

**Public File
EEO (Equal Employment Opportunity) Report**

Station: WTKR (TV)

List of all full-time vacancies filled during the preceding year (this period represents June 1, 2008 thru May 31, 2009), identified by job title.

JOB TITLE	# OF PEOPLE INTERVIEWED	Referral sources of all interviewees	Referral source(s) of Hiree*
Senior Engineer	12	WTKR Website, Internal Posting, Daily Press/Career Builder, 7Cities, CNU, TV Jobs, SBE, & Virginia Pilot	Employee Referral
Digital Control Technician	18	WTKR Website, Virginia Pilot/Career Connection, Internal Posting, 7Cities, NSU, CNU, TV Jobs & Daily Press/Career Builder	WTKR Website & Pilot Online
Administrator Assistant	8	WTKR Website, 7Cities, TV Jobs & Internal Posting	WTKR Website
Production Technician	22	Internal Posting, WTKR Website, TV Jobs, Medialine, CNU, Daily Press/Career Builder & 7Cities	WTKR Website & Employee Referral
Account Executives	3	Internal Posting, WTKR Website, 7Cities, Virginia Pilot/Career Connection, Spots-N-Dots, CNU, NSU & TV Jobs	Employee Referral & WTKR Website
National Sales Manager	5	Internal Posting, WTKR Website, 7Cities, Virginia Pilot/Career Connection, Spots-N-Dots, & TV Jobs	WTKR Website & Employee Referrals
Newsroom Assistant	6	WTKR Website, TV Jobs, 7 Cities, NSU, HU, CNU, Medialine & Internal Posting	Internal Posting
Online Producer	1	WTKR Website, 7Cities, CNU, NSU, Daily Press/Career Builder & Internal Posting	WTKR Employee
Photographer	3	WTKR Website, Internal Posting, Medialine, TV Jobs, & 7Cities	TV Jobs
Assignment Editor	14	WTKR Website, 7Cities, Virginian Pilot/Career Connection, Medialine, TV Jobs, CNU, NSU, Daily Press/Career Builder & Internal Posting	WTKR Website
Sports Reporter	7	WTKR Website, Medialine, 7Cities, CNU, NSU, Internal Posting & TV Jobs	WTKR Employee
Photojournalist	7	WTKR Website, Internal Posting, 7Cities, Daily Press/Career Builder, Virginia Pilot/Career Connection, TV Jobs & Medialine	WTKR Website
Reporter	3	WTKR Website, 7 Cities, Medialine, TV Jobs & Internal Posting	Employee Referral
News Producer	6	WTKR Website, 7 Cities, Medialine, TV Jobs, Daily Press & Internal Posting	WTKR Employee

*“WTKR utilized these sources for all open positions unless indicated otherwise above.”

List of recruitment source(s)* used to fill the above vacancies which include contact information of each source.

Source	Address & Phone #	Contact Person
A.W.R.T.	8405 Greensboro Drive, Suite 800 McLean, VA 22102 703-506-3266	Career Corner/Online Post www.awrt.org/career/post-job.php
Broadcast Employment Services/ Tvjobs.com	PO Box 4116 Oceanside, CA 92052 www.tvjobs.com 800-374-0119	Online Post www.tvjobs.com/postjobs
Broadcasting & Cable Magazine	Classified Account Executive 781-734-8427	Mark Abbott mark.abbott@reedbusiness.com
Broadcasting Institute of MD	7200 Harford Road Baltimore, MD 21234 410-254-2770	Justin Rubin jr@bmi.org
Bryant & Stratton	Virginia Beach Campus 301 Centre Pointe Drive Virginia Beach, VA 23462 Phone: 757-499-7900 Richmond Campus 8141 Hull Street Road Richmond, VA 23235 Phone: 804-745-2444	dmsoutherland@bryantstratton.edu richmondinfo@bryantstratton.edu
Career Development Christopher Newport University	1 University Place Newport News, VA 23606 757-594-8887	Career Development/Jennifer ocd@cnu.edu https://cnu-csm.symplicity.com/
College of William & Mary	P.O. Box 8795 Williamsburg, VA 23185 757-221-3231	Pam Garrette career@wm.edu
Daily Press/Career Builder	7505 Warwick Blvd. Newport News, VA 23607 757-247-4702 Fax 757-928-0354	Cindy Claiborne cclaiborne@dailypress.com
ECPI Online	Campuses in Virginia, North Carolina & South Carolina 800-986-1200	Online Post http://www.ecpi.edu/services/jp.cfm
Hampton University	114 Wigwam Building Hampton, VA 23668 757-727-5250/5331	Career Center/Sharon Epps Sharon.epps@hamptonu.edu
Medialine	MediaLine P.O. Box 51909 Pacific Grove, CA 93950 800-237-8073	Online Post www.medialine.com/jobsubmit.htm
NAACP/Chesapeake Branch	PO Box 1531 Chesapeake, VA 23327 757-543-1029	March Cromuel
NAACP/Norfolk Branch	909 B-Marshall Ave. Norfolk, VA 23504 757-627-1096	Maggie Wrren

NAACP/Virginia Beach Branch	P.O. Box 61114 Virginia Beach, VA 23466 757-490-7799	Georgia Allen
National Association of Broadcasters	1771 N Street NW Washington, DC 20036 202-429-5361	Karen Hunter/Career Center nabef@nab.org
National Association of Black Journalists	8107-A Adelphi Road Adelphi, MD 20783-1716 301-445-7100	http://careerservices.nabj.org/hr/jobs/Unive rsit nabj@nabj.org
National Black Media Coalition	1738 Elton Road Suite 314 Silver Springs, MD 20903 301-445-2600	jobs@civilrights.org
New Journal & Guide	974 Norfolk Sq Norfolk, VA 23502 757-543-6531	Brenda Andrews njguide@gmail.com
Norfolk State University	700 Park Avenue Norfolk, VA 23504 757-823-8462/8600	Patricia Copeland pcopeland@nsu.edu
ODU Career Mgt Center	Webb Center, Suite 2202 Norfolk, VA 23529 757-683-4388	Richard Brammer employer@odu.edu
Regent University	1000 Regent University Drive Virginia Beach, VA 23464 757-352-4127 800-373-5504	Lisa Hagen lhagen@regent.edu
RTNDA	529 14th Street, NW, Suite 425 Washington, D.C. 20045 202.659.6510 202.223.4007 fax	https://map.rtna.org/careercenter
SBE	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000	www.sbe.org
Spots N Dots	600 West Peachtree Street NW Suite 350 Atlanta, GA 30308 888-884-2630	Emily McKay ads@spotsndots.com sales@spotsndots.com
Stop Organization	2551 Alameda Ave Norfolk, VA 23513 757-858-1360 Fax 757-858-1389	Mona Brown mbrown@stopinc.org
Thomas Nelson Comm College	PO Box 9407 Hampton, VA 23670 757-865-5876	Dr. Rex Evans Career Center evansr@tncc.edu
Tidewater Community College	1428 Cedar Road Chesapeake, VA 23322 757-822-5100	JOBS@tcc.edu .

Tidewater Community College	1700 College Crescent Virginia Beach, VA 23456 757-822-7100	JOBS@tcc.edu .
Tidewater Community College	7000 College Drive Portsmouth, VA 23703 757-822-6999	JOBS@tcc.edu .
Tidewater Technical	2697 Dean Drive Suite 100 Virginia Beach, VA 23462 757-340-2121	Wendy Cook
Urban League	840 Church Street Suite 1 Norfolk, VA 20510 757-627-0864	http://careercenter.nul.org/post.cfm
Virginia Employment Commission/Hampton	Peninsula Workforce Development Center 600 Butler Farm Road - Suite B Hampton, 23666	hampton@vec.virginia.gov
Virginia Employment Commission/Norfolk	5145 East Virginia Beach Boulevard Norfolk, 23502	norfolk@vec.virginia.gov
Virginia Employment Commission/Portsmouth	2011 Queen Street (Empowerment 2010 building) Portsmouth, 23704	portsmouth@vec.virginia.gov
Virginia Pilot Classifieds/ Pilotonline.com	150 West Brambleton Ave. Norfolk, VA 23510	Sameerah Brown Sameerah.brown@pilotonline.com
WTKR	720 Boush Street Norfolk, VA 23510	www.wtkr.com
7 Cities	1046 Manchester Ave Norfolk, Virginia 23508	www.7cityjobs.com
Virginia Wesleyan	1584 Wesleyan Drive Norfolk, VA 23502 757-453-3337 Fax 757-233-8748	career_services@vwc.edu
City of Portsmouth	801 Crawford Street Portsmouth, VA 23704 757-393-3826	Dee Wright hrm@portsmouthva.gov
Native American Journalists Association	395 W. Lindsay Norman, OK 73019-4201 405-325-6945	Jeff Harjo jharjo@ou.edu

***None of these sources requested to be on our recruitment list.**

LOCAL TV NEWSCHANNEL 3 Broadcast Group Affiliate Stations

Source	Location	Website
KAUT	Oklahoma City, OK	www.upn43.com
KDVR*	Denver, CO	www.myfoxcolorado.com
KFOR	Oklahoma City, OK	www.kfor.com
KFSM	Fort Smith, AR	www.kfsm.com
KSTU*	Salt Lake City, UT	www.myfoxutah.com
KTVI*	St. Luis, MO	www.myfoxstlouis.com
WBRC*	Birmingham, AL	www.myfoxal.com
WDAF*	Kansas City, MO	www.myfoxkc.com
WGHP*	Greensboro, NC	www.myfoxwghp.com
WHNT	Huntsville, AL	www.whnt.com
WHO	Des Moines, IA	www.who.tv
WITI*	Milwaukee, WI	www.myfoxmilwaukee.com
WJW*	Cleveland, OH	www.myfoxcleveland.com
WNEP	Wilkes Barre-Scranton, PA	www.wnep.com
WQAD	Davenport-Rock Island- Moline	www.wqad.com
WREG	Memphis, TN	www.wreg.com

Total number of interviewees referred by each recruitment source:

Source	Total Interviewed by Source
A.W.R.T.	
Broadcast Employment Services/ TVJobs.com	9
Broadcasting & Cable Magazine	
Broadcasting Institute of MD	
Bryant & Stratton	
Career Development Christopher Newport University	
College of William & Mary	
Daily Press & Career Builder.Com	
ECPI Online	
Hampton University	
Medialine	
NAACP/Chesapeake Branch	
NAACP/Newport News Branch	
NAACP/Virginia Beach Branch	
NAB	
NABJ	
National Black Media Coalition	
New Journal & Guide	
Norfolk State University	
ODU Career Mgt Center	
Regent University	
RTNDA	
SBE	
Spots N Dots	3
Stop Organization	
Thomas Nelson Comm College	
Tidewater Community College	
Tidewater Community College	
Tidewater Community College	
Tidewater Tech	
Tidewater Technical	
Urban League	
Virginia Employment Commission/Hampton	
Virginia Employment Commission/Norfolk	
Virginia Employment Commission/Portsmouth	
Virginia Pilot Classifieds/ Pilotonline.com & Career Connection	5
WTKR Website	40
7 Cities	6
Virginia Wesleyan	
Internal Posting/WTKR Employee	2
Employee/Management/Other Referral	31
Previous Intern/Independent Contractor	
Resumes on File/Walk-Ins/Station Group EmPLY.	19

Station Outreach Initiatives

Career Fair Participation: The Benefits/Payroll Administrator Pamela Weaver, Controller Jennifer Crabtree, News Operations Manager and Senior Engineer Chris McDonald attended 2 separate Career Fair during the current reporting period. One at each of the following: Hampton University and Norfolk State University. The News Operation Supervisor, Kevin Rafferty, attended 3 separate Career Fair during the current reporting period. One at each of the following: Virginia Beach Public Schools, Northampton County Public Schools, and Currituck County Public Schools.

Undergraduate Internship: The NewsChannel 3 Internship Program is designed to supplement college classroom lessons with hands-on experience in television news, production, and promotions/marketing. The program is offered to students who have completed their sophomore year of college, and will receive credit from the college or university for the internship. Students are recruited directly from all of the local colleges and universities, as well as through the Internship Bible, a national listing of internship opportunities across the country. Students can also log on to our website, wtkr.com, for information about the internship program.

Public Speaking Events: Scholars Breakfast May 16th, Dare Graduation June 2nd, 4th & 11th, Camp Allen Elementary 5th Grade Promotion Ceremony June 12th.

Listed below are the local colleges and universities that participated in internship:

Summer 2008 Program we had 5 participants.

- University of Virginia: 1
- North Carolina State University: 1
- Norfolk State University: 1
- Hampton University: 2

Fall 2008 Semester, we had 2 participants.

- Academy Art University: 1
- Old Dominion University: 1

Spring 2009 Semester, we had 3 participants.

- Hampton University: 1
- Norfolk State University: 1
- Christopher Newport University: 1

***During the Spring Semester 2009, we had 3 participants. For our Summer 2008 Program we had 5 participants and for the Fall 2007 Semester, we had 2 participants.**