

**EEO PUBLIC FILE REPORT**  
**FOR**  
**WHRO-TV, WHRO-FM, WHRV(FM)**  
**Norfolk, Virginia**

This EEO Public File Report  
June 1, 2018– May 31, 2019

## 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, 2019, the station filled the following full-time vacancies:

**Producer of Public Affairs and Digital Content  
e-Learning Manager  
Junior Web Developer  
Classical Announcer and Content Producer  
Morning Edition Host/Producer  
Data Strategist**

**Building Maintenance Technician  
Manager of e-Media VA  
Director of Marketing and Communications  
Instructional Designer  
Technology Specialist  
Children Services Specialist (2)**

The station interviewed a total of 88 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:

| <b>Recruitment Source</b> | <b>Total Number of Interviewees Referred</b> |
|---------------------------|--|
| WHRO Website              | 34   |
| Indeed                    | 19   |
| LinkUp                    | 1  |
| GlassDoor                 | 14   |
| ZipRecruiter              | 8  |
| Monster.com               | 4  |
| NETA                      |  |
| PMBA                      |  |
| CPB Job Line              | 1  |

Job Target

Christopher Newport University

Norfolk State University

Hampton University

Virginia Wesleyan University

College of William & Mary

Regent University

ECPI University

Old Dominion University CareerLink

Current

National Public Radio (NPR)

Virginia Association of Broadcasters (VAB) 2

CareerBoard.com

Barefoot Student.com

Dice.com

Facebook 2

Public Radio Program Directors Association 2

PRDNI

NPR 1

PMBA Jobline

**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: Producer of Public Affairs and Digital Content

Recruitment source that referred the hiree: WHRO Website

Date Vacancy Opened: April 24, 2018

Filled: July 2, 2018

Total number of persons interviewed for the vacancy: 3

| Recruitment Source                                   | Contact   | Interviewed |
|--|---|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Amy Evans<br>Amy.evans@whro.org   | 3           |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com)   |             |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com)   |             |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com)   |             |
| ZipRecruiter   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com)   |             |
| Monster.com  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com)   |             |
| Careerboard.com<br>Posted through JobTarget          | Contact at CareerBoard is Jeffrey Tatar<br>704.910.8412 ext. 1712<br>( <a href="mailto:jeffrey.tatar@careerboard.com">jeffrey.tatar@careerboard.com</a> ) |             |
| CPB.org Jobline; 401 Ninth Street, NW                | Carole Mah (202.879.9600)   |             |

|  |  |  |
|--|--|--|
| Washington, DC 20004-2129<br>Posted through JobTarget                                  | cmah@cpb.org<br><a href="http://www.cpb.org/jobline/listing">www.cpb.org/jobline/listing</a>                                       |  |
| College of William & Mary  | <a href="mailto:tribecareers@csm.simplicity.com">tribecareers@csm.simplicity.com</a>   |  |
| Christopher Newport University Center for Career Planning<br>Posted through Job Target | <a href="http://www.myinterfase.com/cnu.job">www.myinterfase.com/cnu.job</a><br>Libby Westley<br>libbywestley@cnu.edu 757.594.7047 |  |
| Hampton University<br>Posted through JobTarget   | <a href="https://hampton-csm.symplicity.com/">https://hampton-csm.symplicity.com/</a>  |  |
| Norfolk State University<br>Posted through JobTarget                                   | <a href="http://nsu-csm.simplicity.com/">http://nsu-csm.simplicity.com/</a><br>(Steve Opfer 757.823.2444 at NSU)                   |  |
| ODU CareerLink<br>Posted through JobTarget   | employers@odu.edu<br>757.683.3823, 683.4895  |  |
| Virginia Association of Broadcasters   | <a href="http://www.vabonline.com">www.vabonline.com</a><br>1-434-977-3716   |  |

**Information Regarding Recruitment Sources Contacted for Full-time Vacancies**

Job Title of Vacancy: e-Learning Manager

Recruitment source that referred the hire: Employee Referral (re-hire)

Date Vacancy Opened: August 23, 2018

Filled: September 17, 2018

Total number of persons interviewed for the vacancy: 2 in person interviews

| Recruitment Source                                   | Contact   | Interviewed |
|--|---|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Amy Evans<br>1.757.889.9426   | 2           |
| Norfolk State University<br>Posted through JobTarget | <a href="http://nsu-csm.simplicity.com/">http://nsu-csm.simplicity.com/</a><br>(Steve Opfer 757.823.2444 at NSU)                            |             |
| Hampton University<br>Posted through JobTarget       | <a href="https://hampton-csm.symplicity.com/">https://hampton-csm.symplicity.com/</a>   |             |
| ODU CareerLink<br>Posted through JobTarget           | employers@odu.edu<br>757.683.3823, 683.4895   |             |
| College of William & Mary                            | <a href="mailto:tribecareers@csm.simplicity.com">tribecareers@csm.simplicity.com</a>  |             |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) |             |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) |             |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) |             |

|  |   |  |
|--|---|--|
| ZipRecruiter   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com)                                   |  |
| Monster  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com)                                   |  |
| CPB.org Jobline; 401 Ninth Street, NW<br>Washington, DC 20004-2129<br>Posted through JobTarget | Carole Mah (202.879.9600)<br>cmah@cpb.org<br><a href="http://www.cpb.org/jobline/listing">www.cpb.org/jobline/listing</a> |  |

### Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Junior Web Developer

Recruitment source that referred the hiree: Indeed

Date Vacancy Opened: August 1, 2018

Filed: December 17, 2018

Total number of persons interviewed for the vacancy: 7 post phone screen interviews, 4 in person interviews

| Recruitment Source  | Contact  | Interviewed |
|---|--|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508                                      | Amy Evans<br>1.757.889.9426  | 3           |
| Norfolk State University<br>Posted through JobTarget                                      | <a href="http://nsu-csm.simplicity.com/">http://nsu-csm.simplicity.com/</a><br>(Steve Opfer 757.823.2444 at NSU)                   |             |
| Virginia Wesleyan University<br>1584 Wesleyan Drive; Norfolk, VA 23502                    | 757-455-3200   |             |
| Christopher Newport University Center for Career<br>Planning<br>Posted through Job Target | <a href="http://www.myinterfase.com/cnu.job">www.myinterfase.com/cnu.job</a><br>Libby Westley<br>libbywestley@cnu.edu 757.594.7047 |             |
| ODU CareerLink<br>Posted through JobTarget  | employers@odu.edu<br>757.683.3823, 683.4895  |             |
| Dice.com  | 1-888-321-3423   |             |
| Barefoot Student.com  | <a href="http://www.barefootstudent.com">www.barefootstudent.com</a>   |             |
| Indeed  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com)  | 2           |
| GlassDoor   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com)  | 2           |

|              |  |   |
|--------------|--|---|
| LinkUp       | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com |   |
| ZipRecruiter | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com | 2 |
| Monster      | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com | 2 |

### Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Classical Announcer and Content Producer

Recruitment source that referred the hiree: WHRO Website

Date Vacancy Opened: May 30, 2018

Filled: September 24, 2018

Total number of persons interviewed for the vacancy: 7

7 Phone Screen, 4 in person interviews

| Recruitment Source   | Contact   | Interviewed |
|--|---|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508                   | Amy Evans<br>1.757.889.9426   | 2           |
| NPR  | jobtransitions@npr.org  |             |
| Facebook Post  | Wayla Chambo, <a href="mailto:wayla.chambo@whro.org">wayla.chambo@whro.org</a>  | 2           |
| Public Radio Program Directors Association                             | Heather Mazzoni<br><a href="mailto:Heather.mazzoni@whro.org">Heather.mazzoni@whro.org</a>   | 1           |
| Virginia Wesleyan University<br>1584 Wesleyan Drive; Norfolk, VA 23502 | 757-455-3200  |             |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) | 2           |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) |             |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) |             |

|              |   |  |
|--------------|---|--|
| ZipRecruiter | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) |  |
| Monster      | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) |  |

### Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Morning Edition Host/Producer

Recruitment source that referred the hiree: Indeed

Date Vacancy Opened: October 10, 2018

Filled: January 14, 2019

Total number of persons interviewed for the vacancy: 6 phone interviews, 2 in person interviews

| Recruitment Source                                   | Contact   | Interviewed |
|--|---|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Amy Evans<br>1.757.889.9426   | 1           |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 1           |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) |             |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 1           |
| ZipRecruiter   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 1           |
| Monster.com  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) |             |
| Current  | Publicmediajob.org  |             |
| PRNDI  | Christine Paige Diers, 605-490-3033   |             |
| CPB.org Jobline; 401 Ninth Street, NW                | Carole Mah (202.879.9600)   | 1           |

|   |  |   |
|---|--|---|
| Washington, DC 20004-2129<br>Posted through JobTarget | cmah@cpb.org<br><a href="http://www.cpb.org/jobline/listing">www.cpb.org/jobline/listing</a> |   |
| VAB   | Vabonline.com  | 2 |
| NPR   | jobtransitions@npr.org   | 1 |
| PMBA Website Jobline                                  | Jennifer Wickline (240) 844.3600<br>jwickline@pmba.org                                       |   |
| Public Radio Program Directors Association            | Heather Mazzone<br><a href="mailto:Heather.mazzone@whro.org">Heather.mazzone@whro.org</a>    |   |

### Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Data Strategist

Recruitment source that referred the hiree: Monster.com

Date Vacancy Opened: October 3, 2018

Filled: November 19, 2018

Total number of persons interviewed for the vacancy: 1 in person interview

| Recruitment Source                                   | Contact  | Interviewed |
|--|--|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Amy Evans<br>1.757.889.9426  |             |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com |             |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com |             |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com |             |
| ZipRecruiter   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com |             |
| Monster.com  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com | 1           |

**Information Regarding Recruitment Sources Contacted for Full-time Vacancies**

Job Title of Vacancy: Building Maintenance Technician

Recruitment source that referred the hiree: Indeed

Date Vacancy Opened: November 16, 2018

Filled: January 2, 2019

Total number of persons interviewed for the vacancy: 6 telephone screen interviews, 2 in person interview

| Recruitment Source                                   | Contact   | Interviewed |
|--|---|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Amy Evans<br>1.757.889.9426   | 4           |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 2           |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) |             |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 2           |
| ZipRecruiter   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) |             |
| Monster.com  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) |             |

**Information Regarding Recruitment Sources Contacted for Full-time Vacancies**

Job Title of Vacancy: Manager of e-Media VA

Recruitment source that referred the hiree: WHRO Website

Date Vacancy Opened: January 17, 2019

Filled: May 6, 2019

Total number of persons interviewed for the vacancy: 5 telephone screen interviews, 2 in person interview

| Recruitment Source                                   | Contact   | Interviewed |
|--|---|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Amy Evans<br>1.757.889.9426   | 2           |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 2           |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 1           |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 1           |
| ZipRecruiter   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 1           |
| Monster.com  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) |             |

### Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Director of Marketing and Communications

Recruitment source that referred the hiree: WHRO Website (Internal Referral)

Date Vacancy Opened: September 17, 2018

Filled: February 4, 2019

Total number of persons interviewed for the vacancy: 12 telephone screen interviews, 3 in person interview

| Recruitment Source                                   | Contact  | Interviewed |
|--|--|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Amy Evans<br>1.757.889.9426  | 5           |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com | 3           |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com |             |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com | 4           |
| ZipRecruiter   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com | 2           |
| Monster.com  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com | 1           |
| ODU CareerLink<br>Posted through JobTarget           | employers@odu.edu<br>757.683.3823, 683.4895  |             |
| Regent University Career Services                    | Lester D. Deane (757) 352-4926<br>Assistant Director, Career Services                  |             |

### Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Instructional Designer

Recruitment source that referred the hiree: GlassDoor

Date Vacancy Opened: February 29, 2019

Filled: April 22, 2019

Total number of persons interviewed for the vacancy: 8 telephone screen interviews, 4 in person interview

| Recruitment Source                                   | Contact   | Interviewed |
|--|---|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Amy Evans<br>1.757.889.9426   | 6           |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 2           |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) |             |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 2           |
| ZipRecruiter   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) | 2           |
| Monster.com  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com) |             |

### Information Regarding Recruitment Sources Contacted for Full-time Vacancies

Job Title of Vacancy: Technology Specialist

Recruitment source that referred the hiree: WHRO Website

Date Vacancy Opened: January 15, 2019

Filled: March 30, 2019

Total number of persons interviewed for the vacancy: 7 telephone screen interviews, 3 in person interview

| Recruitment Source                                   | Contact   | Interviewed |
|--|---|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Amy Evans<br>1.757.889.9426   | 3           |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) | 4           |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) |             |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) | 3           |
| ZipRecruiter   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) |             |
| Monster.com  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>( <a href="mailto:retcheverry@clearcompany.com">retcheverry@clearcompany.com</a> ) |             |

**Information Regarding Recruitment Sources Contacted for Full-time Vacancies**

Job Title of Vacancy: Children’s Services Specialist (2 hires)

Recruitment source that referred the hiree: WHRO Website (both hires)

Date Vacancy Opened: October 29, 2018

Filled: January 28, 2019

Total number of persons interviewed for the vacancy: 2 telephone screen interviews, 2 in person interview

| Recruitment Source                                   | Contact  | Interviewed |
|--|--|-------------|
| WHRO Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Amy Evans<br>1.757.889.9426  | 3           |
| Indeed   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com | 1           |
| LinkUp   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com |             |
| GlassDoor  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com |             |
| ZipRecruiter   | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com |             |
| Monster.com  | ClearCompany (ATS) (415.521.3709)<br>Renee Etcheverry<br>(retcheverry@clearcompany.com |             |

## ATTACHMENT B

### MENU OPTION ACTIVITIES

Station WHRO-TV, WHRO-FM, WHRV(FM) has 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. | <p>On June 4, 2018, WHRO's President and CEO attended and participated at Bethel High School in Hampton, VA to conduct student project evaluations.</p> <p>In July 2018, the Fun Friday Showcase &amp; Photo event was held at WHRO. It is a student program through our Education Department. We had groups of 8<sup>th</sup> graders join us from Horizon Hampton Roads. They rotated throughout the building as they received a tour of the station. Horizons Hampton Roads is a 6-week summer educational enrichment program for low-income K-8 grade public school students in Norfolk, Portsmouth, and Virginia Beach. Horizons' award-winning program has been proven to reverse summer learning loss for low-income children, instill confidence, and improve reading and math skills.</p> <p>On August 2018, the Talent Manager participated in the "Employer Relations/Recruiting Exchange" at Christopher Newport University.</p> |

|   |                    |  |
|---|--------------------|--|
|   |                    | <p>The Talent Manager attended and represented WHRO at the Great American Read in conjunction with the Virginia Beach Public Library in September 2018.</p> <p>One of our radio announcers/producers presented at an African American Diversity event in February 2019. He spoke about diversity as it relates to his personal experiences and those of jazz and music business.</p> <p>In May 2019, WHRO partnered with Undefeated Youth, a Virginia Beach City Public Schools program – supported by the Hampton Roads Workforce Council. The program strives to change the narrative undermining personal growth toward education and careers for disconnected youth. WHRO welcomed a GED graduate to tour the station, participate in a mock interview and job shadow a graphic designer to motivate him in his career choice.</p> |
| 5 | Internship Program | <p>As part of its community commitment to serve the public, WHRO continues to work with colleges and high schools in and out of the area offering a number of unpaid internship opportunities. Again, during this reporting period, WHRO sponsored college and high school internships and externships. The interns were placed in a variety of WHRO departments: Radio, Television Programming and Production, Engineering, Master Control, Online Media, Marketing &amp; Communications, and Educational Services. Some of the high schools we worked with include Green Run Collegiate, Norfolk Academy and Norfolk Collegiate High School. Some of the local colleges we worked with</p>   |

|  |  |  |
|--|--|--|
|  |  | <p>include Old Dominion University, Christopher Newport University, Regent University and Norfolk State University. WHRO hosted a student intern through the Virginia Association of Broadcasters (VAB) paid summer internship program during the Summer of 2018. She was a student attending Virginia Commonwealth University (VCU) in Richmond, Virginia.</p> <p>WHRO's Producer, Lisa Godley, continues to mentor high school students at Granby HS in Norfolk. February 28, 2019, 20 students from the PBS News Hour Student Reporting Lab at Granby HS visited WHRO. They met with editor Brandon Nance in the large edit suit for an editing presentation. They then met with producer, Kenny Hopkins, for a videography presentation and producer, Joe Pitts, for a TV-Video presentation and producer, Lisa Godley, for a Radio presentation. The students also took turns interviewing military base personnel to gain interviewing experience from a journalism perspective.</p> <p>WHRO works closely with Norfolk Public Schools and their Transition and Career Development Program. It is a Work-Based Learning Program for students with disabilities. Our Media Operations (Master Control) Department provided opportunities for several of their challenged students who are interested in broadcast. One student started the program in September 2018 and the second student started in April 2019. WHRO's Internship Program is an on-going effort throughout the year.</p> |
|--|--|--|

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| 8 | Training Program | <p>In July 2018, the Talent Manager attended the HR.com webinar entitled, 6 Tips for Improving Employee Morale and Engagement.</p> <p>In July 2018, the Talent Manager trained the newly hired Radio Public Affairs Producer and also the Assistant Producer of Public Affairs in lawful recruiting methods.</p> <p>Staff Accountant and HR Officer attended Compliance Series on Medicare and New Employees training by Towne Benefits.</p> <p>In October 2018, HR Officer attended a compliance series on FMLA via Towne Benefits.</p> <p>The Talent Manager attended the Jackson Lewis “ICE” immigration compliance webinar October 11, 2018.</p> <p>The HR Officer and Talent Manager attended a Pre-Tax Plans training in June 2018.</p> <p>Several employees participated in several Virginia Association of Broadcasters (VAB) webinars. One was “Six Things that Keep Managers up at Night’ and the other was “A Primer on the FCC’s Online Public Inspection File Rules for Radio Stations”. Several Staff attended the NETA Conference in January 2019 in Salt Lake City, UT; the Accounting Manager attended the PMBA Annual Conference in Orlando, FL in May and June 2018. The PBS Annual conference was attended by several staff members in May 2019 in Nashville, TN. The HR Officer participated in</p> |
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|  |  | <p>PMBA's Harassment Prevention Training and Active Shooter training webinar. Our Talent Manager conducted comprehensive new hire onboarding program which includes harassment training and diversity training. She provided the training in small groups to all current employees and interns.</p> <p>In July 2018, the middle management participated in an offsite retreat training session on Adaptability to Change, Emotional Intelligence, and Steps to Successful Leadership which was conducted by Cynthia Gossman.</p> <p>The Senior Management Team (SMT) also received Emotional Intelligence training conducted by Cynthia Gossman. They completed individual assessments on their own EQ and results were provided by the trainer.</p> <p>In October 2018, the middle management team attended in house 'Communicating on Purpose' training led by Dr. David Arrington.</p> <p>In January 2019, the middle management team received training at the station on Proving Strategic Direction conducted by Dr. David Arrington.</p> <p>The HR Talent Manager attended the HR state SHRM Conference in April 2019.</p> <p>The middle management team met offsite in April 2019 to receive training in Providing Effective Feedback conducted by Brighton Strategies.</p> |
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|    |  | <p>The SMT presented on Strategic Planning for FY2020. Topics of discussion were talent, safety, performance management, employee attraction and retention, business intelligence, etc.</p>  |
| 11 | <p>Community events designed to inform/educate public of broadcasting careers.</p> | <p>In the fall of 2018, the Talent Manager partnered with Hampton University to conduct a recruitment and job search class for students enrolled in ESL classes.</p> <p>WHRO in partnership with Old Dominion University hosted its Annual Great Computer Challenge again this year. The GCC is a competition 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, Integrated Applications and JAVA. Several years ago, we added a Video Editing category to the Great Computer Challenge Senior Division.</p> <p>Staff members (9) attended a 2019 Professional Women's Chamber of Commerce event in Virginia Beach.</p> <p>WHRO and Landmark Communications collaborated to produce and televise the 11<sup>th</sup> annual Virginian-Pilot Spelling Bee in February 2019, hosted by Raymond Jones. Hampton Roads' finest young spellers competed in the live broadcast on our television channel TV15.</p> <p>In partnership with ODU, WHRO collaborates on a</p> |

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|    |   | <p>documentary film class, held weekly at the station. In the class they create content for our TV show and digital platforms. The students pitch their ideas, staff judges and chooses the winning content. Producing, editing, post production, sound experts impart their knowledge.</p> <p>In addition, WHRO works with Regent University and works with their animation department. Children grades K-5, share their stories and Regent students and children, to make their drawings come to life in animation. Two projects will receive awards in May 2019. 15-20 Regent students work on these projects.</p>   |
| 14 | <p>Management/Staff training in equal employment opportunity and career development training.</p> | <p>The HR Officer and Talent Manager attended the Employment Law Legal Update, The Balancing Act Seminar in November 2018 presented by the stations corporate law firm, Willcox Savage.</p> <p>The HR Officer and Talent Manager attend the initial start of the Senior Management Team (SMT) bi-weekly meetings to coach the senior management team and provide guidance to them on our equal employment opportunity policies and practices. WHRO does not discriminate against employees or applicants on the basis of race, color, religion, gender, age, national origin, citizenship status, disability, medical condition, genetic predisposition or carrier status, military or veteran status, sexual orientation, gender identity or expression, marital status or any other characteristic protected by applicable local, state or federal law.</p> |

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|  |  | <p>Senior manager and middle managers are reminded from time to time of practices that are designed to fulfill the stations commitment to diversity and to meet the applicable FCC guidelines.</p> <p>The Talent Manager who is in charge of recruiting; therefore, she provide guidance to managers to include individuals representing diverse groups in internships or work-study programs designed to provide meaningful professional level experience in order to reflect the diversity of our community and further public broadcasting's commitment to education. This is a policy adopted by the Governing Board established in a policy to promote diversity in our workforce, management and boards, including our community advisory boards and governing boards.</p> |
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