

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 25, 2008 to July 24, 2009.

1) Employment Unit: SKY Television, LLC

2) Unit Members (Stations and Communities of License): WSKY-TV/ Manteo, NC

3) EEO Contact Information for Unit Member:

Mailing Address: 920 Corporate Lane Chesapeake, VA 23320	Telephone Number: 757-382-0004
	Contact Person/Title: Ed Marlowe/ Dir. Of Programming/ Promotion
	E-mail Address: edward@4hamptonroads.com

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

Job Title	Recruitment Source Referring Hiree
1. Account Executive	www.vartv.com
2. Account Executive	www.4hamptonroads.com
3. Account Executive	www.4hamptonroads.com
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Station WSKY-TV is an Equal Opportunity Employer.

5) Job Title: Account Executive

Referral Source(s) of Hire: www.vartv.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
VARTV.com	Robert Corbin	1725 Live Oak Terrace, Va Beach, VA 23456	757-427-2317	1	No
Elizabeth City State University	Brutus Jackson	1704 Weeksville Road Elizabeth City, NC 27909	252-335-3287	0	Yes
Hampton Roads Black Media Professionals	Chris Watson	PO Box 2622, Norfolk, VA 23501		0	No
Hampton University	Career Center	114 Wigwam Building, Hampton, VA 23668	757-722-5331	0	No
Old Dominion University	Tom Wunderlich	2202 Webb University Center, Norfolk, VA 23529	757-483-4388	11	Yes
Norfolk State University	Career Services	700 Park Avenue, Norfolk, VA	757-823-8462	8	No
Thomas Nelson Community College	Anne Stein	PO Box 9407, Hampton, VA 23670	757-825-2857	0	No
WSKY-TV Website	Ed Marlowe	920 Corporate Lane, Chesapeake, VA 23320	757-382-0004	3	No

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6) Total # of Interviewees Referred: For the period from July 25, 2008 to July 24, 2009, this Employment Unit interviewed 47 interviewees for full-time job vacancies

7) Supplemental Recruitment Initiatives.

(a) Initiative: Staff Training Program

Beginning in December of 2003, WSKY-TV implemented a voluntary training program for members of the WSKY-TV staff. The training is conducted by Wade Powell & Associates, an accredited Dale Carnegie training facility. The station offers the training to its staff at no cost, taking on all of the financial responsibility itself. WSKY creates opportunities, for this described training, on a quarterly basis. The purpose of the training is to give the staff members an opportunity to develop business and personal skills that will enhance their personal and professional lives. The station's expectation is that the development of these skills will prepare the staff for higher level positions and encourage the staff to develop and grow within the company.

(b) Initiative: Internship Program

Beginning in August of 2004, WSKY-TV implemented an internship program with Elizabeth City State University, The College of the Albemarle and Old Dominion University. The program involves partnerships with the communications departments at the schools. Students and recent graduates are given opportunities to train within the WSKY-TV operations and productions departments and gain valuable job skills necessary to pursue careers within the broadcast community.

(c) Initiative: Job Fair

Date of Participation: October 02, 2008

Participating Employees: Director Of Programming/ Promotions, Marketing Director

Sponsor of Job Fair: Old Dominion University

Brief Description:

This job fair was held to allow the general public the opportunity to meet with area businesses to discuss available full-time and part-time job openings. WSKY-TV staff collected resumes and spoke with people about career opportunities and internships, not only at our station, but within the broadcast field.

(d) Initiative: Job Fair

Date of Participation: October 16, 2008

Participating Employees: Director of Programming/ Promotions, Marketing Director

Sponsor of Job Fair: Norfolk State University

Brief Description:

This job fair was held to allow the students of Norfolk State University the opportunity to meet with area businesses to discuss available full-time and part-time job openings. WSKY-TV staff collected resumes and spoke with students about career opportunities and internships, not only at our station, but within the broadcast field.

(e) Initiative: Job Fair

Date of Participation: February 26, 2009

Participating Employees: Director Of Programming/ Promotions, Marketing Director

Sponsor of Job Fair: Norfolk State University

Brief Description:

This job fair was held to allow the students of Norfolk State University the opportunity to meet with area businesses to discuss available full-time and part-time job openings. WSKY-TV staff collected resumes and spoke with students about career opportunities and internships, not only at our station, but within the broadcast field.

(f) Initiative: Job Fair

Date of Participation: March 18, 2009

Participating Employees: LSM, Marketing Director

Sponsor of Job Fair: Old Dominion University

Brief Description:

This job fair was held to allow the students of Old Dominion University the opportunity to meet with area businesses to discuss available full-time and part-time job openings. WSKY-TV staff collected resumes and spoke with students about career opportunities and internships, not only at our station, but within the broadcast field.

(g) Initiative: EEO Training

Date of Participation: July 23, 2009

Participating Employees: Director of Programming/ Promotions

Title of Workshop: "Keeping up with the Changes in Veterans and Disability Requirements"

Brief Description:

Web based workshop which featured leading EEO attorneys explaining how changes in EEO law are affecting the workplace. Topics included: Trends in veterans and disability requirements. Methods for attracting more qualified veterans and persons with disabilities as applicants. This topic has a huge impact on our market due to the number of active and retired military personnel in our viewing area.