

**EEO PUBLIC FILE REPORT**

**FOR**

**WHRO-FM, WHRV  
Norfolk, Virginia**

This EEO Public File Report  
June 1, 2014 – May 31, 2015

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This EEO Public File Report is filed in Station WHRO-FM and WHRV 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, 2015, the station did not fill any full-time vacancies.

**Attachment A 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

### MENU OPTION ACTIVITIES

Station WHRO-FM & WHRV have 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>Education for older students remains the province of WHRO Education. WHRO's Online Course Service has developed 22 online, textbook-independent high school courses. A seven-week Online Teaching Methodology c Courses are regularly refreshed to align with current Virginia Standards of Learning and new courses are currently in development. In addition, three new eTextbooks are also in production for the current school year.</p> <p>With 10,000 enrollments in 2014, Virtual Virginia, a program of the Virginia Department of Education, features nearly 50 online Advanced Placement, world language, core academic, and elective courses. WHRO is the state Operations Center providing housing, contracting, and instructional design services, help desk support, video streaming and other virtual staffing.</p>

		<p>WHRO welcomed twelve of the area’s most creative minds into our studio May 9, 2015 for the WHRO Young Storytellers Awards Show and Reception, an event that congratulates local children for writing and illustrating their own original stories. This year marked the 21<sup>st</sup> year WHRO has held a writers and illustrators contest for students in Kindergarten through fifth grade. Over 400 entries were received this year.</p> <p>In partnership with United Way and their program United for Children, WHRO was host to twenty rising 5<sup>th</sup> graders from Tidewater Park Elementary School, which serves students from one of the poorest neighborhoods in South Hampton Roads. WHRO welcomed students for Friday activities that included a hands-on tour of the station and digital storytelling training.</p>
5	Internship Program	<p>As part of its community commitment to serve the public, WHRO works 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 32 college and high school internships and externships. The interns were placed in a variety of WHRO departments such as Television Programming and Production, Development, The WHRO Center for Regional Citizenship, Engineering, Master Control, Online Media, Information Technology, Radio, Music and Art Journalism and Educational Services. We hosted a college student during the summer of 2014 as a summer intern through the Virginia Association of Broadcasters’ (VAB) paid internship</p>

		program. WHRO's Internship Program is an on-going effort throughout the year.
8	Training Program	The Human Resources Officer and Staff Accountant attended job related and compliance seminars and webinars during this period related to the Affordable Care Act and Employment Law Updates, Employment and Benefit Laws seminars sponsored by our insurance broker, local legal firms and the local chapter of the Society for Human Resource Management. Some Staff attended the PBS Annual Conference in Austin, Texas in May 2015. The HR Officer who serves on the PMBA Board and the PMBA Board Content Committee and also the CFO will attend the PMBA Annual Conference in Washington, DC May 26 – 29, 2015.
11	Community events designed to inform/educate public of broadcasting careers.	<p>WHRO's Raising Readers Literacy Van, a cheerful, brightly colored vehicle featuring children's favorite PBS characters toured throughout our broadcast region. Inside the van, children find age appropriate books and games. The van made 57 visits during this period.</p> <p>WHRO in partnership with Old Dominion University hosted its Annual Great Computer Challenge. 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. Over 200 teams of 3-5 students participated in the challenges this year.</p> <p>WHRO's website has over 1,000 unique page visits a day and 351,730 unique visits annually and had 1,224,986</p>

		<p>podcast downloads in 2014.</p> <p>WHRO and Landmark Communications collaborated to produce and televise the 8<sup>th</sup> annual Virginian-Pilot Spelling Bee. Hosted by WHRV's Another View Host, Barbara Hamm Lee, 45 of Hampton Roads' finest young spellers competed in the live broadcast on our television channel TV15.</p>
14	<p>Management/Staff training in equal employment opportunity and career development training.</p>	<p>April 27, 2015, Kristina Vaquera, an attorney, with the local Firm of Jackson Lewis LLP whose practice focuses exclusively on labor and employment counseling and litigation. She provided onsite supervisory training for 28 participants. The training was HR 101 For Managers: Managing Your Workforce While Avoiding Legal Claims. She presented on (1) What's Happening at the EEOC, (2) Diversity and Inclusion, (3) Wage and Hour Refresher, and (4) Social Networking Rights, Responsibilities, and Policies in the Workplace.</p>