

WGNT, WTKR

EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Control Technician	1, 7, 11-12, 23-26, 32-33, 36, 41, 43-46, 48-50, 64	64
Editor	1, 10, 14, 17, 21, 23, 28, 46, 54, 56, 60-61, 63, 66	63
Reporter	1-3, 9-10, 14, 17, 21, 23, 27-29, 37, 46, 51, 54, 56, 60-61, 63-64, 66	64
Reporter	1-2, 7-8, 10, 13-14, 17, 21, 23, 27, 29, 31-33, 36-37, 43, 46, 48, 52, 54, 56, 60-61, 63, 66	46
Reporter	1-2, 10, 14, 17, 21, 23, 27-29, 31, 37, 40, 42, 46, 54, 56, 60-61, 63-64, 66	64
Reporter	1-2, 10, 14, 17, 21, 23, 27-29, 31, 37, 46, 54, 56, 60-61, 63-64, 66	64
Producer	1-2, 4, 7-11, 13-14, 17, 21, 23, 25, 27-29, 31-34, 36-38, 43-44, 46, 50, 54, 56, 60-61, 63, 66	63
Meteorologist	1, 6-8, 10, 14, 17, 21, 23, 32-33, 36-37, 46, 49-50, 52, 54, 56, 60-61, 63, 66	37
Photojournalist	1, 7-10, 14, 17, 21, 23, 27-28, 31-33, 36-37, 41, 43-44, 48, 50, 52, 54, 56, 60-61, 63, 66	63
Photojournalist	7-9, 14, 17, 21, 32-33, 36, 43-46, 49-50, 52, 54, 56, 60-61, 63, 66	63
Photojournalist	7-9, 13-14, 17, 21, 32-33, 36, 43-45, 52, 54, 56, 60-61, 63, 66	63
Producer	1-2, 14, 17, 21, 23, 27-29, 37-38, 46, 54, 56, 60-61, 63, 66	37
Producer	1, 6-10, 13-14, 17, 21, 23, 32-33, 36-37, 43-46, 49-50, 52, 54, 56, 60-61, 63-64, 66	64
Digital Control Technician	1, 14, 17, 21, 23, 46, 54, 56, 60-61, 63-64, 66	64
Production Technician	1, 14, 17, 21, 23, 46, 54, 56, 60-61, 63, 66	63
Production Technician	1, 14, 17, 21, 23, 46, 54, 56, 60-61, 63-64, 66	63
Graphics Artist	63-64	64
National Sales Assistant	39, 51, 64	64
National Sales Assistant	39, 51	39
Digital Control Technician	46, 63-64	64

WGNT, WTKR
EEO PUBLIC FILE REPORT

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Digital Control Technician	1, 14, 17, 21, 46, 51, 54, 56, 60-61, 63-64, 66	64
Digital Control Technician	1, 7-8, 11-14, 17, 21, 23-24, 26, 32-33, 36, 41, 43-46, 48-50, 64	64
Internet Account Executive	35, 37, 39, 63-65	35
Account Executive	1, 5-9, 13-14, 17, 21, 32-33, 36, 39, 41, 43-50, 54, 56, 60-61, 63, 65-66	63
Account Executive	1, 5, 7-9, 13-14, 17, 21, 32-33, 36, 39, 41, 43-50, 54, 56, 60-61, 63, 66	63
Account Executive	1, 5, 8-9, 13-14, 17, 21, 32-33, 36, 39, 41, 43-50, 52, 54, 56, 60-61, 63, 66	39
Traffic Coordinator	39, 51, 63	39

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	7 Cities 1046 Manchester Ave Norfolk, Virginia 23508 Phone : 757-630-0652 Email : Fax : Manual posting Career Services	N	3
2	A.W.R.T. Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703-506-3290 Email : Fax : Manual posting National Headquarters	N	0
3	Bell Talent 114 S. Irena Avenue, Suite 4 Redondo Beach, California 90277 Phone : 310-543-0300 Email : Fax : Roger Bell	N	1
4	Broadcasting & Cable Magazine 28 E. 28th St. 12th Floor New York, New York 10016 Phone : 212-378-0400 Ext. 517 Email : zmajma@nbmedia.com Fax : 1-866-416-4744 Zahara Majma	N	0
5	Broadcasting Institute of MD 7200 Harford Road Blatimore, Maryland 21234 Phone : 410-254-2770 Email : nb@bim.org Fax : 1--- Norman Brooks	N	0
6	Bryant & Stratton 301 Centre Pointe Drive Virginia Beach/Hampton, Virginia Phone : 757-499-7900 Email : anpress@bryantstratton.edu Fax : 1--- Aretha Press	N	0

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Christopher Newport University 1 University Place Newport News, Virginia 23606 Phone : 757-594-8859 Email : Fax : Manual posting Monica Nolan	N	0
8	City of Portsmouth 801 Crowford Street Portsmouth, Virginia 23704 Phone : 757-453-337 Email : comices@portsmouthva.gov Fax : 1-757-233-8748 Dee Wright	N	0
9	College of William & Mary PO Box 8795 Williamsburg, Virginia 23185 Phone : 757-221-3231 Email : career@wm.edu Fax : 1--- Pam Garrette	N	0
10	Daily Press/Career Builder 7505 Warwick Blvd. Newport News, Virginia 23607 Phone : 757-247-4702 Email : jcunnison@dailypress.com Fax : 1-757-928-0354 Jennifer Cunnison	N	0
11	Department of Veterans Affairs 2551 Eltham Avenue Suite E Norfolk, Virginia 23513 Phone : 757-858-5154 Ext. 119 Email : anthony.lorusso@va.gov Fax : 1--- Anthony Lorusso	N	0
12	ECPI Online Campuses in VA, NC & SC Virginia Phone : 757-419-3918 Email : Mhackler@ecpi.edu Fax : 1--- Career Services	N	0

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Hampton University 114 Wigwam Building Hampton, Virginia 23668 Phone : 757-727-5250/5331 Email : sharon.epps@hampton.edu Fax : 1-757-727-5969 Sharon Epps	N	0
14	KDVR-TV 100 East Speer Blvd Denver, Colorado 80203 Phone : 303.566.7664 Email : jennifer.qguirre@kdvr.com Fax : 1--- Jennifer Aguirre	N	0
15	KDVR-TV 100 East Speer Blvd Denver, Colorado 80203 Phone : 303.566.7658 Email : mercedes.romero@kdvr.com Fax : 1--- Mercedes Romero	N	0
16	KFOR 444 E Britton Road Oklahoma City, Oklahoma 73114 Phone : 405424444 Email : shannon.gottschalk@kfor.com Fax : 1--- Shannon Gottschalk	N	0
17	KFOR 444 E Britton Road Oklahoma City, Oklahoma 73114 Phone : 405424444 Email : jim.boyer@kfor.com Fax : 1--- Jim Boyer	N	0
18	KFOR 444 E Britton Road Oklahoma City, Oklahoma 73114 Phone : 405424444 Email : christie.jones@kfor.com Fax : 1--- Christie Jones	N	0

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	KFOR 444 E Britton Road Oklahoma City, Oklahoma 73114 Phone : 405424444 Email : joe.kozlowski@kfor.com Fax : 1--- Joe Kozlowski	N	0
20	KFSM 4201 N Shiloh Drive Suite 169 Fayetteville, Arizona 72703 Phone : 4797833131 Email : patty.jewell@kfsm.com Fax : 1--- Patty Jewell	N	0
21	KFSM 4201 N Shiloh Drive Suite 169 Fayetteville, Arizona 72703 Phone : 4797833131 Email : rick.bagley@kfsm.com Fax : 1--- Rick Bagley	N	0
22	KFSM 4201 N Shiloh Drive Suite 169 Fayetteville, Arizona 72703 Phone : 4797833131 Email : van.comer@kfsm.com Fax : 1--- Van Comer	N	0
23	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Email : Fax : Manual posting Career Services	N	0
24	NAACP/Chesapeake Branch PO Box 1531 Chesapeake, Virginia 23327 Phone : 757-549-3636 Email : Fax : Manual posting Helena Dodson	N	0

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	NAACP/Norfolk Branch 909 B Marshall Ave. Norfolk, Virginia 23504 Phone : 757-627-1096 Email : naacpnorfolk@verizon.net Fax : 1--- James Rivers	N	0
26	NAACP/Virginia Beach Branch PO Box 61114 Virginia Beach, Virginia 23466 Phone : 757-490-7799 Email : vabnaacp@netzero.net Fax : 1--- Georgia Allen	N	0
27	National Association of Black Journalists 8107-A Adelphi Road Adelphi, Maryland 20783 Phone : 301-445-7100 Email : Fax : Manual posting Career Services	N	0
28	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5361 Email : Fax : Manual posting Rumana Sultana	N	0
29	National Association of Hispanic Journalists 395 W Lindsay Mnorman, Oklahoma 73019 Phone : 405-325-6412 Email : william.haney@naja.com Fax : 1--- William Haney	N	0
30	National Association of Hispanic Journalists 100 National Press Building Washington, District of Columbia 20045 Phone : 202-622-7460 Email : Fax : Manual posting Paulo Luizaga	N	0

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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31	Native American Journalists Association 801 Crawford Street Portsmouth, Virginia 23704 Phone : 757-393-3826 Email : jharjo@ou.edu Fax : 1--- Jeff Harjo	N	0
32	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Phone : 757-823-8462/8600 Email : Fax : Manual posting James Tallmadge	N	0
33	ODU Career Mgt Center Web Center, Suite 2202 Norfolk, Virginia 23529 Phone : 757-683-4388 Email : Fax : Manual posting Ebonie Couther	N	0
34	Previous Intern	N	1
35	Referral George Kayes	N	2
36	Regent University 1000 Regent University Drive Virginia Beach, Virginia 23464 Phone : 757-352-4127 Email : lboyd@regent.edu Fax : 1--- Career Services	N	0
37	Resume on File	N	47
38	RTNDA 529 14th Street, NW Suite 425 Washington, District of Columbia 20045 Phone : 202-659-6510 Email : Fax : Manual posting Career Services	N	0

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Spots N Dots 600 West Peachtree Street, NW Suite 350 Atlanta, Georgia 30308 Phone : 1-888-884-2360 Email : Fax : Manual posting Emily McKay	N	10
40	Sprugel Management 10304 NE 97th Terrace Kansas City, Missouri 64157 Phone : 8167818888 Email : Fax : John Sprugel	N	1
41	Stop Organization 2551 Alameda Ave Norfolk, Virginia 23513 Phone : 757-858-1360 Email : mbrown@stopinc.org Fax : 1-757-858-1389 Mona Brown	N	0
42	The Naso Group 19501 East Country Club Drive #108 Aventura, Florida 33180 Phone : 3056820564 Email : Fax : Michael Naso	N	2
43	Thomas Nelson Comm College PO Box 9407 Hampton, Virginia 23670 Phone : 757-865-5878 Email : albertinif@tncc.edu Fax : 1--- Franz Albertini	N	0
44	Tidewater Community College 1428 Cedar Road Chesapeake, Virginia 23322 Phone : 757-822-7229 Email : bbrock@tcc.edu Fax : 1--- Babi Brock	N	0

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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45	Tidewater Technical 2697 Dean Drive Suite 100 Virginia Beach, Virginia Phone : 757-490-3151 Ext255 Email : careercvab@centura.edu Fax : 1-757-497-6503 Crystal Coombs	N	0
46	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 1 800-374-0119 Email : Fax : Manual posting Career Services	N	26
47	TVB 3 East 54th Street 10th Floor New York, New York 10022 Phone : 212-891-2218 Email : tiphany@tvb.org Fax : 1-212-935-5631 Tiphany Jones	N	0
48	Urban League of Hampton Roads 830 Goff Street Norfolk, North Carolina 23504 Phone : 757-627-0864 Email : swilson@ulhr.org Fax : 1--- Steve Wilson	N	0
49	Virginia Employment Commission/Hampton 600 Butler Farm Road - Suite B Hampton, Virginia 23666 Phone : 757-886-2855 Email : stephen.larosee@vec.virginia.gov Fax : 1-757-865-5824 Stephen LaRosee	N	0
50	Virginia Employment Commission/Norfolk & Norfolk 5145 East Virginia Beach Boulevard Norfolk, Virginia 23502 Phone : 757-455-3943 Email : teri.stankey@vec.virginia.gov Fax : 1-757-455-3990 Teri Stankey	N	0

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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51	Virginia Pilot Classifieds/ Pilotonline.com 150 West Brambleton Avenue Norfolk, Virginia 23510 Phone : 757-446-2000 Email : sameerah.brown@pilotonline.com Fax : 1--- Sameerah Brown	N	5
52	Virginia Wesleyan 1584 Wesleyan Drive Norfolk, Virginia 23502 Phone : 757-455-3200 Email : ljhines@vwc.edu Fax : 1--- Lj Hines	N	0
53	WHOTV 1801 Grand Ave. Des Moines, Iowa 50309 Phone : 5152423500 Email : rebecca.jess@whotv.com Fax : 1--- Rebecca Jess	N	0
54	WHOTV 1801 Grand Ave. Des Moines, Iowa 50309 Phone : 5152423500 Email : mary.braga@whotv.com Fax : 1--- Mary Braga	N	0
55	WHOTV 1801 Grand Ave. Des Moines, Iowa 50309 Phone : 5152423500 Email : dale.woods@whotv.com Fax : 1--- Dale Woods	N	0
56	WNEP 16 Montage Mountain Road Moosic, Pennsylvania 18507 Phone : 5703467474 Email : dennis.belsky@wnep.com Fax : 1--- Dennis Belsky	N	0

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
57	WNEP 16 Montage Mountain Road Moosic, Pennsylvania 18507 Phone : 5703467474 Email : shawn.dunn@wnep.com Fax : 1--- Shawn Dunn	N	0
58	WNEP 16 Montage Mountain Road Moosic, Pennsylvania 18507 Phone : 5703467474 Email : debbie.drechin@wnep.com Fax : 1--- Debbie Drechin	N	0
59	WNEP 16 Montage Mountain Road Moosic, Pennsylvania 18507 Phone : 570 Email : denise.slack@wnep.com Fax : 1--- Denise Slack	N	0
60	WREG 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 9015432111 Email : debbie.bringe@wreg.com Fax : 1--- Debbie Bringle	N	0
61	WREG.com 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : Email : george.brown@wreg.com Fax : 1--- George Brown	N	0
62	WREG.com 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 901-543-2138 Email : robin.hays@wreg.com Fax : 1-901-543-2350 Robin Hays	N	0

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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63	WTKR 720 Boush Street Norfolk, Virginia 23510 Phone : 757-446-1334 Email : pamela.weaver@wtkr.com Fax : 1-757-626-1048 Pamela Weaver	N	64
64	WTKR/Employee Referral	N	40
65	WTKR/Manager Referral	N	4
66	WTVR 3301 West Broad Street Richmond, Virginia 23230 Phone : 8072543600 Email : bmuoio@wtvr.com Fax : 1--- Betty Muoio	N	0
67	WTVR 3301 West Broad Street Richmond, Virginia 23230 Phone : Email : kparker@wtvr.com Fax : 1--- Kenyatta Parker	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			206

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/2/2010	Establishment of an intern program designed to assist members of the community	<p>Summer 2010 Internship Program</p> <p>The NewsChannel 3 Internship Program is designed to supplement college classroom lessons with hands-on experience in television news, production, sales, administration, engineering 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, for information about the internship program.</p>	2	Barbara Ciara Anchor/Intern Cordinator Pamela Weaver Benefits/Payroll	1.00
2	9/6/2010	Establishment of an intern program designed to assist members of the community	<p>2010 Fall Internship Program</p> <p>The NewsChannel 3 Internship Program is designed to supplement college classroom lessons with hands-on experience in television news, production, sales, administration, engineering 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, for information about the internship program.</p>	2	Barbara Ciara Anchor/Intern Cordinator Pamela Weaver Benefits/Payroll	1.00

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	9/17/2010	Participation in Job Fairs	Fall 2010 Career Fair at The College of William and Mary Friday, September 17th, Noon to 4:00 p.m. in the Sadler Center. The purpose of the Fair is to connect employers with potential candidates for full-time employment and/or internships for all undergraduate (all majors), and graduate students.	3	Pamela Weaver Benefits/Payroll Jennifer Crabtree Controller Josue Cruz Editor	0.25
4	9/25/2010	Participation in events sponsored by community groups	Virginia Crime Stoppers Association Conference-Conference Organizer and Mistress of Ceremonies	1	Juliet Bickford Anchor/Reporter	0.25
5	9/30/2010	Participation in Job Fairs	Hampton University 2010 Career, 10 a.m. - 3 p.m. Thursday, September 30, at the HU Convocation Center.	3	Pamela Weaver Benefits/Payroll Jennifer Crabtree Controller	0.25
6	10/14/2010	Participation in Job Fairs	Norfolk State University's Fall 2010 Career Fair. Thursday, October 14, 10:30 a.m. to 2:00 p.m., New Student Center.	6	Pamela Weaver Benefits/Payroll Jennifer Crabtree Controller Kevin Rafferty Operations Manager Ted Alexander Sports Reporter	0.25
7	11/26/2010	Sponsorship of events in the community designed to increase public awareness	2010 Fall Special Olympics at Norfolk Academy	1	Anjali Hemphill Reporter	0.50

WGNT, WTKR
EEO PUBLIC FILE REPORT

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8	3/10/2011	Establishment of an intern program designed to assist members of the community	<p>Spring 2011 Internship Program</p> <p>The NewsChannel 3 Internship Program is designed to supplement college classroom lessons with hands-on experience in television news, production, sales, administration, engineering 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, for information about the internship program.</p>	2	Barbara Ciara Anchor/Intern Cordinator Pamela Weaver Benefits/Payroll	1.00
9	5/1/2011	Sponsorship of events in the community designed to increase public awareness	St Jude Deam Home Givaway-Helped Generate more than a million dollars for St Jude Childrens Hospital, \$100 to enter the Dream Home Giveway & one of our viewers won a home!	1	William Varnier Creative Services Director	0.50
10	5/8/2011	Sponsorship of events in the community designed to increase public awareness	Military Concert Series-Helps promote concerts at local military bases throughout Hampton Roads, helps with Earth, Wind & Fire 5/8 & 5/13	1	William Varnier Creative Services Director	0.50
11	5/14/2011	Participation in scholarship programs	The 200 Plus Men Annual Honors Scholarship Breakfast At Hampton Convention Center	1	Kurt Williams Anchor/Reporter	1.00
12	5/17/2011	Provision of training to management	BCFM Conference-EEO Compliance Session	1	Jennifer Crabtree Controller	1.00

WGNT, WTKR
EEO PUBLIC FILE REPORT

June 1, 2010 - May 31, 2011

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13	5/20/2011	Participation in events or programs sponsored by educational institutions	Great Bridge Primary Career Day	1	Myles Henderson Meteorologists	0.25
TOTAL POINTS OVER REPORTING PERIOD:						7.75