

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2008 to May 21, 2009.

1) Employment Unit: LIN Television, Portsmouth, VA

2) Unit Members (Stations and Communities of License):

- WAVY-TV, Portsmouth, VA
- WVBT-TV, Portsmouth, VA
- WITD-CA, Chesapeake, VA;
- WPMC-CA, Mappsville, VA;
- WKTD-CA, Portsmouth, VA;
- WCTX-CA, Virginia Beach, VA;
- WNLO-CA, Norfolk, VA;
- WTDD-LP, Hampton, VA;
- WBTD-LP, Suffolk, VA.

3) EEO Contact Information for Unit Member:

Mailing Address:  300 Wavy St. Portsmouth, VA 23704	Telephone Number: 757-393-1010
	Contact Person: Lisa Newell
	E-mail Address: lisa.newell@wavy.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. Community Affairs Coordinator	LIN TV Corp.
2. News Producer	Employee Referral
3. Newsroom Admin Assistant	Internal Candidate
4. Account Executive - WAVY	Networking
5. Receptionist	Career Builder.com
6. Internet AE	Employee Referral
7. Promotions Producer	WAVY.com
8. Account Executive	WAVY.com
9. News Producer	WAVY.com
10. Assignment Desk Editor	Internal Promotion
11. Chief Engineer	LIN TV Corp.
12. Promotions Assistant	Career Builder.com

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Job Title	Recruitment Source Referring Hiree
13. Webdesk Editor/New Media Journalist	Employee Referral
14. Webdesk Editor/New Media Journalist	Networking
15. Part-time Production Operator	Employee Referral
16. News Producer	Employee Referral
17. News Producer	Employee Referral
18. News Producer	TVJobs.com
19. Web Sales Production Coordinator	Networking

**5) Recruitment Source List**

<b>Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person</b>	<b>Address and Phone Number:</b>	<b># of Interviewees Referred by This Source</b>	<b>Did Source Request Notification? (Yes or No)</b>	<b>Full Time Positions for Which This Source Was Utilized</b>
American Women in Radio & Television Inc	Amy Lots	8405 Greensboro Drive, Ste. 800 McLean, VA 22102-5120 Career Line (703) 506-3290	0	No	2-19
Apple One Temporary Agency	Cathy Tirado	1305 Executive Blvd., Ste. 140 Chesapeake, VA 23320 (757) 382-5900	0	No	5
Asian American Journalists Association	Karen Swing post@aaaja.org	1182 Market St., Ste. 320 San Francisco, CA 94102	0	No	2-19
Blair Television	Human Resources	3 East 54th Street New York, NY 10022 (212) 230-5900	0	No	2-19
Broadcasting Institute of Maryland	Norm Brooks	7200 Harford Road Baltimore, MD 21234-7702 (410) 254-2770	0	No	2-19
Bryant & Stratton College	Angela Haywood	301 Centre Point Dr. Virginia Beach, VA 23462 (757) 499-7900	0	No	2-19
Career Builder Online c/o Daily Press	Dana Dwyer	7505 Warwick Blvd. Newport News, VA 23607 (757) 247-4704	9	No	5, 12
Christopher Newport University	Career & Counseling Services	50 Shoe Lane Newport News, VA 23606	0	No	2-19
City Of Portsmouth, Employee Resources	Gale Wright	801 Crawford St. Portsmouth, VA 23704-3822 Employment Office (757) 393-8622	0	No	2-19
College of William & Mary	Office Of Human Resources	P.O. Box 8795 Williamsburg, VA 23187 (757) 221-3169	0	No	2-19

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Commonwealth of VA, Rehabilitative Services	Gail Price	3248 Academy Ave. Portsmouth, VA 23703 (757) 686-5004	0	No	2-19
Craigslist.com		<a href="http://www.craigslist.com">www.craigslist.com</a>	0	No	2-19
Creative Hotlist		<a href="http://www.creativehotlist.com">www.creativehotlist.com</a>	2	No	19
Daily Press	Dana Dwyer	7505 Warwick Blvd. Newport News, VA 23607 (757) 247-4704	1	No	4, 7
ECPI, Newport News Campus	Erin Bucchignano	1001 Omni Blvd Newport News, VA 23606 (757) 838-9191 ebucchignano@ecpi.edu	0	No	2-19
ECPI, Va. Beach Campus	Pat Mirani	5555 Greenwich Rd., Ste. 300 Va. Beach, VA 23462 (757) 490-9090	0	No	2-19
Employee Referral			10	No	2-19
Goodwill Industries of Hampton Roads, Inc.	Neal Windley	5565 Virginia Beach Blvd. Va. Beach, VA 23462 (757) 248-9405	0	No	2-19
Graeme Newell Newsletter	(704) 543-1426	602 Communications <a href="http://www.602communications.com">www.602communications.com</a> gnewell@602communications.com	2	No	7
Hampton University	Andre LeDoux	114 Wigwam Bldg. Hampton, VA 23668 (757) 722-9283	1	No	2-19
IABC	Karen Hokansson	209 Prince Henry CT. Yorktown, VA 23693	0	No	2-19
In-Market Station			1	No	2-19
Internal Posting			6	No	2-19
Job Finder 10 / wavy.com	Human Resources	WAVY-TV/WVBT-TV 300 Wavy Street Portsmouth, VA 23704 (757) 393-1010	18	No	2-19
Journalism Jobs.com		info@journalismjobs.com (510) 653-1521 <a href="http://www.journalismjobs.com/">http://www.journalismjobs.com/</a>	0	No	13, 14

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LIN TV Corp	Lisa Sousa	4 Richmond Square Providence, RI 02906	3	No	All
LINK Print Print Publication	Katie Goenner	c/o The Virginian-Pilot 150 Brambleton Ave. Norfolk, VA 23510 (757) 622-1455	0	No	5
Lost Remote		<a href="http://jobs.lostremote.com/post">http://jobs.lostremote.com/post</a>	0	No	13, 14, 18
Magid Consultants	Teresa Nolt	One Research Center Marion, IA 52302 (319) 377-7345	0	No	2-19
Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950-6909 medialine@medialine.com	0	No	9, 17, 18
MediaPost.com		1140 Broadway, 4th Floor New York, NY 10001 <a href="http://www.mediapost.com/">http://www.mediapost.com/</a>	0	No	13, 14
Multicultural Management Program School of Journalism	Ronald B. Kelley	120 Neff Hall Columbia, MO 65211 journrbk@muccmail.missouri.edu	0	No	2-19
NAACP, Chesapeake Branch	March Cromuel	P.O. Box 1531 Chesapeake, VA 23327 (757) 543-1029	0	No	2-19
NAACP, Norfolk Branch	Maggie Wren	909 B-Marshall Ave. Norfolk, VA 23504 (757) 627-1096	0	No	2-19
NAACP, Smithfield Branch	Dottie Harris	P.O. Box 639 Smithfield, VA 23430 (757) 294-3628	0	No	2-19
NAACP, VA Beach Branch	Georgia Allen	P.O. Box 61114 Virginia Beach, VA 23466 (757) 490-7799	0	No	2-19
National Assoc. of Black Journalists	Enid Frost	8701 A Adelphi Rd. Adelphi, MD 20483- 1716 (301) 445-7100 www.nabj.org	0	No	2-19

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National Assoc. of Hispanic Journalist	Leticia Salazar	1000 National Press Bldg. Washington, DC 20045 (202) 429-5497	0	No	2-19
National Association of Broadcasting	Alex Hitz-Sanchez	1771 N Street, NW Washington, DC 20036-2800 (202) 429-5497	0	No	2-19
National Black Media Coalition		1738 Elton Road, Ste. 314 Silver Springs, MD 20903 (202) 628-0138	0	No	2-19
Native American Journalist Assoc.	Ron Walters	U of South Dakota 414 E. Clark Street Vermillion, SD 57069 (605) 677-5282	0	No	2-19
Norfolk State University	Benjamin Ellis, Jr.	Career Services 53100 700 Park Avenue Norfolk, VA 23504 (757) 823-8600	0	No	2-19
Old Dominion University	Alice Jones	2202 Webb University Center Norfolk, VA 23529-0524 aljones@odu.edu	0	No	2-19
Opportunity Inc.	Judy Begland	500 East Plume Street, Suite 700 Norfolk, VA 23510-2311 (757) 314-2370	0	No	2-19
Pilotonline.com / Career Connection	Kristin Young	150 Brambleton Ave. Norfolk, VA 23510 (757) 622-1455	2	No	4, 5, 12, 19
Regent University	Lisa Hagen	College of Communication 1000 Regent University Drive Virginia Beach, VA 23464 (757) 226-4228 lhagen@regent.edu	0	No	2-19

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RTNDA	Nicole Newsome	1600 K Street, NW, Ste. 700 Washington, DC 20006 (202) 467-5208 rtnda@rtnda.org	0	No	2-19
SE VA Job Training	Karen Holmes	861 Glenrock Road, Ste. 120 Norfolk, VA 23502 (757) 461-0990	0	No	2-19
Society of Broadcast Engineers, Inc.	<a href="mailto:mclappe@sbe.org">mailto:mclappe@sbe.org</a>	9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone: (317) 846-9000 Fax: (317) 846-9120	3	No	11
Spots-n-Dots	Dai Korba	167 Oakdale Road Johnson City, NY 13790 www.spotsndots.com	6	No	4, 8
TCC, Portsmouth	Lisa Tretola	7000 College Drive Portsmouth, VA 23703 (757) 822-6999	0	No	2-19
TCC, Virginia Beach	Babbi Brock	1700 College Crescent Virginia Beach, VA 23456 (757) 822-7228	0	No	2-19
The Stop Organization	Shaun Scott	2551 Alameda Ave. Norfolk, VA 23513 Personnel (757) 858-1360	0	No	2-19
Thomas Nelson Community College	Anne Stein	P.O. Box 9407 Hampton, VA 23607 (757) 865-5873	0	No	2-19
Tidewater Community College, Chesapeake	Kevin McCarthy	1428 Cedar Road Chesapeake, VA 23320 (757) 822-5100	0	No	2-19
Tidewater Tech	Wendy Cook	Career Services Coordinator 2697 Dean Drive, Ste. 100 Virginia Beach VA 23452	0	No	2-19
TV Jobs.com	Mark Holloway	Employment Services P.O. Box 4116 Oceanside, CA 92052 jobs@tvjobs.com	7	No	2-19

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Urban League of Hampton Roads, Portsmouth	Yvette Young	3225 High Street Portsmouth, VA 23704 (757) 397-1871	0	No	2-19
Urban League of Tidewater	S. Patrice Tiggs	840 Church St., Ste. 1 Norfolk, VA 23510 (757) 627-0864	0	No	2-19
VEC, Portsmouth	Otis Jackson, Job Service	2011 Queen Street Portsmouth, VA 23704 (757) 396-6865	0	No	2-19
Virginia Association of Broadcasters	Emily Hoar	630 Country Green Lane Charlottesville, VA 22902 emily@easterassociates.com	0	No	2-19
Virginia Employment Commission, Norfolk	Vicki Harris, Job Service	5145 E. Virginia Beach Blvd. Norfolk, VA 23502 (757) 455-3960	1	No	2-19
Virginia Wesleyan College	Career Services Center	1584 Wesleyan Drive Norfolk, VA 23502 (757) 455-3337	0	No	2-19
Virginian-Pilot	Katie Goenner	150 Brambleton Ave. Norfolk, VA 23510 (757) 622-1455	3	No	4, 5, 12
Word-of-mouth/networking			23	No	2-19

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**6) Total # of Interviewees Referred:** For the period from May 29, 2008, to May 29, 2009, this Employment Unit interviewed 98 people for 19 full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Participated in Norfolk State Fall Career Fair**

Representatives from the employment unit attended the Norfolk State Spring Career Fair in Norfolk, VA on Thursday, February 26, 2009. The Production Manager and the Senior Editor, employees with substantial responsibility in the making of hiring decisions met with students regarding careers in the media. They accepted resumes, answered questions, and provided information about broadcasting careers in general and about careers with the employment unit in particular.

**(b) Initiative: Participated in Career/Internship Expo at Old Dominion University**

Two representatives from the employment unit attended the second annual Career Day Expo on January 29, 2009. The career and internship fair, held on the campus of Old Dominion University, was an opportunity to reach students to discuss career opportunities in the media and internships at WAVY/WVBT. The Newsroom Administrative Assistant and the Production Manager, an employee with substantial responsibility in the making of hiring decisions, accepted resumes and provided information about the internship program, broadcasting careers in general and about careers with the employment unit in particular.

**(c) Initiative: Howard University Media Sales Institute (NABEF)**

The Director of Diversity from LIN Television Corporation attended the Howard University Media Sales Institute (NABEF) in Washington, DC, June 11-12, 2008. The National Association of Broadcasters Education Foundation (NABEF) Media Sales Institute program was created for the express purpose of increasing the number of women and people of color in media sales. The Director of Diversity met with and addressed college seniors and graduating students pursuing a career in media sales regarding career opportunities with the stations owned by LIN Television.

**(d) Initiative: Participated in Career Fair at ECPI College of Technology**

Two representatives from the employment unit attended the ECPI Career Fair on May 13, 2009. The career fair, held on the Virginia Beach campus of ECPI, was an opportunity to reach students to discuss career opportunities in the media and internships at WAVY/WVBT. The Business Administrator and the Production Manager, an employee with substantial responsibility in the making of hiring decisions, accepted resumes and provided information about the internship program, broadcasting careers in general and about careers with the employment unit in particular.

**(e) Initiative: Internship Program**

The Internship Program is designed to assist members of the community to acquire skills needed for broadcast employment and provides college students, interested in mass communications, additional educational experience. Three separate internship sessions are conducted per year, during the fall and spring school semesters, and from June to August. In the past 12 months, June 1, 2008 through May 31, 2009, we had seven interns participate in this program. Colleges participating included Christopher Newport University, Hampton University, James Madison University, Liberty University, Longwood University, Lynchburg College, Messiah College, Norfolk State University, Old Dominion University, Radford University, Regent University, Shaw University, Thomas Nelson Community College, University of VA, Virginia Commonwealth University, Virginia Tech, Virginia Wesleyan College and William &

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Mary. This hands-on experience allows students to get an in-depth look into the field of broadcasting. Staff involved include: Kathy Hostetter, News Director; Dave Whitener, Production Manager; Jane Alvarez-Wertz, Internet Executive Producer; Bruce Rader, Sports Director; Jeremy Wheeler, Meteorologist; AND Nick Hasencz, Local Sales Manager. Students receive college credit for their participation.

**(f) Initiative:: Hampton Roads Young Achievers Scholarship Program**

The Hampton Roads Young Achiever program is designed to encourage and recognize young people who exhibit excellent character, community and school involvement, wise use of leisure time and a commitment to achieve their personal best.

Each week, a panel of judges selects a student who has been nominated for their outstanding character and effort. We then interview the student and produce a one-minute segment profiling their achievements.

By recognizing students for their hard work, motivation and responsibility, we hope to propel them on to better things. Everyone likes to be recognized and rewarded for their achievements, and sometimes this recognition can inspire students to set and attain even higher goals.

Students in grades 8 through 12 are eligible. We feature students from all over Hampton Roads, the Eastern Shore, and Northeast North Carolina. Since its inception, Hampton Roads Young Achievers has honored over 500 students.

In 2008 as part of our Hampton Roads Young Achiever program we award four \$1,000 college scholarships and six \$1,000 savings bonds. These are presented at our annual awards luncheon.