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**Annual EEO Public File Report Form**  
WTVZ/Norfolk  
**Annual EEO Public File Report**

The purpose of the EEO Public File Report (396) is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WTVZ/Norfolk and is required to be placed in the public inspection files of this stations, and posted on its web site, if it has a web sites.

The information contained in this Report covers the time period beginning June 1, 2003 to and including May 23, 2004 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer, and started in the position. A person was deemed "interviewed" whether he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from June 1, 2003 to May 23, 2004

Station(s) Comprising Station Employment Unit: WTVZ - NORFOLK

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Account Executive	Employee Referral	9
2	Account Executive	Business Referral	9
3	Account Executive	Employee Referral	5
4	Account Executive	Employee Referral	11
5	LSM/New Business Development Manager	Company Website	6
6	Traffic Coordinator	Employee Referral	9
7	Master Control Operator	Virginian Pilot	6
8	Account Executive	Employee Referral	3
9	Account Executive	Virginian Pilot	10
10	Account Executive	Virginian Pilot	2
11	Account Executive	Station Website	2
12	Master Control Operator	Station Website	8

Total Number of Persons Interviewed During Applicable Period: 80

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 6/1/03 to 05/23/04

Station(s) Comprising Station Employment Unit: WTVZ - NORFOLK

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	Empowerment 2010 Works Jeanette Parker 201 Granby St., Ste 100A Norfolk, VA 23510	0 ↓	Account Executive (7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
2	Norfolk State University Benjamin Ellis, Jr. Student Employment Services 2401 Corpew Ave Norfolk, VA 23504	2 0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
3	Urban League of Hampton Roads Patrice Tiggs Workforce Development 840 Church Street Apt HIJ Norfolk, VA 23510	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
4	Career Development Fay Taylor Office of Human Affairs P.O. Box 37 Newport News, VA 23607	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
5	National Association of Broadcasters Karen Hunter Human Resource Development 1771 N Street, NW Washington, DC 20036	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
6	Christopher Newport College Becky Tupper Career Counseling Department 50 Show Lane Newport News, VA 23606	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
7	Regent University Sherwin Hibbets Financial Aid Department 1000 Centerville Turnpike Virginia Beach, VA 23464	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
8	Old Dominion University Fran O'Connell Student Employment Services 2202 Webb University Center Norfolk, VA 23529 <a href="http://www.experience.com">www.experience.com</a>	2 0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
9	Tidewater Community College Babi Brock Student Employment Office 1700 College Crescent Drive Virginia Beach, VA 23456	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
10	Louise W. Eggleston Center Connie Frazier Employment Service Division 1161 Ingleside Road Norfolk, VA 23502-5608	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
11	Bryant & Stratton College Angela Haywood Career Services 301 Centre Pointe Drive Virginia Beach, VA 23462	0 ↓	Account Executive (7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
12	Thomas Nelson Community College Anne Stein Career Services P.O. Box 9407 Hampton, VA 23607 <a href="http://www.ecampusrecruiter.com/cnu">www.ecampusrecruiter.com/cnu</a>	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
13	Virginia Wesleyan College Deborah Hicks Career Services Wesleyan Drive Norfolk, VA 23502	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
14	Tidewater Technical Institute Judy Palmer Placement Department 2697 Dean Drive Suite 100 Virginia Beach, VA 23452	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator

15	Tidewater Technical Institute Patrcia MacCollum Placement Department 932 Ventures Way Cheseapeake, VA 23320	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
16	Tidewater Technical Institute Cynthia Foster Placement Department 616 Denbigh Boulevard Newport News, VA 23608	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
17	Hampton Roads Black Media Professionals P.O. Box 2622 Norfolk, VA 23501	1 0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
18	Tidewater Technical Institute Lillian Bruins Placement Department 7020 N. Military Highway Norfolk, VA 23513	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
19	NAACP Meoinease Hutchinson 909-B Marshall Avenue Norfolk, VA 23504	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
20	Department of Veteran's Affairs Herb Wright Medical Center Building #71, Room #202 Hampton, VA 23667	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
21	Virginian Pilot P.O. Box 1388 Norfolk, VA 23501-1388	39 0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
22	Virginia Association of Broadcasters 630 Country Green Lane Charlottesville, VA 22902 <a href="http://www.vabonline.com">www.vabonline.com</a>	1 0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator
24	Spots-n-Dots Fax 607-729-7331 <a href="http://www.spotsndots.com">www.spotsndots.com</a>	0 ↓	Account Executive(7) LSM/New Business Development Manager Traffic Coordinator
25	Sinclair Broadcast Group (website) Anna DiFatta 10706 Beaver Dam Rd Cockeysville, MD 21030	0 ↓	Account Executive(7) Master Control Operator LSM/New Business Development Manager Traffic Coordinator

26	Station Website <a href="http://www.wtvz33.com">www.wtvz33.com</a>	28 0 ↓	Account Executive Master Control Operator LSM/New Business Development Manager Traffic Coordinator
27	<a href="http://www.medialine.com">www.medialine.com</a>	0 ↓	Account Executive Master Control Operator LSM/New Business Development Manager Traffic Coordinator
28	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	0 ↓	Account Executive Master Control Operator LSM/New Business Development Manager Traffic Coordinator
29	<a href="http://www.awrt.org">www.awrt.org</a>	0 ↓	Account Executive Master Control Operator LSM/New Business Development Manager
30	<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	0 ↓	Account Executive Master Control Operator LSM/New Business Development Manager Traffic Coordinator
31	<a href="http://www.blackvoice.com">www.blackvoice.com</a>	0 ↓	Account Executive LSM/New Business Development Manager
32	Station Commercial/Announcement	0	Account Executive
33	Career Builder	5	Account Executive
34	Career Development	2	Account Executive

\*The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us, however at this time the station has yet to receive such requests.

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Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 6-01-03 to 05-23-04

Station(s) Comprising Station Employment Unit: WTVZ-NORFOLK

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WTVZ-NORFOLK

2 Community Informational Events:

WTVZ hosted two Television Career Days in April 2004.

We invited students from 5 local High Schools and 5 local Colleges/Universities. The High Schools that were invited included Green Run High School, Woodrow Wilson High School, Booker T Washington High School, Chesapeake Center for Science & Technology, and Oscar Smith High School. The Colleges/Universities that were invited included Norfolk State University, Christopher Newport College, Old Dominion University, Tidewater Community College, and Thomas Nelson Community College.

We held the events on **April 20<sup>th</sup> from 2-4pm** and on **April 27<sup>th</sup> from 10 am – 12 pm**. We had 24 RSVPs for these events.

The agenda for the events included an overview of the station operations, and then each department head discussed their part of a broadcast station and what positions were within their departments. We also discussed interview techniques and internships and gave them a tour of the station.

We encouraged the students to check our website [www.wtvz33.com](http://www.wtvz33.com) for any future openings within the station.