

**EEO PUBLIC FILE REPORT**

**FOR**

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

This EEO Public File Report  
June 1, 2025 – May 31, 2026

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WHRO's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the twelve-month period ending on May 31, 2026, the station filled the following full-time vacancies:

|  |                                   |
|--|-----------------------------------|
| Business and Growth Beat Reporter 4        | Education Beat Reporter 2         |
| Children's Services Outreach Specialist 2  | General Assignment Reporter (2) 8 |
| Classical Announcer and Content Producer 4 | Health Beat Reporter 5            |
| Digital Producer 4                         | Investigative Reporter 4          |
| Donor Relations Officer 4                  | Staff Accountant 1                |
| Donor Relations Officer - Peninsula 9      | Team Editor 4                     |

The station interviewed 51 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:

| Recruitment Source   | Total Number of Interviewees Referred |
|--|---------------------------------------|
| WHRO Career Website  | 17                                    |
| Indeed (1,503 Clicks)  | 8                                     |
| Glassdoor  |                                       |
| Simply Hired   |                                       |
| LinkedIn   | 11                                    |
| Facebook   | 4                                     |
| Instagram  |                                       |
| X  |                                       |
| Association of Fundraising Professionals – Central Chapter         |                                       |
| Association of Fundraising Professionals – Hampton Roads Chapter   |                                       |
| The Center for Nonprofit Excellence at Tidewater Community College | 2                                     |
| Corporation for Public Broadcasting (CPB)                          | 4                                     |
| Current  | 3                                     |
| Education Writers Association                                      | 2                                     |
| Handshake  |                                       |
| Hampton Roads Chamber of Commerce                                  |                                       |
| Greater Public   |                                       |
| Institute for Nonprofit News (INN)                                 |                                       |
| Journalismjobs.com   |                                       |
| National Association of Black Journalists (NABJ)                   |                                       |
| Public Media Journalists Association (PMJA)                        |                                       |
| ZipRecruiter   |                                       |

**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: Business and Growth Beat Reporter  
 Recruitment source that referred the hiree: WHRO Career Website  
 Date Vacancy Opened: 05/06/2025  
 Filled: 09/15/2025  
 Total number of persons interviewed for the vacancy: 4

| <b>Recruitment Source</b>                                   | <b>Contact</b>  | <b>Interviewed</b> |
|---|---|--------------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>                               | 2                  |
| Indeed (32 Clicks)  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| LinkedIn  | <a href="https://www.linkedin.com/company/whro/">https://www.linkedin.com/company/whro/</a>                               |                    |
| Corporation for Public Broadcasting (CPB)                   | <a href="https://cpb.org/jobline">https://cpb.org/jobline</a>   | 2                  |
| Journalism Jobs   | <a href="http://Journalismjobs.com">Journalismjobs.com</a>  |                    |
| Radio Television Digital News Association (RTDNA)           | <a href="https://careers.rtdna.org/">https://careers.rtdna.org/</a>   |                    |

**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: 02/17/2026  
 Filled: 03/30/2026  
 Total number of persons interviewed for the vacancy: 2

| <b>Recruitment Source</b>                                   | <b>Contact</b>  | <b>Interviewed</b> |
|---|---|--------------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>                               | 1                  |
| Indeed (25 Clicks)  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| 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>                           | 1                  |
| Instagram   | <a href="https://www.instagram.com/whro/">https://www.instagram.com/whro/</a>   |                    |
| X   | <a href="https://x.com/whro">https://x.com/whro</a>   |                    |

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

Job Title of Vacancy: Classical Announcer and Content Producer  
 Recruitment source that referred the hiree: WHRO Career Website  
 Date Vacancy Opened: 02/17/2026  
 Filled: 05/26/2026  
 Total number of persons interviewed for the vacancy: 4

| <b>Recruitment Source</b>                                   | <b>Contact</b>  | <b>Interviewed</b> |
|---|---|--------------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>                               | 2                  |
| Indeed (243 Clicks)   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| 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>                           | 1                  |
| Instagram   | <a href="https://www.instagram.com/whro/">https://www.instagram.com/whro/</a>   |                    |
| X   | <a href="https://x.com/whro">https://x.com/whro</a>   |                    |
| Current   | <a href="https://jobs.current.org">https://jobs.current.org</a>   | 1                  |
| ZipRecruiter  | <a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>   |                    |

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

Job Title of Vacancy: Digital Producer

Recruitment source that referred the hiree: WHRO Career Website

Date Vacancy Opened: 03/28/2025

Filled: 07/07/2025

Total number of persons interviewed for the vacancy: 4

| Recruitment Source  | Contact   | Interviewed |
|---|---|-------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>   | 3           |
| Indeed (238 Clicks)   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                         | 1           |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                         |             |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                         |             |
| LinkedIn  | <a href="https://www.linkedin.com/company/whro/">https://www.linkedin.com/company/whro/</a>   |             |
| Corporation for Public Broadcasting                         | <a href="https://cpb.org/jobline">https://cpb.org/jobline</a>   |             |
| Current   | <a href="https://jobs.current.org/">https://jobs.current.org/</a>   |             |
| Institute for Nonprofit News (INN)                          | <a href="https://inn.users.membersuite.com/community/career-center/gateway">https://inn.users.membersuite.com/community/career-center/gateway</a> |             |
| National Association of Black Journalists (NABJ)            | <a href="http://nabicareers.org/">http://nabicareers.org/</a>   |             |
| Public Media Journalists Association (PMJA)                 | <a href="https://jobs.pmja.org/">https://jobs.pmja.org/</a>   |             |

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

Job Title of Vacancy: Donor Relations Officer

Recruitment source that referred the hiree: WHRO Career Website

Date Vacancy Opened: 02/02/2026

Filled: 03/02/2026

Total number of persons interviewed for the vacancy: 4

| Recruitment Source  | Contact   | Interviewed |
|---|---|-------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508   | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>   | 2           |
| Indeed (20 Clicks)  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                             | 1           |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                             |             |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                             |             |
| 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>   |             |
| Instagram   | <a href="https://www.instagram.com/whro/">https://www.instagram.com/whro/</a>   |             |
| X   | <a href="https://x.com/whro">https://x.com/whro</a>   |             |
| Association of Fundraising Professionals<br>Hampton Roads Chapter (AFPHR)                           | <a href="https://community.afpnet.org/afpvahamptonroadschapter/career/center">https://community.afpnet.org/afpvahamptonroadschapter/career/center</a> |             |
| The Center for Nonprofit Excellence at<br>Tidewater Community College Nonprofit<br>Job Alerts Email | <a href="mailto:anpe@tcc.edu">anpe@tcc.edu</a>  | 1           |
| ZipRecruiter  | <a href="https://www.ziprecruiter.com/">https://www.ziprecruiter.com/</a>   |             |

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

Job Title of Vacancy: Donor Relations Officer - Peninsula  
 Recruitment source that referred the hiree: WHRO Career Website  
 Date Vacancy Opened: 06/09/2025  
 Filled: 09/25/2025  
 Total number of persons interviewed for the vacancy: 9

| Recruitment Source  | Contact   | Interviewed |
|---|---|-------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508   | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>   | 2           |
| Indeed (114 Clicks)   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                             | 4           |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                             |             |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                             |             |
| LinkedIn  | <a href="https://www.linkedin.com/company/whro/">https://www.linkedin.com/company/whro/</a>   | 2           |
| Facebook  | <a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>   |             |
| Instagram   | <a href="https://www.instagram.com/whro/">https://www.instagram.com/whro/</a>   |             |
| X   | <a href="https://x.com/whro">https://x.com/whro</a>   |             |
| Association of Fundraising Professionals<br>Central Chapter   | <a href="https://community.afpnet.org/afpcentralvac_hapter/career/centertcc">https://community.afpnet.org/afpcentralvac_hapter/career/centertcc</a>   |             |
| Association of Fundraising Professionals<br>Hampton Roads Chapter (AFPHR)                           | <a href="https://community.afpnet.org/afpvahampton_roadchapter/career/center">https://community.afpnet.org/afpvahampton_roadchapter/career/center</a> |             |
| The Center for Nonprofit Excellence at<br>Tidewater Community College Nonprofit<br>Job Alerts Email | <a href="mailto:anpe@tcc.edu">anpe@tcc.edu</a>  | 1           |
| Greater Public  | <a href="https://greaterpublic.org/jobs/">https://greaterpublic.org/jobs/</a>   |             |

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

Job Title of Vacancy: Education Beat Reporter

Recruitment source that referred the hiree: Education Writers Association

Date Vacancy Opened: 07/10/2025

Filled: 05/11/2026

Total number of persons interviewed for the vacancy: 2

| Recruitment Source  | Contact   | Interviewed |
|---|---|-------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>                               |             |
| Indeed (173 Clicks)   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| 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>                           |             |
| Instagram   | <a href="https://www.instagram.com/whro/">https://www.instagram.com/whro/</a>   |             |
| X   | <a href="https://x.com/whro">https://x.com/whro</a>   |             |
| Corporation for Public Broadcasting                         | <a href="https://cpb.org/jobline">https://cpb.org/jobline</a>   |             |
| Current   | <a href="https://jobs.current.org/">https://jobs.current.org/</a>   |             |
| Education Writers Association                               | <a href="https://ewa.org/jobs">https://ewa.org/jobs</a>   | 2           |
| Hampton Roads Chamber of Commerce                           | <a href="https://business.hrchamber.com/job-postings">https://business.hrchamber.com/job-postings</a>                     |             |
| National Association of Black Journalists (NABJ)            | <a href="http://nabjcareers.org/">http://nabjcareers.org/</a>   |             |

### 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: 07/10/2025

Filled: 09/15/2025

Total number of persons interviewed for the vacancy: 6

| Recruitment Source  | Contact   | Interviewed |
|---|---|-------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>                               | 2           |
| Indeed (123 Clicks)   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> | 1           |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| LinkedIn  | <a href="https://www.linkedin.com/company/whro/">https://www.linkedin.com/company/whro/</a>                               | 3           |
| Facebook  | <a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>                           |             |
| Instagram   | <a href="https://www.instagram.com/whro/">https://www.instagram.com/whro/</a>   |             |
| X   | <a href="https://x.com/whro">https://x.com/whro</a>   |             |
| Corporation for Public Broadcasting                         | <a href="https://cpb.org/jobline">https://cpb.org/jobline</a>   |             |
| Current   | <a href="https://jobs.current.org/">https://jobs.current.org/</a>   |             |
| Hampton Roads Chamber of Commerce                           | <a href="https://business.hrchamber.com/job-postings">https://business.hrchamber.com/job-postings</a>                     |             |
| National Association of Black Journalists (NABJ)            | <a href="http://nabcareers.org/">http://nabcareers.org/</a>   |             |

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

Job Title of Vacancy: General Assignment Reporter  
 Recruitment source that referred the hiree: Facebook  
 Date Vacancy Opened: 12/19/2025  
 Filled: 04/27/2026  
 Total number of persons interviewed for the vacancy: 2

| <b>Recruitment Source</b>                                   | <b>Contact</b>  | <b>Interviewed</b> |
|---|---|--------------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>                               |                    |
| Indeed (64 Clicks)  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |                    |
| 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>                           | 1                  |
| Instagram   | <a href="https://www.instagram.com/whro/">https://www.instagram.com/whro/</a>   |                    |
| X   | <a href="https://x.com/whro">https://x.com/whro</a>   |                    |
| Current   | <a href="https://jobs.current.org/">https://jobs.current.org/</a>   | 1                  |
| Handshake   | <a href="https://joinhandshake.com/students/">https://joinhandshake.com/students/</a>                                     |                    |
| National Association of Black Journalists (NABJ)            | <a href="http://nabjcareers.org/">http://nabjcareers.org/</a>   |                    |

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

Job Title of Vacancy: Health Beat Reporter  
 Recruitment source that referred the hiree: X  
 Date Vacancy Opened: 03/28/2025  
 Filled: 08/04/2025  
 Total number of persons interviewed for the vacancy: 5

| Recruitment Source  | Contact   | Interviewed |
|---|---|-------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>   |             |
| Indeed (51 Clicks)  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                         | 1           |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                         |             |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                         |             |
| LinkedIn  | <a href="https://www.linkedin.com/company/whro/">https://www.linkedin.com/company/whro/</a>   | 1           |
| Corporation for Public Broadcasting                         | <a href="https://cpb.org/jobline">https://cpb.org/jobline</a>   | 2           |
| Current   | <a href="https://jobs.current.org/">https://jobs.current.org/</a>   | 1           |
| Institute for Nonprofit News (INN)                          | <a href="https://inn.users.membersuite.com/community/career-center/gateway">https://inn.users.membersuite.com/community/career-center/gateway</a> |             |
| National Association of Black Journalists (NABJ)            | <a href="http://nabicareers.org/">http://nabicareers.org/</a>   |             |
| Public Media Journalists Association (PMJA)                 | <a href="https://jobs.pmja.org/">https://jobs.pmja.org/</a>   |             |

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

Job Title of Vacancy: Investigative Reporter  
 Recruitment source that referred the hiree: LinkedIn  
 Date Vacancy Opened: 01/12/2026  
 Filled: 05/11/2026  
 Total number of persons interviewed for the vacancy: 4

| Recruitment Source  | Contact   | Interviewed |
|---|---|-------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>                               |             |
| Indeed (258 Clicks)   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| LinkedIn  | <a href="https://www.linkedin.com/company/whro/">https://www.linkedin.com/company/whro/</a>                               | 4           |
| Facebook  | <a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>                           |             |
| Instagram   | <a href="https://www.instagram.com/whro/">https://www.instagram.com/whro/</a>   |             |
| X   | <a href="https://x.com/whro">https://x.com/whro</a>   |             |

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

Job Title of Vacancy: Staff Accountant  
Recruitment source that referred the hiree: WHRO Career Website  
Date Vacancy Opened: 09/09/2025  
Filled: 10/13/2025  
Total number of persons interviewed for the vacancy: 1

| Recruitment Source  | Contact   | Interviewed |
|---|---|-------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>                               | 1           |
| Indeed (27 Clicks)  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a> |             |
| LinkedIn  | <a href="https://www.linkedin.com/company/whro/">https://www.linkedin.com/company/whro/</a>                               |             |

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

Job Title of Vacancy: Team Editor

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

Date Vacancy Opened: 02/28/2025

Filled: 07/07/2025

Total number of persons interviewed for the vacancy: 4

| Recruitment Source  | Contact   | Interviewed |
|---|---|-------------|
| WHRO Career Website<br>5200 Hampton Blvd. Norfolk, VA 23508 | Dina Dodson, 757.889.9371<br><a href="mailto:Dina.Dodson@whro.org">Dina.Dodson@whro.org</a>   | 2           |
| Indeed (135 Clicks)   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                         |             |
| GlassDoor   | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                         |             |
| Simply Hired  | Paycom ATS<br>Kyle Ansley, 800-580-4505<br><a href="mailto:kyle.ansley@paycomonline.com">kyle.ansley@paycomonline.com</a>                         |             |
| LinkedIn  | <a href="https://www.linkedin.com/company/whro/">https://www.linkedin.com/company/whro/</a>   | 1           |
| Facebook  | <a href="https://www.facebook.com/whropublicmedia">https://www.facebook.com/whropublicmedia</a>   | 1           |
| Instagram   | <a href="https://www.instagram.com/whro/">https://www.instagram.com/whro/</a>   |             |
| X   | <a href="https://x.com/whro">https://x.com/whro</a>   |             |
| Corporation for Public Broadcasting                         | <a href="https://cpb.org/jobline">https://cpb.org/jobline</a>   |             |
| Current   | <a href="https://jobs.current.org/">https://jobs.current.org/</a>   |             |
| Journalism Jobs   | <a href="http://Journalismjobs.com">Journalismjobs.com</a>  |             |
| Institute for Nonprofit News (INN)                          | <a href="https://inn.users.membersuite.com/community/career-center/gateway">https://inn.users.membersuite.com/community/career-center/gateway</a> |             |
| Public Media Journalists Association (PMJA)                 | <a href="https://jobs.pmja.org/">https://jobs.pmja.org/</a>   |             |

**ATTACHMENT B**

**MENU OPTION ACTIVITIES**

Station WHRO-TV, WHRO-FM, and WHRV-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>07/11/2025 – Horizons School Summer Camp Career Day attended by Community Relations Manager</p> <p>09/17/2025 – Solstice Hybrid Academy students were given a tour of the station and learned about careers in public broadcasting</p> <p>10/03/2025 – Norfolk State University students were given a tour of the station and learned about careers in public broadcasting</p> <p>03/17/2026 – News Editor and Senior Editor of Investigative Journalism spoke to students at The College of William and Mary about investigative journalism</p> <p>03/25/2026 – Maury High School Career Day attended by Director of Equity Production &amp; Outreach and a Producer/Announcer</p> <p>04/02/2026 – Windsor Elementary School Career Day attended by Multimedia Marketing Producer</p> <p>04/02/2026 – Norfolk State University Career Fair attended by Director of Equity Production &amp; Outreach and Administration Officer</p> <p>04/07/2026 – Norfolk State University students were given a tour of the station and learned about careers in public broadcasting</p> <p>04/14/2026 – Chesapeake Public Schools High School Career Fair attended by Director of Equity Production &amp; Outreach</p> <p>04/17/2026 – Richard Bowling Elementary School Career Day attended by Community Relations Manager and News Director</p> <p>04/17/2026 – James River Elementary School Career Day attended by Community Relations Coordinator</p> |

|   |                             |   |
|---|-----------------------------|---|
|   |                             | <p>04/23/2026 – Westhaven Elementary School Career Day attended by Community Relations Manager</p> <p>04/23/2026 – James River Elementary School Career Day attended by Community Relations Coordinator</p> <p>04/30/2026 – Richneck Elementary Career Day attended by Community Relations Coordinator</p> <p>05/20/2026 – Churchland Academy Career Day attended by Director of Equity Production &amp; Outreach and a Producer/Announcer</p> <p>05/29/2026 – Portlock Primary School Career Day attended by Director of Equity Production &amp; Outreach and a Producer/Announcer</p>   |
| 5 | Internship Program          | <p>Summer 2025 – One Hampton University student, five Old Dominion University Students, and one Virginia Commonwealth University Student interned with the Production Department</p> <p>06/16/2025 to 07/07/2025 – Virginia Beach Public Schools student shadowed News Director</p> <p>02/17/2026 to 04/22/2026 – Tidewater Community College student internship with the Marketing and Communications Department</p> <p>02/23/2026 to 02/26/2026 – Five Norfolk Collegiate students shadowed Production and Radio Department staff</p> <p>02/26/2026 – Chesapeake Public Schools students shadowed Production Department staff</p> |
| 8 | Career development training | <p>06/18/2025 to 06/22/2025 – Senior Editor attended the Investigative Reporters and Editors Annual Conference</p> <p>06/18/2025 – Vice President of Digital Strategies attended PBS Digital Product Roadmap</p> <p>08/11/2025 – Data Strategist attended PBS Data Governance Training</p> <p>08/28/2025 – Digital Engagement Designer attended Cultivate Your Creative Hustle While Making Media That Matters</p>  |

|  |  |  |
|--|--|--|
|  |  | <p>09/15/2025 – Digital Engagement Designer attended NETA Conference Session - Measuring What Matters</p> <p>10/09/2025 to 10/10/2025 – Senior Editor attended API Local News Summit</p> <p>10/15/2025 to 10/18/2025 – Senior Editor attended Society of Professional Journalists MediaFest</p> <p>10/16/2025 – Digital Engagement Designer completed Iterable Foundations Certification course</p> <p>10/22/2025 – Chief Financial Officer, Administration Officer, and Compliance &amp; Budget Manager attended Kaufman &amp; Canoles' Annual Employment Law Update</p> <p>10/22/2025 – Senior Web Designer completed Iterable Foundations Certification course</p> <p>11/06/2025 – Digital Engagement Designer completed Iterable Redesign Your Journeys for Real-Time Relevance</p> <p>12/11/2025 Vice President of Digital Strategies attended Music Rights webinar</p> <p>01/29/2026 – Vice President of Digital Strategies attended The AI Marketing Strategy Summit</p> <p>02/09/2026 – Compliance &amp; Budget Manager completed Fiduciary Training Essentials course</p> <p>04/23/2026 – Vice President of Digital Strategies attended Public Media SEO Assistant Overview</p> |
|--|--|--|