

EEO PUBLIC FILE REPORT

FOR

**WHRO-TV
Norfolk, Virginia**

This EEO Public File Report
June 1, 2009– May 31, 2010

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WHRO public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communication's ("FCC") rules.

During the twelve month period ending on May 31, 2010, the station filled the following full-time vacancies:

Online Media Designer
Administrative Assistant, Education
Editor/Videographer
Director, Virtual Virginia Advanced Placement School
Online Media Specialist
Online Course Development Project Manager – E2T2 Grant
E-Learning Support Technician
Instructional Designer (4 Positions) – E2T2 Grant

The station interviewed a total of 50 applicants for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees Referred
Internal Posting/Employee Referral	8
WHRO Website	12
Virginian Pilot Newspaper	6
Daily Press Newspaper	2
New Journal & Guide (local minority owned newspaper)	0
CareerConnection.com	1
ECPI College of Technology*	4
Pilotonline.com	3

WHRO Board of Directors	1
TV Jobs.com	6
iNACOL	1
Listserv	2
CareerBuilder	1
AFP-Hampton Roads Chapter	0
Craigslist.org	3
ITT Technical Institute	0
PBS Connect Forum Job Line	0
CPB Job Line	0
VAB Job Line	0
SBE Job Line	0
Current	0
Christopher Newport University	0
Old Dominion University Career Management Center	0
Hampton University	0
Norfolk State University	0
Virginia Wesleyan University	0
Tidewater Community College (All campus)	0
Thomas Nelson Community College	0
Regent University	0
Strayer University*	0
NETA Website Job Line	0
WHRO-TV On-air	0
WHRO & WHRV-FM On Air	0
Careerjournal.com	0
Minorityhiring.net	0
Vartv.com	0
The Career Engineer*	0

*Entitled to notification

Attachment A contains the following information for each full-time vacancy:

- The recruitment Source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT A
EEO INFORMATION FOR FULL-TIME VACANCIES

Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Online Media Designer

Recruitment source that referred the hiree:

Date Vacancy Opened: May 13, 2009

Filled: July 6, 2009

Total number of persons interviewed for the vacancy: 1 during the second round of interviews

Recruitment Source	Contact	Interviewed
Internal Posting/Employee Referral 5200 Hampton Blvd. Norfolk, VA 23508	Sherby Wilks 1.757.889.9290	1
WHRO Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Richards 1.757.889.9371	
Virginian Pilot 150 W. Brambleton Ave.; Norfolk, VA 23510	classifieds@pilotonline.com (as of 1/5/09) 1.757.446.2147 (Neechee Dale)	
Pilotonline.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Linda Cherry 1.757.446.2147	
Careerconnection.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	
New Journal & Guide (njguide@gmail.com) PO Box 209; Norfolk, VA 23501 (www.njguide@gmail.com)	Leesha McKinzie 1.757.543.7139	
ECPI College of Technology* Virginia Beach Site Eushekia Carr (671-7171, ext. 55260) IT Internships Kelly Fielder	Patricia Mirani (pmirani@ecpi.edu) (55356) IT/Network Security, IT/Computer Pgming Business Systems Administration	
ECPI College of Technology Newport News Site	Erin Bucchingnano (ebucchingnano@ecpi.edu)	
Strayer University* (Added 10/9/07) 700 Independence Pkwy, Suite 400 Chesapeake, VA 23320	Kimberly Moseley (547.6075/6076) Learning Resource Center Manager mose@strayer.edu	
The Career Engineer* (Added 1/22/2008)	info@thecareerengineers.com	

Francina Harrison		
Regent University*	Grace M. Alegre (galegre@regent.edu) 757.352.3746 Alumni & Career Services Coordinator School of Communications & the Arts	

*Entitled to Notification

Revised 04/24/2009

Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Administrative Assistant

Recruitment source that referred the hiree: Internal Posting/Employee referral

Date Vacancy Opened: July 8, 2009

Filled: August 24, 2009

Total number of persons interviewed for the vacancy: 5

Recruitment Source	Contact	Interviewed
Internal Posting 5200 Hampton Blvd. Norfolk, VA 23508	Sherby Wilks 1.757.889.9290	2
WHRO Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Richards 1.757.889.9371	1
Virginian Pilot 150 W. Brambleton Ave.; Norfolk, VA 23510	classifieds@pilotonline.com (as of 1/5/09) 1.757.446.2147 (Neechee Dale)	1
Pilotonline.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	1
Careerconnection.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	
New Journal & Guide (njguide@gmail.com) PO Box 209; Norfolk, VA 23501 (www.njguide@gmail.com)	Leesha McKinzie 1.757.543.7139	
ECPI College of Technology* Virginia Beach Site Eushekia Carr (671-7171, ext. 55260) IT Internships Kelly Fielder	Patricia Mirani (pmirani@ecpi.edu) (55356) IT/Network Security, IT/Computer Pgming Business Systems Administration	
ECPI College of Technology Newport News Site	Erin Bucchingnano (ebucchingnano@ecpi.edu)	
Strayer University* (Added 10/9/07) 700 Independence Pkwy, Suite 400 Chesapeake, VA 23320	Kimberly Moseley (547.6075/6076) Learning Resource Center Manager mose@strayer.edu	
The Career Engineer* (Added 1/22/2008) Francina Harrison	info@thecareerengineers.com	

Regent University*	Grace M. Alegre (galegre@regent.edu) 757.352.3746 Alumni & Career Services Coordinator School of Communications & the Arts	
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Revised 04/24/2009

Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Editor/Videographer

Recruitment source that referred the hiree: WHRO Website

Date Vacancy Opened: July 1, 2009

Filled: September 14, 2009

Total number of persons interviewed for the vacancy: 18

Recruitment Source	Contact	Interviewed
Internal Posting 5200 Hampton Blvd. Norfolk, VA 23508	Sherby Wilks 1.757.889.9290	3
WHRO Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Richards 1.757.889.9371	4
Virginian Pilot 150 W. Brambleton Ave.; Norfolk, VA 23510	classifieds@pilotonline.com (as of 1/5/09) 1.757.446.2147 (Neechee Dale)	3
Pilotonline.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	1
Careerconnection.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	1
New Journal & Guide (njguide@gmail.com) PO Box 209; Norfolk, VA 23501 (www.njguide@gmail.com)	Leesha McKinzie 1.757.543.7139	
ECPI College of Technology* Virginia Beach Site Eushekia Carr (671-7171, ext. 55260) IT Internships Kelly Fielder	Patricia Mirani (pmirani@ecpi.edu) (55356) IT/Network Security, IT/Computer Pgming Business Systems Administration	
ECPI College of Technology Newport News Site	Erin Bucchingnano (ebucchingnano@ecpi.edu)	
Strayer University* (Added 10/9/07) 700 Independence Pkwy, Suite 400 Chesapeake, VA 23320	Kimberly Moseley (547.6075/6076) Learning Resource Center Manager mose@strayer.edu	
The Career Engineer* (Added 1/22/2008)	info@thecareerengineers.com	

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Tvjobs.com		6

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Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Director, Virtual Virginia Advanced Placement School
 Recruitment source that referred the hiree: WHRO Website/Employee referral
 Date Vacancy Opened: September 11, 2009 Filled: October 5, 2009
 Total number of persons interviewed for the vacancy: 1

Recruitment Source	Contact	Interviewed
Internal Posting 5200 Hampton Blvd. Norfolk, VA 23508	Sherby Wilks 1.757.889.9290	
WHRO Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Richards 1.757.889.9371	1
Virginian Pilot 150 W. Brambleton Ave.; Norfolk, VA 23510	classifieds@pilotonline.com (as of 1/5/09) 1.757.446.2147 (Neechee Dale)	
Pilotonline.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	
Careerconnection.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	
New Journal & Guide (njguide@gmail.com) PO Box 209; Norfolk, VA 23501 (www.njguide@gmail.com)	Leesha McKinzie 1.757.543.7139	
ECPI College of Technology* Virginia Beach Site Eushekia Carr (671-7171, ext. 55260) IT Internships Kelly Fielder	Patricia Mirani (pmirani@ecpi.edu) (55356) IT/Network Security, IT/Computer Pgming Business Systems Administration	
ECPI College of Technology Newport News Site	Erin Bucchingnano (ebucchingnano@ecpi.edu)	
Strayer University* (Added 10/9/07) 700 Independence Pkwy, Suite 400 Chesapeake, VA 23320	Kimberly Moseley (547.6075/6076) Learning Resource Center Manager mose@strayer.edu	
The Career Engineer* (Added 1/22/2008) Francina Harrison	info@thecareerengineers.com	

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Revised 04/24/2009

Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Online Media Specialist

Recruitment source that referred the hiree:

WHRO Website

Date Vacancy Opened: April 3, 2009

Filled: October 26, 2009

Total number of persons interviewed for the vacancy: 4

Recruitment Source	Contact	Interviewed
Internal Posting 5200 Hampton Blvd. Norfolk, VA 23508	Sherby Wilks 1.757.889.9290	
WHRO Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Richards 1.757.889.9371	1
Virginian Pilot 150 W. Brambleton Ave.; Norfolk, VA 23510	classifieds@pilotonline.com (as of 1/5/09) 1.757.446.2147 (Neechee Dale)	
Pilotonline.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Linda Cherry 1.757.446.2147	
Careerconnection.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	
New Journal & Guide (njguide@gmail.com) PO Box 209; Norfolk, VA 23501 (www.njguide@gmail.com)	Leesha McKinzie 1.757.543.7139	
ECPI College of Technology* Virginia Beach Site Eushekia Carr (671-7171, ext. 55260) IT Internships Kelly Fielder	Patricia Mirani (pmirani@ecpi.edu) (55356) IT/Network Security, IT/Computer Pgming Business Systems Administration	
ECPI College of Technology Newport News Site	Erin Bucchingnano (ebucchingnano@ecpi.edu)	
Strayer University* (Added 10/9/07) 700 Independence Pkwy, Suite 400 Chesapeake, VA 23320	Kimberly Moseley (547.6075/6076) Learning Resource Center Manager mose@strayer.edu	
The Career Engineer* (Added 1/22/2008)	info@thecareerengineers.com	

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Regent University*	Grace M. Alegre (galegre@regent.edu) 757.352.3746 Alumni & Career Services Coordinator School of Communications & the Arts	
Craigslist.org		3

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Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Online Course Development Project Manager

Recruitment source that referred the hiree: NACOL Website

Date Vacancy Opened: February 1, 2010

Filled: March 22, 2010

Total number of persons interviewed for the vacancy: 4

Recruitment Source	Contact	Interviewed
Internal Posting 5200 Hampton Blvd. Norfolk, VA 23508	Sherby Wilks 1.757.889.9290	
WHRO Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Richards 1.757.889.9371	1
Virginian Pilot 150 W. Brambleton Ave.; Norfolk, VA 23510	classifieds@pilotonline.com (as of 1/5/09) 1.757.446.2147 (Neechee Dale)	1
Daily Press 7505 Warwick Blvd. Newport News, VA 23607	Cathy Breckenridge (cbreckenridge@dailypress.com) 1.757.247.4692; 1.757.928.0354 (F)	2
Old Dominion University 2202 Webb University Center; Norfolk, VA 23529	Chandra Stone 1.757.683.4388	
Pilotonline.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	
Careerconnection.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	
Careerbuilders.com	Cathy Breckenridge 1.757.247-4692	
New Journal & Guide (njguide@gmail.com) PO Box 209; Norfolk, VA 23501 (www.njguide@gmail.com)	Leesha McKinzie 1.757.543.7139	
ECPI College of Technology* Virginia Beach Site	Patricia Mirani (pmirani@ecpi.edu) (55356) Business Systems Administration	

Strayer University* (Added 10/9/07) 700 Independence Pkwy, Suite 400 Chesapeake, VA 23320	Kimberly Moseley (547.6075/6076) Learning Resource Center Manager mose@strayer.edu	
The Career Engineer* (Added 1/22/2008) Francina Harrison	info@thecareerengineers.com	
Regent University*	Grace M. Alegre (galegre@regent.edu) 757.352.3746 Alumni & Career Services Coordinator School of Communications & the Arts	
Richmond Times Dispatch	Michelle (804.649.6000)	
Washington Post	Margaret (866.600.4614)	

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Revised 02/1/2010

Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: E-Learning Support Technician
 Recruitment source that referred the hiree:
 Date Vacancy Opened: February 18, 2010
 Total number of persons interviewed for the vacancy: 9

ECPI College of Technology
 Filled: April 15, 2010

Recruitment Source	Contact	Interviewed
Internal Posting/Employee Referrals 5200 Hampton Blvd. Norfolk, VA 23508	Sherby Wilks 1.757.889.9290	2
WHRO Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Richards 1.757.889.9371	1
Virginian Pilot 150 W. Brambleton Ave.; Norfolk, VA 23510	classifieds@pilotonline.com (as of 1/5/09) 1.757.446.2147 (Neechee Dale)	1
Pilotonline.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Linda Cherry 1.757.446.2147	1
Careerconnection.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	
New Journal & Guide (njguide@gmail.com) PO Box 209; Norfolk, VA 23501 (www.njguide@gmail.com)	Leesha McKinzie 1.757.543.7139	
ECPI College of Technology* Virginia Beach Site Eushekia Carr (671-7171, ext. 55260) IT Internships Kelly Fielder	Patricia Mirani (pmirani@ecpi.edu) (55356) IT/Network Security, IT/Computer Pgming Business Systems Administration	2
ECPI College of Technology Newport News Site	Erin Bucchingnano (ebucchingnano@ecpi.edu)	2
Strayer University* (Added 10/9/07) 700 Independence Pkwy, Suite 400 Chesapeake, VA 23320	Kimberly Moseley (547.6075/6076) Learning Resource Center Manager mose@strayer.edu	
The Career Engineer* (Added 1/22/2008)	info@thecareerengineers.com	

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Craigslist.org		

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Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Instructional Designer (E2T2) (4 Positions)

Recruitment source that referred the hiree:

Date Vacancy Opened: February 18, 2010

Filled: May 3, 2010; June 23 & 24, 2010

Total number of persons interviewed for the vacancy: 8

Recruitment Source	Contact	Interviewed
Internal Posting 5200 Hampton Blvd. Norfolk, VA 23508	Sherby Wilks 1.757.889.9290	
WHRO Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Richards 1.757.889.9371	3
Virginian Pilot 150 W. Brambleton Ave.; Norfolk, VA 23510	classifieds@pilotonline.com (as of 1/5/09) 1.757.446.2147 (Neechee Dale)	
Pilotonline.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Linda Cherry 1.757.446.2147	
Careerconnection.com 150 W. Brambleton Avenue; Norfolk, VA 23508	Neechee Dale 1.757.446.2147	
New Journal & Guide (njguide@gmail.com) PO Box 209; Norfolk, VA 23501 (www.njguide@gmail.com)	Leesha McKinzie 1.757.543.7139	
ECPI College of Technology* Virginia Beach Site Eushekia Carr (671-7171, ext. 55260) IT Internships Kelly Fielder	Patricia Mirani (pmirani@ecpi.edu) (55356) IT/Network Security, IT/Computer Pgming Business Systems Administration	
ECPI College of Technology Newport News Site	Erin Bucchingnano (ebucchingnano@ecpi.edu)	
Strayer University* (Added 10/9/07) 700 Independence Pkwy, Suite 400 Chesapeake, VA 23320	Kimberly Moseley (547.6075/6076) Learning Resource Center Manager mose@strayer.edu	
The Career Engineer* (Added 1/22/2008)	info@thecareerengineers.com	

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Regent University*	Grace M. Alegre (galegre@regent.edu) 757.352.3746 Alumni & Career Services Coordinator School of Communications & the Arts	
iNACOL		1
Pete Listserv		2
Daily Press	Catherine Breckenridge (757-247-4692)	
CareerBuilder	Catherine Breckenridge (757-247-4692)	1
Washingtonpost.com	The WashingtonPost.com Jobs Team (202-334-6200)	
Old Dominion University	employers@odu.edu (757-683-4388)	

*Entitled to Notification

Revised 04/24/2009

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Stations WHRO Television and radio have engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
4	Events sponsored by educational institutions relating to broadcasting careers.	<ul style="list-style-type: none"> • WHRO's Chief Community Engagement Officer is on the Board of Youth Entertainment Studio and works with inner city children. • WHRO's Chief Community Engagement Officer was made a Senior Fellow for Norfolk State University Honors College in November 2009 and mentors NSU honors students. • January 22, 2010, WHRO's Editor/Videographer participated in BM Williams Primary School first grade Career Day in Chesapeake, VA. • March 27, 2010, WHRO's Director of Production participated in Field of Dreams 2010 Career and Industry Day with the ONfilm Festival at Old Dominion University. This is the 4th year WHRO has participated with the Hampton Roads Film Office and the Virginia Production Alliance in conjunction with Old Dominion University's film festival. • April 2, 2010, WHRO's HR Director participated in Newport News Hines Middle School 2010 Career Pathways Exploring Careers Fair from A-Z for grades 6-8. She represented the letter "T" for television and broadcasting and talked to the students about different careers in television and broadcasting.

		<ul style="list-style-type: none">• WHRO routinely provides tours of its radio and television production facilities to student and youth organizations in the area. Each tour is virtually identical, with no effort to “talk down” to the younger children. They get to see our radio stations, classical music library, closed-circuit station for the blind, TV studio, TV control rooms, lots of related computer and recording equipment, plus the Reading Rainbow exhibit. They are given a brief history of WHRO and some insight into less visible aspects like our education and membership departments.• WHRO broadcasted The Virginian-Pilot Spelling Bee on Saturday, February 20, 2010. Viewers were able to tune in and watch Hampton Roads’ finest young spellers compete, right here in WHRO’ studios. The winner received a laptop computer from WHRO and will compete in the Scripps National Spelling Bee in Washington, D.C. in May 2010.• The IT Director and the HR Director attended ECPI’s College of Technology Fall 2009 and Spring 2010 Advisory Board Meetings where they assisted in identifying curriculums for students interested in different areas of study.• The Great Computer Challenge, a joint project of WHRO, the Center for Interactive Instruction, and Old Dominion University, is a competitive opportunity for students in grades K-12 to demonstrate their skills in various computer applications and computer programming, including Graphic Arts, Desktop Publishing, Music Composition, Desktop Presentations, Web Design, Internet Scavenger
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		Hunt, Integrated Applications, C++, Visual basic, CAD and JAVA.
5	Internship Program	As part of its community commitment to serve the public, WHRO works with colleges and high schools in and out of the area offering a number of unpaid internship opportunities. During this reporting period, WHRO sponsored 31 college and high school internships and externships. The interns were placed in a variety of WHRO departments such as Television Programming and Production, Development, Education Services, Community Engagement, The WHRO Center for Regional Citizenship, Online Media Services, Information Technology, Media Operations and Radio. We hosted a college student during the summer of 2009 as a summer intern through the Virginia Association of Broadcasters' paid internship program. WHRO's Internship Program is an on-going effort throughout the year and students have already been placed for the Summer 2010 program.
8	Training Program	WHRO provides K-12 Learning Services to 21 public school divisions (18 member owned schools), 25 independent schools, and home schools, representing 269,222 students and 25,000 educators in greater Hampton Roads. Counties/Cities served by WHRO, include: Accomack, Chesapeake, Franklin, Gloucester, Hampton, Isle of Wight, Matthews, Middlesex, Newport News, Norfolk, Northampton, Poquoson, Portsmouth, Southampton, Suffolk, Virginia Beach, West Point, Williamsburg, York, and Virginia's School For The Deaf And Blind.
11	Community events designed to inform/educate public of broadcasting careers.	<ul style="list-style-type: none"> On July 8, 2009, WHRO hosted our first training for young students on how to conduct an interview using a flip camera. There were 30 youngsters in grades 4

		<p>through 9, all of whom are attending the Lambert's Point Camp this summer at Old Dominion University. The camp runs July 6-31, during which time the students worked on their literacy skills, eventually creating "Our Stories" by interviewing people in their communities. Mark Burnett, WHRO's Director of Television Production, and Barbara Hamm Lee, WHRO's Chief Community Engagement Office, talked about their interviewing techniques. Annie Gilstrap, WHRO's Educational Technology Manager, trained the children how to use flip cameras. WHRO's producers Cynthia Pardy and Jay Sanchez explained the flip camera to the students. The students came to WHRO on July 15th and 16th, where they learned how to use the Movie-Maker technology, and got to go into the control room and watch a few minutes of HearSay with Cathy Lewis live. The WHRO staff had a great time with the students and feel that they may have inspired some budding broadcast journalist.</p>
14	<p>Management/Staff training in equal employment opportunity and career development training.</p>	<ul style="list-style-type: none"> • WHRO supports and pays for employee training, as budget permits, for career development and improvement skills. The Human Resources Director and the Accounting Manager attended job related seminars and webinars.