

Annual EEO Public File Report Form

WRLH, Richmond, Virginia

Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WRLH, Richmond, VA and is required to be placed in the public inspection files of this station, and posted on its website, if the station has a website.

The information contained in this Report covers the time period beginning 06/01/06 to and including 05/31/07 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section(s) 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer, and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 6/1/06 to 05/31/07

Station Comprising Station Employment Unit: WRLH, Richmond, VA

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree(s)	Total Number of Interviewees from all sources for this position
1	Account Executive (5)	Referral (4) Sinclair Web-Site (1)	12 persons Interviewed
2	Master Control (4)	RTimesDispatch(1) Sinclair Web-Site (3)	15 persons Interviewed
3	Traffic Clerk(3)	RTimesDispatch(2) Walk-In(1)	6 persons Interviewed
4	National Sales Mgr (1)	Current Employee(1)	3 persons Interviewed
5	TV Commercial Producer/Video(1)	Sinclair Web-Site(1)	9 persons Interviewed
6	National Sales Assistant(1)	Current Employee(1)	8 persons Interviewed
7	Local Sales Assistant(1)	Sinclair Web-Site(1)	4 persons Interviewed

Total Number of Persons Interviewed During Applicable Period: 57

Appendix 2 to

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Covering the Period from 6/01/06 to
05/31/07

Station Comprising Station Employment Unit: WRLH, Richmond, VA

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees this Source has provided during this Period(If any)	Full-Time Positions for which this source was utilized
A	Virginia Employment Commission 703 E. Main Street, Richmond, VA 23218 (804)786-1485	0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
B	NAACP, Job Placement, P.O. Box 2112 Mechanicsville, VA 23116 (804)798-9798 www.hcbnaacp.org	0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant. Local Sales Assistant

C	Virginia Commonwealth Univ. Job Placement, 907 Floyd Ave., RM. 143 Richmond, VA 23284 (804)828-1645 Contact: Tiara Gantt	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
D	Referral	7 1 1 0 1 2 1	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
E	Richmond Times-Dispatch Newspaper 301 E. Franklin St., Richmond, VA 23261 (804) 819-5531 fax Contact: Ms. Dee Bacon Also runs 1 week on-line in addition to Paper run www.timesdispatch.com	1 5 3 0 0 1 1	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
F	Sinclair Website www.sbgi.net 10706 Beaver Dam Road Cockeysville, MD 21030 410-568-1517 Attn: Sharon Pickeral	2 6 0 2 1 0 2	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant

G	VA. Assoc. of Broadcasters, 600 Peter Jefferson Pkwy-Suite 300, Charlottesville, VA 22902 (804)977-3716, Newsletter/website Ms. Laura Patterson	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
H	VA State University Box 9410 Petersburg, VA 23806, Attn: Rodney Butler or Career Services (804)524-5211	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
I	ITT Technical Institute Career Services Office 300 Gateway Centre Pkwy Richmond, VA 23235 Attn: Mr. Allen B. Lewis Phone 804-330-4992	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
J	FOX Richmond Web-Site www.foxrichmond.com 1925 Westmoreland St. Richmond, VA 23230 804-358-3535 Contact: Elizabeth Caffery Q. - HOW ABOUT www.mytvrichmond.com website-although it defaults to fox Richmond?	0 1 0 0 0 0 1 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant

K	Howard University, Job Placement Office, 525 Bryant St., NW, Washington, DC 20059 (202)806-7513 Mr. Kim Wells	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
L	ECPI College of Technology, 800 Moorefield Dr., Richmond, VA 23234, (804)330-5533 Jeremy Johnson	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
M	Fresh Start Job Development & Training, 119 East Marshall Street Richmond, VA 23219 (804)649-8099 Sandra Sykes Moved Jan 2007- New Address/Phone noted	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
N	Metropolitan Business League, 115 E. Marshall St., Richmond, VA 23219, (804)649-7474 fax Mr. Oliver Singleton	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
O	Norfolk State Univ. 2401 Corprew Avenue Norfolk, VA 23504 (757)823-8600	0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr

	Mr. Benjamin Ellis	0 0 0	TV Comm Producer Nat Sales Assistant Local Sales Assistant
P	GOODWILL OF Central Virginia 6301 Midlothian Trnpg Richmond, VA 23225 Ms. Andrea Wilkinson Phone 804-521-4972 alwilkinson@goodwillcva.org - Contact name change	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
Q	Richmond Technical Ctr. 2020 Westwood Ave. Richmond, VA 23227 (804)780-6237 Attn: Job Opening	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
R	J. Sargeant Reynolds Community College Career Center 1651 E. Parham Road Richmond, VA 23285	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant

S	Richmond Vocational Training/Employment 1308 Sherwood Avenue Richmond, VA 23220 (defunct – mail returned -phone no good) Stopped All mailings 9/2006	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
T	VA Dept. Of Rehabilitative Services 8004 Franklin Farms Dr. Richmond, VA 23229 804-662-7000 drs@drs.virginia.gov Jim Rothrock, Commissioner	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
U	Virginia Union University 1500 N. Lombardy Street Richmond, Virginia 23220 Attn: Mildred Maree	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
V	Current Employee (Promotion) Opportunities available to all Employees	0 0 0 1 2 1 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant

W	TV Week Crain Comm., Inc. 1155 Gratiot Ave. Detroit, MI 48207 323-370-2415 Marc Abrams mabrams@TVWeek.com		Nat Sales Mgr TV Comm Producer
X	CareerBuilder.com 1750 Tyson's Blvd 4 th Floor McLean, VA 22102 301-801-0468 Contact: Will Evans *As of 12/31/2006 No Longer utilizing CareerBuilder	0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant
Y	Broadcasting & Cable Katie Rosa 360 Park Ave. S. 14 th Floor New York, NY 10010	0	Nat Sales Mgr
Z	tvjobs.com P.O. Box 4116 Oceanside, CA 760-754-8177 Mark Holloway	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant

1	Spots N Dots The Daily News of TV Sales, SellTV@aol.com 607-729-7331 1-888-884-2630	1 1	Account Exec. Nat Sales Mgr Nat Sales Assistant
2	Current Intern	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
3	Walk Ins	0 1 1 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
4	Other Sinclair Stations	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant

5	Bishop State Community 351 N. Broad Street Mobile, Alabama 36603 www.bishop.edu Phone 251-662-5371	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant.
6	www.postaroo.com Russell Winslow 10706 Beaver Dam Road Hunt Valley, MD 21202 410-568-1650	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
7	MediaWeek AdWeek BrandWeek VNU, Inc. 770 Broadway New York, New York 10003 646-654-5308 sstahl@adweek.com	0	Nat Sales Mgr
8	MediaRecruiter.com Art Scott 20456 E. Orchard Place Centennial, CO 80016 303-400-5150	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant

9	MediaLine.com P.O. Box 51909 Pacific Grove, CA 93950 1-800-237-8073 Attn: Mark Shilstone	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
10	American Women in Radio & Television 8405 Greensboro Drive McLean, Va. 22102 Attn: Michelle Spencer	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
11	Asian American Journalist Association 1182 Market Street Suite 320 San Francisco, CA 94102 Phone 415-346-2051 Attn: Albert Lee (Ceased Oct 2006 due to call from Mr. Lee saying no more Free Listings)	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant
12	National Association Of Black Journalists 8701 – A Adelphia Road Adelphi, Maryland 20783 301-445-7100 Attn: Capri Dodson	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
13	Hispanic Link News Service 1420 N. Street, NW Washington, D.C. 20005 Contact: Carlos Erickson Phone 202-234-0280	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant

14	Native American Journalists Association 555 Dakota Street Al Neuharth Media Center Vermillion, South Dakota 57069 605-677-5282 Contact: Kim Baca	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
15	Native American Public Telecommunications 1800 No 33 rd Street Lincoln, Nebraska 68583 Contact: Lynn Warren Phone 402-472-3522	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
16	National Black MBA Associates 180 N. Michigan Avenue Chicago, Illinois 60601 Contact: Debbie Tarrar Phone 312-236-2622	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
17	National Association of Hispanic Journalists 1000 National Press Building 529 14 th Street, NW Washington, D.C. 20045 Contact: Martina Hillendo Phone: 202-662-7145	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant

18	National Hispanic Media Coalition 1201 West 5 th Street #T205 Los Angeles, CA 90017 Attn: Acasia Flores Phone 213-746-6988 New address as of 12/06	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
19	MONSTER.COM 5 Clock Tower Place Maynard, Massachusetts 01754 Contact: Judy Fonda *Began source 1/1/2007	0 0 0 0 0 0 0	Account Exec. Master Control Traffic Clerk Nat Sales Mgr TV Comm Producer Nat Sales Assistant Local Sales Assistant
20	www.indeed.com This was listed as a source but I never utilized	1	Account Exec.
21	Remedy Intelligent Staffing 4701 Cox Road Glen Allen, Va. 23060 804-270-4429 Contact: Marni Pollard	2	Nat Sales Assistant
22	www.craigslist.com This was listed as a source but I never utilized	1 1	Master Control TV Comm Producer

23	Accounting Principals 10900 Nuchols Road Glen Allen, Va 23060 Phone 804-968-7956	1	Nat Sales Assistant
24	www.tvjerry.com This was listed as a source that I never utilized	4	TV Comm Producer

*The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us, however at this time the station has yet to receive such requests.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 06/01/06 to 05/31/07

Station Comprising Station Employment Unit WRLH, Richmond, VA

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WRLH.

JOB/CAREER FAIR

1. Activity: **Sales/Career Fair**

Date of Station Participation: September 29, 2006

Participating Employees: Steven Genett, General Sales Manager- Bill Norris, Local Sales Manager- Regina Danowitz, Account Rep- and Elizabeth Caffery, Office Manager/Executive Asst-WRLH FOX Richmond/MyTV Richmond.

Host/Sponsor of Activities: The University of Richmond

Brief Description of Activity and Station Participation: Many companies- approximately 48 businesses, WRLH included, participated in this Career Fair which was held in the Student University Center. All parties met and spoke with undergraduate students on the great career opportunities in Television. A FOX Richmond/MyTV display Booth with materials was available including all open positions within WRLH. Resumes retrieved. Several hundred students attended this job fair.

2. Activity: **Career Fair**

Date of Station Participation: March 14, 2007

Participating Employees: Bill Norris-Local Sales Manager with Frances Tejamo/Account Rep and Elizabeth Caffery/Office Manager/Executive Asst & Alumni of Randolph Macon- all from WRLH

Host/Sponsor of Activities: Randolph Macon College

Brief Description of Activity and Station Participation:

Local Sales Manager represented WRLH at Job Fair with over 30 Employers present. Several hundred students came out for this Spring Event at the College's Brock Sports and Recreation Center. WRLH participants spoke with attendees about current openings within the company, and what their individual future plans might hold. Spoke of the Departments within the station and handed out PowerPoint presentation outlining positions, and the responsibilities therein and promoted the Station. Gave website address for job openings, and collected 40 + resumes from students. The interest in Media was significant and the event worthwhile!

COMMUNITY EVENT:

1. Activity: Virginia Cub Scout Den# 7 Pack #751 **Station Tour**

Date of Station Participation: May 18, 2007

Participating Employees: All Station Employees including Elizabeth Caffery Office Manager/Executive Assistant along with several Managers including Mark Bartholomew/Promotions Director and Tracey Taylor, Public Relations/Promotions Coordinator

Host/Sponsor of Activities: Cub Scout Group with Master Leader

Brief Description of Activity and Station Participation: Station Guided Tour with Departmental Heads touching on their positions and duties/overview of Station operations within the Station. FOX Mascot

made brief appearance. The tour consisted of discussions pertaining to each Department's role in the Station and how key each are to the success of the Station as a whole. The Station was further promoted with light refreshments afterwards for the cub scouts journey home. Goodie bags reflecting FOX lineup and successes handed out.

Internship Program

The station has an internship program as defined below:

Program Goal: The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

Develop links with universities and colleges to promote WRLH as a prospective employer.

Create a symbiotic relationship between interns and WRLH employees.

Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

The applicant must be attending an accredited institution.

Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.

The applicant must be at least 18 years of age.

The applicant must be in good academic standing, as defined by his or her academic institution.

The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his

or her institution during the quarter or semester in which the internship is performed. Interns are not paid.

In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

Applicants can contact the station to get information on how to apply for an internship.

WRLH FOX Richmond Intern Participant:

During the period December 18th, 2006 thru May 31, 2007 WRLH had one intern from J Sargeant Reynolds Community College.

Training

All station employees completed a web-training course on Recognizing & Preventing Sexual Harassment Essentials.

All managers completed a web-training course on Illegal Employment Discrimination. The training was completed by May 2007.