

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

Station: WTKR(TV)

Local TV Virginia License, LLC acquired WTKR (TV) on May 7, 2006 and accordingly, this report covers the period from May 7, 2007 through May 31, 2007.

Full-time vacancies filled between May 7, 2006 and May 31, 2007:

<b>JOB TITLE</b>	<b># OF PEOPLE INTERVIEWED</b>	<b>Referral sources of all interviewees</b>	<b>Referral Source(s) of Hiree*</b>
Producer	10	WTKR Website & TV Jobs	WTKR Website & Employee Referral
Assignment Editor	5	WTKR Website	WTKR Website
Production Supervisor	4	WTKR Website & TV Jobs	Employee Referral
Production Technician	5	WTKR Website & Internal Posting & TV Jobs	Internal Posting
SR Maintenance	5	WTKR Website, SBE & Internal Posting	Employee Referral
Director	7	WTKR Website & TV Jobs	TV Jobs
News Director	4	WTKR Website & TV Jobs	TV Jobs
Digital Control	6	WTKR Website, Internal Posting & WTKR Posting	Employee Referral & WTKR Website

\* Multiple sources may be listed due to hirees reporting having learned of an open position from more than one source.

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

Source	Address	Contact Person	Telephone #
A.W.R.T.	8405 Greensboro Drive, Suite 800 McLean, VA 22102	National Office <a href="http://www.awrt.org">www.awrt.org</a>	(703) 506-3266
Broadcast Employment Services/ Tvjobs.com	PO Box 4116 Oceanside, CA 92052 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	<a href="http://www.tvjobs.com/postjobs">www.tvjobs.com/postjobs</a>	(800) 374-0119
Broadcasting & Cable Magazine		<a href="mailto:katie.rosa@reedbusiness.com">katie.rosa@reedbusiness.com</a>	(323) 965-2010
Broadcasting Institute of MD	7200 Harford Road Baltimore, MD 21234		(410) 254-2770
Bryant & Stratton	301 Center Pointe Drive Virginia Beach, VA 23462	<a href="mailto:dmsoutherland@bryantstratton.edu">dmsoutherland@bryantstratton.edu</a>	(757) 499-7900
Career Development Christopher Newport University	1 University Place Newport News, VA 23606	Career Development <a href="mailto:ocd@cnu.edu">ocd@cnu.edu</a>	(757) 594-8887
College of William & Mary	P.O. Box 8795 Williamsburg, VA 23185	Pam Garrette <a href="http://www.wm.edu/career">www.wm.edu/career</a>	(757) 221-3232
Daily Press	7505 Warwick Blvd. Newport News, VA 23607	Dana Dwyer <a href="mailto:ddwyer@dailypress.com">ddwyer@dailypress.com</a>	(757) 247-4704
ECPI Online	Campuses in Virginia, North Carolina, South Carolina, and Online	<a href="http://www.ecpi.edu/services/jp.cfm">www.ecpi.edu/services/jp.cfm</a>	(800)-986-1200
Hampton University	114 Wigwam Building Hampton, VA 23668	Career Center <a href="mailto:careercenter@hamptonu.edu">careercenter@hamptonu.edu</a> <a href="http://www.hamptonu.edu">www.hamptonu.edu</a>	(757) 722-5331
Medialine	MediaLine P.O. Box 51909 Pacific Grove, CA 93950	<a href="http://www.medialine.com/jobsubmit.htm">www.medialine.com/jobsubmit.htm</a>	(800) 237-8073
NAACP/Chesapeake Branch	2604 Lake Ridge Crossing Chesapeake 23323		(757)485-8916
NAACP/Newport News Branch	327 Woodbrook Run Newport, VA 23606		(757)886-7538
NAACP/Virginia Beach Branch	P.O. Box 6114 Virginia Beach, VA 23466		(757) 490-7799
NAB	1771 N Street NW Washington, DC 20036	Karen Hunter/Career Center <a href="http://www.nab.org">www.nab.org</a>	(202) 429-5498
NABJ	8107-A Adelphi Road Adelphi, MD 20783-1716	<a href="http://careerservices.nabj.org/hr/jobs/Univer%20sit">http://careerservices.nabj.org/hr/jobs/Univer sit</a>	(301) 405-7100

National Black Media Coalition	1738 Elton Road Suite 314 Silver Springs, MD 20903	<a href="mailto:jobs@civilrights.org">jobs@civilrights.org</a>	(301) 445-2600
New Journal & Guide		Brenda Andrews <a href="mailto:njguide@gmail.com">njguide@gmail.com</a>	(757) 543-6531
Norfolk State University	700 Park Avenue Norfolk, VA 23504	<a href="http://www.nsu.edu/careerservices/employers/index.html">www.nsu.edu/careerservices/employers/index.html</a>	(757) 823-8462
ODU Career Mgt Center	Webb Center, Suite 2202 Norfolk, VA 23529	<a href="http://www.odu.edu/ao/cmc/programs/employers/index.shtml">www.odu.edu/ao/cmc/programs/employers/index.shtml</a>	(757) 683-3000
Regent University	1000 Regent University Drive Virginia Beach, VA 23464	<a href="http://www.regent.edu/admin/stusrv/career_connections">www.regent.edu/admin/stusrv/career_connections</a>	(757) 226-4000
RTNDA	1600 K Street N, Suite 700 Washington, DC 20006	<a href="https://map.rtna.org/careercenter">https://map.rtna.org/careercenter</a>	(202) 659-6510
SBE	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	<a href="http://www.sbe.org">www.sbe.org</a>	P (317) 846-9000
Spots N Dots		<a href="mailto:SellTV@aol.com">SellTV@aol.com</a> <a href="http://www.spotsndots.com">www.spotsndots.com</a>	(888) 884-2630 (607) 729-7295
Stop Organization	2551 Alameda Ave Norfolk, VA 23513	Personnel	(757) 858-1360
Thomas Nelson Comm College	PO Box 9407 Hampton, VA 23670	Anne Stein Career Center	(757) 825-2857
Tidewater Community College	1428 Cedar Road Chesapeake, VA 23322	Job Referral Office	(757) 822-5100
Tidewater Community College	1700 College Crescent Virginia Beach, VA 23456	Virginia Beach Campus	(757) 822-7100
Tidewater Community College	7000 College Drive Portsmouth, VA 23703	Portsmouth Campus	(757) 822-6999
Tidewater Tech	616 Denbigh Boulevard Newport News, VA 23608		(757) 874-2121
Tidewater Technical	2697 Dean Drive Suite 100 Virginia Beach, VA 23462		(757) 340-2121
Urban League	840 Church Street Suite 1 Norfolk, VA 20510		(757) 627-0864
Virginia Employment Commission/Hampton	Peninsula Workforce Development Center 600 Butler Farm Road - Suite B Hampton, 23666	<a href="mailto:hampton@vec.virginia.gov">hampton@vec.virginia.gov</a>	(757) 865-5800 (757) 865-5824
Virginia Employment Commission/Norfolk	5145 East Virginia Beach Boulevard Norfolk, 23502	<a href="mailto:norfolk@vec.virginia.gov">norfolk@vec.virginia.gov</a>	(757) 455-3960 (757) 455-

			3990
Virginia Employment Commission/Portsmouth	2011 Queen Street (Empowerment 2010 building) Portsmouth, 23704	<a href="mailto:portsmouth@vec.virginia.gov">portsmouth@vec.virginia.gov</a>	(757) 314-1526 (757) 314-1449
Virginia Pilot Classifieds/ Pilotonline.com	150 West Brambleton Ave. Norfolk, VA 23510	Sameerah Brown <a href="mailto:Sameerah.brown@pilotonline.com">Sameerah.brown@pilotonline.com</a>	(757) 446-2131
WTKR	720 Boush Street Norfolk, VA 23510	<a href="http://www.wtkr.com">www.wtkr.com</a>	(757) 446-1000
7 Cities	1046 Manchester Ave Norfolk, Virginia 23508	<a href="http://www.7cityjobs.com">www.7cityjobs.com</a>	(757) 630-0652
Virginia Wesleyan	1584 Wesleyan Drive Norfolk, VA 23502		(757)-455-3337

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

Total number of interviewees referred by each recruitment source:

<b>Source</b>	<b>Total Interviewed by Source</b>
A.W.R.T.	
Broadcast Employment Services/ Tvjobs.com	<b>9</b>
Broadcasting & Cable Magazine	
Broadcasting Institute of MD	
Bryant & Stratton	
Career Development Christopher Newport University	
College of William & Mary	
Daily Press	
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	<b>1</b>
Spots N Dots	
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	
WTKR	<b>25</b>
7 Cities	
Virginia Wesleyan	
Internal Posting	<b>2</b>
Employee/Management/Other Referral	<b>9</b>

## **Station Outreach Initiatives**

**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](http://wtkr.com), for information about the internship program.