

**EEO PUBLIC FILE REPORT**

**FOR**

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

This EEO Public File Report  
June 1, 2022 – May 31, 2023

## 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, 2023, the station filled the following full-time vacancies:

- Host/Producer – Morning Edition**
- Junior Front-End Web Developer (Remote)**
- Technology Specialist**
- Television Broadcast Engineer**
- Radio Frequency Engineer**
- Instructional Designer**
- Children’s Services Outreach Specialist**
- Building Maintenance Technician**
- Broadcast Production Engineer**
- General Assignment Reporter**
- Digital Managing Editor**
- Administrative Assistant**
- Segment Producer**
- Beat Reporter (Military and Veteran)**

The station interviewed a total of 43 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 Career Website	17
Indeed (4,018 clicks)	3
Glassdoor	3
Resume.com	0
Simply Hired	0
LinkedIn	0
Facebook	0
Academy of Nonprofit Excellence	0
Association of Independents in Radio (AIR)	0
Corporation for Public Broadcasting (CPB)	0
Current / Public Media Jobs	0
Dice	0
Greater Public	0
Institute for Nonprofit News (INN)	0
National Association of Black Journalists (NABJ)	0
National Educational Telecommunications Association (NETA)	0

NTEN - Nonprofit Technology Enterprise Network	0
Online News Association (ONA)	0
Public Media Business Association (PMBA)	0
Public Media Journalists Association (PMJA)	0
Society of Broadcast Engineers (SBE)	0
Society of Broadcast Engineers - Hampton Roads Chapter (SBE 54)	0
Tech Jobs	0
Virginia Association of Broadcasters (VAB)	0
No Referral Source Listed	20

**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: Host/Producer – Morning Edition

Recruitment source that referred the hiree: WHRO Career Website

Date Vacancy Opened: 03/05/22

Filled: 06/27/22

Total number of persons interviewed for the vacancy: 9

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 Dina.Dodson@whro.org	6
Indeed (632 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Resume.com	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
LinkedIn	<a href="https://www.linkedin.com/company/whro">https://www.linkedin.com/company/whro</a>	
Facebook	<a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>	
AIR	<a href="https://airmedia.org/">https://airmedia.org/</a>	
CPB	<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>	
Current/Public Media Jobs	<a href="http://jobs.current.org">http://jobs.current.org</a>	
Greater Public	<a href="http://greaterpublic.org/jobs">greaterpublic.org/jobs</a>	
NETA	<a href="http://www.netaonline.org">www.netaonline.org</a>	
PMJA	<a href="http://pmja.org/submit-a-job-posting">pmja.org/submit-a-job-posting</a>	
VAB	<a href="http://www.Vabonline.com">www.Vabonline.com</a>	
No Referral Source Listed		3

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

Job Title of Vacancy: Junior Front-End Web Developer

Recruitment source that referred the hiree: WHRO Career Website

Date Vacancy Opened:12/20/21

Filled: 08/08/22

Total number of persons interviewed for the vacancy: 1

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 Dina.Dodson@whro.org	1
Indeed (1364 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Resume.com	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	

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

Job Title of Vacancy: Technology Specialist  
 Recruitment source that referred the hiree: Glassdoor  
 Date Vacancy Opened: 03/24/22  
 Filled: 07/11/22  
 Total number of persons interviewed for the vacancy: 11

Recruitment Source	Contact	Interviewed
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 Dina.Dodson@whro.org	3
Indeed (130 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	1
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	1
Resume.com	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
No Referral Source Listed		6



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

Job Title of Vacancy: Television Broadcast Engineer

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

Date Vacancy Opened: 06/16/22

Filled: 07/22/22

Total number of persons interviewed for the vacancy: 1

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 <a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>	1
Indeed (107 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Resume.com	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
SBE	<a href="http://www.sbe.org">www.sbe.org</a>	
SBE54	<a href="https://www.sbe54.org/">https://www.sbe54.org/</a>	
VAB	<a href="http://www.Vabonline.com">www.Vabonline.com</a>	
No Referral Source Listed		

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

Job Title of Vacancy: Radio Frequency Engineer

Recruitment source that referred the hiree: No Referral Source Listed

Date Vacancy Opened: 06/16/22

Filled: 09/17/22

Total number of persons interviewed for the vacancy: 1

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 <a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>	
Indeed (96 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Resume.com	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
SBE	<a href="http://www.sbe.org">www.sbe.org</a>	
SBE54	<a href="https://www.sbe54.org/">https://www.sbe54.org/</a>	
VAB	<a href="http://www.Vabonline.com">www.Vabonline.com</a>	
No Referral Source Listed		1

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

Job Title of Vacancy: Instructional Designer (2 positions)

Recruitment source that referred the hiree: Glassdoor, No Referral Source Listed

Date Vacancy Opened: 06/29/22

Filled: 08/22/22

Total number of persons interviewed for the vacancy: 3

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 <a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>	
Indeed (184 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	1
Resume.com	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
LinkedIn	<a href="https://www.linkedin.com/company/whro">https://www.linkedin.com/company/whro</a>	
Facebook	<a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>	
No Referral Source Listed		2

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

Job Title of Vacancy: Broadcast Production Engineer

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

Date Vacancy Opened: 07/29/22

Filled: 09/17/22

Total number of persons interviewed for the vacancy: 1

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 <a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>	1
Indeed (147 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Resume.com	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
SBE	<a href="http://www.sbe.org">www.sbe.org</a>	
SBE54	<a href="https://www.sbe54.org/">https://www.sbe54.org/</a>	
VAB	<a href="http://www.Vabonline.com">www.Vabonline.com</a>	
No Referral Source Listed		

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

Job Title of Vacancy: General Assignment Reporter

Recruitment source that referred the hiree: WHRO Career Website

Date Vacancy Opened: 07/29/22

Filled: 10/03/22

Total number of persons interviewed for the vacancy: 2

Recruitment Source	Contact	Interviewed
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 <a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>	1
Indeed (148 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Resume.com	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
LinkedIn	<a href="https://www.linkedin.com/company/whro">https://www.linkedin.com/company/whro</a>	
Facebook	<a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>	
INN	<a href="https://inn.org/jobs/">https://inn.org/jobs/</a>	
No Referral Source Listed		1

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

Job Title of Vacancy: Children's Services Outreach Specialist

Recruitment source that referred the hiree: WHRO Career Website

Date Vacancy Opened: 06/29/2022

Filled: 10/20/2022

Total number of persons interviewed for the vacancy: 3

Recruitment Source	Contact	Interviewed
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 Dina.Dodson@whro.org	1
Indeed (315 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	1
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Resume.com	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Facebook	<a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>	
No Referral Source Listed		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: 06/15/2022

Filled: 09/19/2022

Total number of persons interviewed for the vacancy: 1

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 Dina.Dodson@whro.org	
Indeed (86 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	1
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Resume.com	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Facebook	<a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>	
LinkedIn	<a href="https://www.linkedin.com/company/whro">https://www.linkedin.com/company/whro</a>	
No Referral Source Listed		

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

Job Title of Vacancy: Digital Managing Editor

Recruitment source that referred the hiree: No Referral Source Listed

Date Vacancy Opened: 09/20/2022

Filled: 01/09/2023

Total number of persons interviewed for the vacancy: 2

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 Dina.Dodson@whro.org	
Indeed (117 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Facebook	<a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>	
Corporation for Public Broadcasting (CPB)	<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>	
Greater Public	<a href="http://greaterpublic.org/jobs">greaterpublic.org/jobs</a>	
Virginia Assoc of Broadcasters (VAB)	<a href="http://www.Vabonline.com">www.Vabonline.com</a>	
Public Media Journalists Assoc (PMJA)	<a href="http://pmja.org/submit-a-job-posting">pmja.org/submit-a-job-posting</a>	
Assoc of Independents in Radio (AIR)	<a href="https://airmedia.org/">https://airmedia.org/</a>	
Institute for NonProfit News (INN)	<a href="https://inn.org/jobs/">https://inn.org/jobs/</a>	
No Referral Source Listed		2



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

Job Title of Vacancy: Administrative Assistant  
 Recruitment source that referred the hiree: Indeed  
 Date Vacancy Opened: 01/10/23  
 Filled: 03/07/23  
 Total number of persons interviewed for the vacancy: 4

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 Dina.Dodson@whro.org	1
Indeed (431 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	1
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Facebook	<a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>	
LinkedIn	<a href="https://www.linkedin.com/company/whro">https://www.linkedin.com/company/whro</a>	
Academy of Nonprofit Excellence Newsletter	<a href="mailto:anpe@tcc.edu">anpe@tcc.edu</a>	
No Referral Source Listed		2

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

Job Title of Vacancy: Segment Producer  
 Recruitment source that referred the hiree: No Referral Source Listed  
 Date Vacancy Opened: 09/29/2022  
 Filled: 01/09/2023  
 Total number of persons interviewed for the vacancy: 2

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 Dina.Dodson@whro.org	
Indeed (88 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Facebook	<a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>	
LinkedIn	<a href="https://www.linkedin.com/company/whro">https://www.linkedin.com/company/whro</a>	
Corporation for Public Broadcasting (CPB)	<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>	
Greater Public	<a href="http://greaterpublic.org/jobs">greaterpublic.org/jobs</a>	
Virginia Assoc of Broadcasters (VAB)	<a href="http://www.Vabonline.com">www.Vabonline.com</a>	
Public Media Journalists Assoc (PMJA)	<a href="http://pmja.org/submit-a-job-posting">pmja.org/submit-a-job-posting</a>	
Assoc of Independents in Radio (AIR)	<a href="https://airmedia.org/">https://airmedia.org/</a>	
National Educational Telecommunications Assoc (NETA)	<a href="http://www.netaonline.org">www.netaonline.org</a>	
No Referral Source Listed		2

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

Job Title of Vacancy: Beat Reporter (Military and Veteran)

Recruitment source that referred the hiree: WHRO Career Website

Date Vacancy Opened: 11/03/2022

Filled:03/06/2023

Total number of persons interviewed for the vacancy: 2

<b>Recruitment Source</b>	<b>Contact</b>	<b>Interviewed</b>
WHRO Career Website 5200 Hampton Blvd. Norfolk, VA 23508	Dina Dodson, 757.889.9371 Dina.Dodson@whro.org	2
Indeed (173 Clicks)	Paycom ATS Zachary Sandoval, 877.729.7373 Zachary.sandoval@paycomonline.com	
GlassDoor	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Simply Hired	Paycom ATS Zachary Sandoval, 877.729.7373 <a href="mailto:Zachary.sandoval@paycomonline.com">Zachary.sandoval@paycomonline.com</a>	
Facebook	<a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>	
LinkedIn	<a href="https://www.linkedin.com/company/whro">https://www.linkedin.com/company/whro</a>	
Corporation for Public Broadcasting (CPB)	<a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>	
Greater Public	<a href="http://greaterpublic.org/jobs">greaterpublic.org/jobs</a>	
Virginia Assoc of Broadcasters (VAB)	<a href="http://www.Vabonline.com">www.Vabonline.com</a>	
Public Media Journalists Assoc (PMJA)	<a href="http://pmja.org/submit-a-job-posting">pmja.org/submit-a-job-posting</a>	
Assoc of Independents in Radio (AIR)	<a href="https://airmedia.org/">https://airmedia.org/</a>	
Institute for NonProfit News (INN)	<a href="https://inn.org/jobs/">https://inn.org/jobs/</a>	
Journalism Jobs and a Photo of My Dog	<a href="https://journojobs.substack.com/">https://journojobs.substack.com/</a>	
No Referral Source Listed		

**ATTACHMENT B**

**MENU OPTION ACTIVITIES**

Station WHRO-TV, WHRO-FM, WHRV-FM, WFOS-FM 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>06/30/22 and 07/07/22 – Students from Kecoutan High School were given tours of the station to learn about careers in public broadcasting.</p> <p>06/30/22 - Hampton Student Career Day tours of the station</p> <p>07/06/22 – Girl Scouts Media Group tour of the station</p> <p>07/14/22 – Students from Hampton High Schools were given tours of the station to learn about careers in public broadcasting.</p> <p>07/7/22 – Station tour for Hampton, Summer Career Program, 27 students</p> <p>07/14/22 – Station tour for Hampton, Summer Career Program, 12 students</p> <p>08/19/22 – Sister Cities Delegation, hosted committee of psychologists from Poland. A presentation and tour of the station were given.</p> <p>01/3/23 – Station tour for Hampton, Bethel High Journalism, 13 students</p> <p>01/4/23 – Station tour for Hampton, Bethel High Journalism, 18 students</p> <p>04/27/23 – Six students from An Achievable Dream Academy visited the station from 9:00 am – 1:00 pm for their Annual Job Shadow Day.</p> <p>05/02/23 – Station tour for Virginia Beach, Renaissance Academy Math, 10 students</p> <p>05/15/23 – FM Radio Producer/Announcer and Multimedia Marketing Producer attended career day at Bowling Elementary.</p>

5	Internship Program	<p>Liberty University intern joined the Marketing Dept. for Summer 2022 Strategic Communications Internship, 05/31/22 – 08/19/22, scheduled 180 hours for 3 credit hours.</p> <p>Propublica Fellowship awarded to Brandi Kellam to work with WHRO’s VCIJ as Investigative Journalist Fellow, 11/01/22 – 10/31/23.</p>
8	Career development training	<p>08/2022 - Storyline 360 Basic Training attended by Instructional Designers (2). Virtually attended by Technology Specialist.</p> <p>08/2022 - Storyline 360 Advanced Training attended by Instructional Designers (2). Virtually attended by Technology Specialist.</p> <p>CPB Harassment training completed by all staff – due by Sept 30, 2022</p> <p>Second Wednesday of each month, April 2022 – October 2022: Tidewater Community College gave a 4-hour presentation on Ken Blanchard’s Situational Leadership II Concepts, assisting over 10 employees in various departments to grow in their jobs.</p> <p>November/December 2022 – VP Digital Strategies completed three courses 1) Fundamentals - Overview and Constituent Management/Blackbaud Luminate Online. 2) Fundamentals - Data Analysis / Blackbaud Luminate Online, 3) Fundamentals - Email / Blackbaud Luminate Online</p> <p>04/2023 – Administrative Assistant attended three courses through American Management Association – Taking Effective and Accurate Meeting Minutes, Excel Training Series, Making Data-Informed Decisions for Your Nonprofit.</p> <p>Web AIM Accessible Documents Course attended by Instructional Designers (2) and Technology Specialist.</p> <p>Director, Business Intelligence attended the following and was certified in each:  7/29/22 Blackbaud University Basics of Prospect Insights/Raiser's Edge NXT  12/14/22 Snowflake Webinar: Data Engineering Virtual Hands-On Lab  3/15/23 CDP Webinar: Unlocking the Philanthropic Potential of Your Donor File</p>

		<p>3/23/23 CDP Webinar: Beyond Pledge - How To Leverage Omnichannel Fundraising to Grow Membership</p> <p>10/17-18/23 BBCON Blackbaud Tech Conference, various sessions</p> <p>September 21 - Vice President, Digital Strategies attended Grove: Demo of PBS/Joint Licensee Features</p> <p>Digital Engagement Manager attended the following:  09/09/22 - Introducing Station Video Portal Redesign Webinar (PBS)  11/02/22 - Fundamentals – Email/Blackbaud Luminate Online  05/16-19/23 - NPR Grove Station Training</p> <p>Data Strategist attended the following:  10/19/22 - product update briefings for Blackbaud Raiser's Edge NXT and Luminate Online  10/20/22 - product update briefings for Blackbaud Data Analysis  04/26/23 - product update briefings for Blackbaud Raiser's Edge NXT and Luminate Online  04/27/23 - product update briefings for Blackbaud Data Analysis</p> <p>VP of Digital Learning attended the following:</p> <ul style="list-style-type: none"> <li>• Spice Up Your Articulate 360 e-Learning (Webinar), 06/22/22</li> <li>• Assessment and Accountability in Virginia Summit (VASCD), 07/19/22</li> <li>• Digital Equity and Its Role in Preparing Students for Life (Webinar), 11/16/22</li> <li>• Canva Create 2023 (Virtual), 03/23/23</li> <li>• DLC Webinar: AI and Chatbots in Online and Blended Learning: Revolutionizing the Education Landscape (Webinar), 04/13/23</li> <li>• Public Media Diversity Leader’s Initiative Training, 02/1/23, 03/29/23, 04/26/23, 05/24/23</li> <li>• VASCD’s Content Forum - Supervisor Edition,06/06/23</li> </ul> <p>Director of Digital Learning attended the following:</p> <ul style="list-style-type: none"> <li>• Teachers Making the Shift to Equitable, Learner-Centered Education: Harnessing Mental Models, Motivations, and Moves (iNACOL), 10/11/22</li> <li>• Canva Create (Canva), 03/23/23</li> </ul>
--	--	--

<p>14</p>	<p>Training Program and Management/Staff training in equal employment opportunity</p>	<p>Chief Content Officer completed the Public Media Diversity Leaders Initiative (POMDLI) in June 2022, which started in February 2022.</p> <p>DEIB Committee presented the following lunchtime presentations:</p> <p>06/22/22 - Juneteenth celebration – history lesson and handouts</p> <p>10/10/22 - Indigenous Peoples Day luncheon - showcasing the Nansemond Tribe</p> <p>02/14/23 - Black History Month luncheon - showcasing Diverse Production and Outreach Senior Producer, and her Black history work.</p> <p>02/15/23 Black History Month luncheon - showcasing Curates’ programs that celebrate Black history</p> <p>05/03/23 - Asian Pacific American Heritage Month luncheon - showcasing the Philippines, it’s people &amp; culture &amp; traditional food</p> <p>07/20/23 - All-Staff DEI training from VCIC on <i>Addressing Microagressions</i></p>
-----------	---	--