUITMENT INITIATIVES

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37	3/20/2024	Participation in events or programs sponsored by educational institutions	Anchor spoke at the Norfolk State chapter of the National Association of Black Journalists in Norfolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
38	3/25/2024	Participation in events sponsored by organizations representing the community	Anchor moderated the Rouse's House Mental Health and Wellness Symposium in Virginia Beach, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
39	3/26/2024	Participation in events or programs sponsored by educational institutions	Meteorologist visited Luxford Elementary School in Virginia Beach, Virginia, presenting students with opportunities in the broadcast meteorology field and answering questions about jobs in broadcasting and meteorology.	1	Meteorologist
40	3/29/2024	Establishment of training programs for station personnel	Multiskilled Journalist attended TEGNA's Storytelling Program virtually every Friday from noon-1:30pm ET March 29th-May 31st, 2024.	1	Multiskilled Journalist
41	4/2/2024	Participation in events or programs sponsored by educational institutions	Anchor spoke at the Norfolk State University Mass Communications and Journalism Week in Norfolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	1
42	4/11/2024	Participation in events sponsored by organizations representing the community	Reporter spoke at the Tallwood Elementary School Career Day in Virginia Beach, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Reporter
43	4/11/2024	Participation in events sponsored by organizations representing the community	Anchor spoke at the GW Carver Intermediate School Career Day in Chesapeake, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
44	4/13/2024	Participation in events or programs sponsored by educational institutions	Reporter served as a mentor at the Society of Professional Journalists' Region 2 Conference at George Mason University in Fairfax, Virginia. Career tracks toward a career in the broadcast and journalism industry were discussed with students.	1	Reporter

WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT
May 21, 2023 - May 20, 2024

III. RECRUITMENT INITIATIVES

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45	4/14/2024	Participation in events sponsored by organizations representing the community	Reporter served as emcee for the Hampton Delta Foundation's 19th Annual Debutante Cotillion in Hampton, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Reporter
46	4/16/2024	Participation in other activities designed by the station employment unit	Production Manager provided a station tour for 4 Production Students from Renaissance Academy in Virginia Beach, Virginia. Gave the students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also, discussed opportunities within the television media field.	5	Production Manager Meteorologist Anchor Director
47	4/17/2024	Establishment of training programs for station personnel	News Director and members of the Navy and Marines provided a training on all things Navy & Marines in Hampton Roads. News, Production and Marketing teams were trained on how to report on military stories.	60	News Director General Manager Marketing Director Military Reporter
48	4/26/2024	Participation in events or programs sponsored by educational institutions	Anchor spoke at An Achievable Dream Academy Career Day in Newport News, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
49	4/29/2024	Participation in other activities designed by the station employment unit	Production Manager provided a station tour for 9 students from Booker T. Washington High School in Norfolk, Virginia. Gave the students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also, discussed opportunities within the television media field.	1	Production Manager
50	5/6/2024	Participation in events sponsored by organizations representing the community	Chief Meteorologist attended 2024 AMS 36th Conference on Hurricanes and Tropical Meteorology 5/6/24 - 5/10/24.	1	Chief Meteorologist

WVEC-TV and WYSJ-CD
EEO PUBLIC FILE REPORT
May 21, 2023 - May 20, 2024

III. RECRUITMENT INITIATIVES

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51	5/8/2024	Participation in other activities designed by the station employment unit	Production Manager provided a station tour for 13 Media Students from Oscar F. Smith High School in Chesapeake, Virginia. Gave the students an opportunity to see a professional studio and see how a team gets ready for a live news broadcast. Also, discussed opportunities within the television media field.	1	Production Manager
52	5/11/2024	Participation in events sponsored by organizations representing the community	Anchor served as the host for the A Toast To Mom event in Virginia Beach, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor
53	5/18/2024	Participation in events sponsored by organizations representing the community	Anchor served as the emcee for New Calvary Baptist Church's 90th Anniversary Gala in Norfolk, Virginia. Discussed career tracks toward a career in the broadcast and journalism industry.	1	Anchor