

# W O W K - T V

## EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

### A. FULL TIME VACANCIES FILLED DURING PERIOD JUNE 1, 2008 TO MAY 31, 2009

- |                                 |                                 |
|---------------------------------|---------------------------------|
| 1. Job Title: News Director     | Date Filled: July 1, 2008       |
| 2. Job Title: Account Executive | Date Filled: September 22, 2008 |
| 3. Job Title: Account Executive | Date Filled: January 8, 2009    |

### B. RECRUITMENT / REFERRAL SOURCES USED TO SEEK CANDIDATES FOR VACANCY

\* Denotes Organizations Entitled to Notification under Section 73.2080(c)(1)(ii)

#### B1. Job Title: News Director Date Filled: July 1, 2008

Recruitment / Referral Source	Contact Person	Address	Phone #	Referred Hire
Ashland Daily Independent	Cathy White	224 17th Street, Ashland, OH 41101	(606) 326-2676	No
The Herald Dispatch	Linda Waddell	946 Fifth Avenue, Huntington, WV 25701	(304) 526-2752	No
The Charleston Gazette & Daily Mail	Connie Pedro	1001 Virginia Street East, Charleston, WV 25301	(304) 348-4848	No
WOWK Bulletin Board / Web Site	Tom Gaudino	555 Fifth Avenue, Huntington, WV 25701	(304) 781-6000	Yes
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No
Medialine.com	info@medialine.com	PO Box 51909 Pacific Grove, CA 93950	(800) 237-8073	No
ProductionHub Job Bank	<a href="mailto:crews@maslowmedia.com">crews@maslowmedia.com</a>	1809 E. Winter Park Rd.m Orlando, FL 32803	(407) 629-4122	No
National Association of Black Journalist	Walterene Swanston	8701-A Adelphi Road, Adelphi, MD 20783	(301) 445-7100	No
National Association of Hispanic Journalist	Anna Lopez, Job Bank Dir.	529 14th Street NW, # 634 Washington, DC 20045	(202) 662-7483	No
Black EOE Journal Resume Service	Stacy Hess	22845 Savi Ranch Parkway, Yorba Linda, CA 92687	(800) 487-5099	No
The Leadership Institute	Amanda Wood	1101 N. Highland Street, Arlington, VA 22201	(703) 247-2000	No
River Valley Staffing	* Herman Patrick	2726 Scioto Trail, Portsmouth, OH 45662	(866) 787-5627	No
Columbia Speech & Hearing Center	Becky Grooms	PO Box 4023, Sciotoville, OH 45662	(614) 263-5151	No
United Talent	* Diana Becher	3860 Teays Valley Road, Hurricane, WV 25526	(304) 201-5107	No
WV Broadcasters Assoc. - Job Site	<a href="mailto:wvba@wvba.org">wvba@wvba.org</a>	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No
National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No
Collective Talent	<a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a>	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No
TV News Gigs, LLC	<a href="mailto:info@tvnewsgigs.com">info@tvnewsgigs.com</a>	<a href="http://tvnewsgigs.com">http://tvnewsgigs.com</a>	<a href="mailto:info@tvnewsgigs.com">info@tvnewsgigs.com</a>	No
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No
WV Department of Education & Arts	* Frank Nowvskie	<a href="mailto:frankn@mail.drsv.state.wv.us">frankn@mail.drsv.state.wv.us</a> , <a href="mailto:PO Box 547, Institute, WV">PO Box 547, Institute, WV</a>	(304) 766-2634	No
Cabell County Comm. Service Organization	Robert Roswall	724 10th Avenue, Huntington, WV 25701	(304) 529-4952	No
Cabell County Career Technology Center	Bob McClain	1035 Norway Avenue, Huntington, WV 25705	(304) 528-5120	No
Workforce Development Resource Center	* Eva Christian	120 North 3rd Street, Ironton, OH 45638	(740) 532-3140	No
Employment I	Posting Director	1613 Kanawha Blvd. West, Charleston, WV 25312	(304) 344-4551	No
University of North Carolina	Placement Director	Howell Hall, Campus Box 3365, Chapel Hill, NC 27599	(919) 962-2211	No
Morehead State University	Mike Hooper	322 Allie Young Hall, Morehead, KY 40351	(606) 783-2233	No
Ohio University Southern	Don Moore	1804 Liberty Avenue, Ironton, OH 45638	(740) 533-4600	No
Concord College	Career Services Office	<a href="mailto:careerservices@concord.edu">careerservices@concord.edu</a>	(304) 384-3115	No
Marshall University (Career Center)	<a href="http://ecampusrecruiter3.com/marshall">ecampusrecruiter3.com/marshall</a>	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	No
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No
Salem International University	Lisa Marsh-lmarsh@salemui.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No

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## EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

Westminster College Cable (Bradley Weaver)	* <a href="mailto:weaverbl@westminster.edu">weaverbl@westminster.edu</a>	Box 182, Westminster College, New Wilmington, PA 16101	(724) 946-7238	No
Ohio University	Office of Career Services	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No
Davis & Elkins College	<a href="http://collegecentral.com/davisandelkins">collegecentral.com/davisandelkins</a>	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No
Fairmont State College	<a href="http://collegecentral.com/fairmontstate">collegecentral.com/fairmontstate</a>	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25801	(304) 929-1461	No

## B2. Job Title: Account Executive Date Filled: September 22, 2008

Recruitment / Referral Source	Contact Person	Address	Phone #	Referred Hire
Ashland Daily Independent	Cathy White	224 17th Street, Ashland, OH 41101	(606) 326-2676	No
The Herald Dispatch	Linda Waddell	946 Fifth Avenue, Huntington, WV 25701	(304) 526-2752	No
The Charleston Gazette & Daily Mail	Connie Pedro	1001 Virginia Street East, Charleston, WV 25301	(304) 348-4848	No
WOWK Bulletin Board / Web Site	Tom Gaudino	555 Fifth Avenue, Huntington, WV 25701	(304) 781-6000	Yes
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No
TVJobs.com	<a href="mailto:info@tvjobs.com">info@tvjobs.com</a>	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No
Medialine.com	<a href="mailto:info@medialine.com">info@medialine.com</a>	PO Box 51909 Pacific Grove, CA 93950	(800) 237-8073	No
ProductionHub Job Bank	<a href="mailto:crews@maslowmedia.com">crews@maslowmedia.com</a>	1809 E. Winter Park Rd.m Orlando, FL 32803	(407) 629-4122	No
National Association of Black Journalist	Walterene Swanston	8701-A Adelphi Road, Adelphi, MD 20783	(301) 445-7100	No
National Association of Hispanic Journalist	Anna Lopez, Job Bank Dir.	529 14th Street NW, # 634 Washington, DC 20045	(202) 662-7483	No
Black EOE Journal Resume Service	Stacy Hess	22845 Savi Ranch Parkway, Yorba Linda, CA 92687	(800) 487-5099	No
The Leadership Institute	Amanda Wood	1101 N. Highland Street, Arlington, VA 22201	(703) 247-2000	No
River Valley Staffing	* Herman Patrick	2726 Scioto Trail, Portsmouth, OH 45662	(866) 787-5627	No
Columbia Speech & Hearing Center	Becky Grooms	PO Box 4023, Sciotoville, OH 45662	(614) 263-5151	No
United Talent	* Diana Becher	3860 Teays Valley Road, Hurricane, WV 25526	(304) 201-5107	No
WV Broadcasters Assoc. - Job Site	<a href="mailto:wvba@wvba.org">wvba@wvba.org</a>	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No
National Alliance of Broadcasters Career	<a href="mailto:careermail@careerpage.org">careermail@careerpage.org</a>	<a href="http://careermail@careerpage.org">careermail@careerpage.org</a>	(304) 744-2143	No
Collective Talent	<a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a>	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No
TV News Gigs, LLC	<a href="mailto:info@tvnewsqigs.com">info@tvnewsqigs.com</a>	<a href="http://tvnewsqigs.com">http://tvnewsqigs.com</a>	<a href="mailto:info@tvnewsqigs.com">info@tvnewsqigs.com</a>	No
Workforce WV	* Sharon Cunningham	<a href="mailto:scunning@workforcewv.org">scunning@workforcewv.org</a>	304-627-2125	No
WV Division of Rehabilitation Serv	* David Valentine	<a href="mailto:davidv@wvdrs.org">davidv@wvdrs.org</a>	(304) 238-1092	No
WV Department of Education & Arts	* Frank Nowviskie	<a href="mailto:frankn@mail.drs.state.wv.us">frankn@mail.drs.state.wv.us</a> , <a href="http://www.institute.wv.gov">PO Box 547, Institute, WV</a>	(304) 766-2634	No
Cabell County Comm. Service Organization	Robert Roswall	724 10th Avenue, Huntington, WV 25701	(304) 529-4952	No
Cabell County Career Technology Center	Bob McClain	1035 Norway Avenue, Huntington, WV 25705	(304) 528-5120	No
Workforce Development Resource Center	* Eva Christian	120 North 3rd Street, Ironton, OH 45638	(740) 532-3140	No
Employment I	Posting Director	1613 Kanawha Blvd. West, Charleston, WV 25312	(304) 344-4551	No
University of North Carolina	Placement Director	Howell Hall, Campus Box 3365, Chapel Hill, NC 27599	(919) 962-2211	No
Morehead State University	Mike Hooper	322 Allie Young Hall, Morehead, KY 40351	(606) 783-2233	No
Ohio University Southern	Don Moore	1804 Liberty Avenue, Ironton, OH 45638	(740) 533-4600	No
Concord College	Career Services Office	<a href="mailto:careerservices@concord.edu">careerservices@concord.edu</a>	(304) 384-3115	No
Marshall University (Career Center)	<a href="http://ecampusrecruiter3.com/marshall">ecampusrecruiter3.com/marshall</a>	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	No
West Virginia University (Career Serv. Center)	<a href="http://myinterfase.com/wvu/home">myinterfase.com/wvu/home</a>	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No
Salem International University	<a href="mailto:Lisa Marsh-lmarsh@salemiu.edu">Lisa Marsh-lmarsh@salemiu.edu</a>	223 West Main Street, Salem, WV 26426	(304) 782-5633	No
Westminster College Cable (Bradley Weaver)	* <a href="mailto:weaverbl@westminster.edu">weaverbl@westminster.edu</a>	Box 182, Westminster College, New Wilmington, PA 16101	(724) 946-7238	No
Ohio University	Office of Career Services	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No
Davis & Elkins College	<a href="http://collegecentral.com/davisandelkins">collegecentral.com/davisandelkins</a>	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No

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## EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

Fairmont State College	<a href="http://collegecentral.com/fairmontstate">collegecentral.com/fairmontstate</a>	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25813	(304) 929-1461	No

### B3. Job Title: Account Exective Date Filled: January 8, 2009

Recruitment / Referral Source	Contact Person	Address	Phone #	Referred Hire	
Ashland Daily Independent	Cathy White	224 17th Street, Ashland, OH 41101	(606) 326-2676	No	
The Herald Dispatch	Linda Waddell	946 Fifth Avenue, Huntington, WV 25701	(304) 526-2752	No	
The Charleston Gazette & Daily Mail	Connie Pedro	1001 Virginia Street East, Charleston, WV 25301	(304) 348-4848	No	
WOWK Bulletin Board / Web Site	Tom Gaudino	555 Fifth Avenue, Huntington, WV 25701	(304) 781-6000	Yes	
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No	
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No	
Medialine.com	info@medialine.com	PO Box 51909 Pacific Grove, CA 93950	(800) 237-8073	No	
ProductionHub Job Bank	<a href="mailto:crews@maslowmedia.com">crews@maslowmedia.com</a>	1809 E. Winter Park Rd.m Orlando, FL 32803	(407) 629-4122	No	
National Association of Black Journalist	Walterene Swanston	8701-A Adelphi Road, Adelphi, MD 20783	(301) 445-7100	No	
National Association of Hispanic Journalist	Anna Lopez, Job Bank Dir.	529 14th Street NW, # 634 Washington, DC 20045	(202) 662-7483	No	
Black EOE Journal Resume Service	Stacy Hess	22845 Savi Ranch Parkway, Yorba Linda, CA 92687	(800) 487-5099	No	
The Leadership Institute	Amanda Wood	1101 N. Highland Street, Arlington, VA 22201	(703) 247-2000	No	
River Valley Staffing	* Herman Patrick	2726 Scioto Trail, Portsmouth, OH 45662	(866) 787-5627	No	
Columbia Speech & Hearing Center	Becky Grooms	PO Box 4023, Sciotoville, OH 45662	(614) 263-5151	No	
United Talent	* Diana Becher	3860 Teays Valley Road, Hurricane, WV 25526	(304) 201-5107	No	
WV Broadcasters Assoc. - Job Site	<a href="mailto:wvba@wvba.org">wvba@wvba.org</a>	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No	
National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No	
Collective Talent	<a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a>	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No	
TV News Gigs, LLC	<a href="mailto:info@tvnewsgigs.com">info@tvnewsgigs.com</a>	<a href="http://tvnewsgigs.com">http://tvnewsgigs.com</a>	<a href="mailto:info@tvnewsgigs.com">info@tvnewsgigs.com</a>	No	
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No	
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No	
WV Department of Education & Arts	* Frank Nowvskie	<a href="mailto:frankn@mail.drs.state.wv.us">frankn@mail.drs.state.wv.us</a>	<a href="mailto:frankn@mail.drs.state.wv.us">PO Box 547, Institute, WV 25701</a>	(304) 766-2634	No
Cabell County Comm. Service Organization	Robert Roswall	724 10th Avenue, Huntington, WV 25701	(304) 529-4952	No	
Cabell County Career Technology Center	Bob McClain	1035 Norway Avenue, Huntington, WV 25705	(304) 528-5120	No	
Workforce Development Resource Center	* Eva Christian	120 North 3rd Street, Ironton, OH 45638	(740) 532-3140	No	
Employment I	Posting Director	1613 Kanawha Blvd. West, Charleston, WV 25312	(304) 344-4551	No	
University of North Carolina	Placement Director	Howell Hall, Campus Box 3365, Chapel Hill, NC 27599	(919) 962-2211	No	
Morehead State University	Mike Hooper	322 Allie Young Hall, Morehead, KY 40351	(606) 783-2233	No	
Ohio University Southern	Don Moore	1804 Liberty Avenue, Ironton, OH 45638	(740) 533-4600	No	
Concord College	Career Services Office	<a href="mailto:careerservices@concord.edu">careerservices@concord.edu</a>	(304) 384-3115	No	
Marshall University (Career Center)	<a href="http://ecampusrecruiter3.com/marshall">ecampusrecruiter3.com/marshall</a>	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	No	
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No	
Salem International University	Lisa Marsh-lmarsh@salemiu.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No	
Westminster College Cable (Bradley Weaver)	* <a href="mailto:weaverbl@westminster.edu">weaverbl@westminster.edu</a>	Box 182, Westminster College, New Wilmington, PA 16162	(724) 946-7238	No	
Ohio University	Office of Career Services	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No	
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No	
Davis & Elkins College	collegecentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No	
Fairmont State College	<a href="http://collegecentral.com/fairmontstate">collegecentral.com/fairmontstate</a>	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No	
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25813	(304) 929-1461	No	

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## EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

### C. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL VACANCIES FILLED

7

### D. TOTAL NUMBER OF INTERVIEWEES FOR ALL VACANCIES PER RECRUITMENT / REFERRAL SOURCE

# of Interviews

Recruitment / Referral Source	Contact Person	Address	Phone #	Referred
Ashland Daily Independent	Cathy White	224 17th Street, Ashland, OH 41101	(606) 326-2676	0
The Herald Dispatch	Linda Waddell	946 Fifth Avenue, Huntington, WV 25701	(304) 526-2752	2
The Charleston Gazette & Daily Mail	Connie Pedro	1001 Virginia Street East, Charleston, WV 25301	(304) 348-4848	0
WOWK Bulletin Board / Web Site	Tom Gaudino	555 Fifth Avenue, Huntington, WV 25701	(304) 781-6000	3
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	0
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	2
Medialine.com	info@medialine.com	PO Box 51909 Pacific Grove, CA 93950	(800) 237-8073	0
ProductionHub Job Bank	<a href="mailto:crews@maslowmedia.com">crews@maslowmedia.com</a>	1809 E. Winter Park Rd.m Orlando, FL 32803	(407) 629-4122	0
National Association of Black Journalist	Walterene Swanston	8701-A Adelphi Road, Adelphi, MD 20783	(301) 445-7100	0
National Association of Hispanic Journalist	Anna Lopez, Job Bank Dir.	529 14th Street NW, # 634 Washington, DC 20045	(202) 662-7483	0
Black EOE Journal Resume Service	Stacy Hess	22845 Savi Ranch Parkway, Yorba Linda, CA 92687	(800) 487-5099	0
The Leadership Institute	Amanda Wood	1101 N. Highland Street, Arlington, VA 22201	(703) 247-2000	0
River Valley Staffing	* Herman Patrick	2726 Scioto Trail, Portssmouth, OH 45662	(866) 787-5627	0
Columbia Speech & Hearing Center	Becky Grooms	PO Box 4023, Sciotoville, OH 45662	(614) 263-5151	0
United Talent	* Diana Becher	3860 Teays Valley Road, Hurricane, WV 25526	(304) 201-5107	0
WV Broadcasters Assoc. - Job Site	<a href="http://wvba.org">wvba.org</a>	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	0
National Alliance of Broadcasters Career	<a href="mailto:careemail@careerpage.org">careemail@careerpage.org</a>	<a href="http://careerpage.org">careerpage.org</a>	(304) 744-2143	0
Collective Talent	<a href="mailto:info@michaelsmedia.com">info@michaelsmedia.com</a>	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	0
TV News Gigs, LLC	<a href="mailto:info@tvnewsqigs.com">info@tvnewsqigs.com</a>	<a href="http://tvnewsqigs.com">http://tvnewsqigs.com</a>	<a href="mailto:info@tvnewsqigs.com">info@tvnewsqigs.com</a>	0
Workforce WV	* Sharon Cunningham	<a href="mailto:scunning@workforcewv.org">scunning@workforcewv.org</a>	304-627-2125	0
WV Division of Rehabilitation Serv	* David Valentine	<a href="mailto:davidv@wvdrs.org">davidv@wvdrs.org</a>	(304) 238-1092	0
WV Department of Education & Arts	* Frank Nowvieskie	<a href="mailto:frankn@mail.drs.state.wv.us">frankn@mail.drs.state.wv.us</a> , <a href="http://www.institute.wv.gov">Institute, W</a>	(304) 766-2634	0
Cabell County Comm. Service Organization	Robert Roswall	724 10th Avenue, Huntington, WV 25701	(304) 529-4952	0
Cabell County Career Technology Center	Bob McClain	1035 Norway Avenue, Huntington, WV 25705	(304) 528-5120	0
Workforce Development Resource Center	* Eva Christian	120 North 3rd Street, Ironton, OH 45638	(740) 532-3140	0
Employment I	Posting Director	1613 Kanawha Blvd. West, Charleston, WV 25312	(304) 344-4551	0
University of North Carolina	Placement Director	Howell Hall, Campus Box 3365, Chapel Hill, NC 27599	(919) 962-2211	0
Morehead State University	Mike Hooper	322 Allie Young Hall, Morehead, KY 40351	(606) 783-2233	0
Ohio University Southern	Don Moore	1804 Liberty Avenue, Ironton, OH 45638	(740) 533-4600	0
Concord College	Career Services Office	<a href="mailto:careerservices@concord.edu">careerservices@concord.edu</a>	(304) 384-3115	0
Marshall University (Career Center)	<a href="http://ecampusrecruiter3.com/marshall">ecampusrecruiter3.com/marshall</a>	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	0
West Virginia University (Career Serv. Center)	<a href="http://myinterfase.com/wvu/home">myinterfase.com/wvu/home</a>	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	0
Salem International University	Lisa Marsh-Imarsh@salemiu.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	0
Westminster College Cable (Bradley Weaver)	* <a href="mailto:weaverbl@westminster.edu">weaverbl@westminster.edu</a>	Box 182, Westminster College, New Wilmington, PA 15401	(724) 946-7238	0
Ohio University	Office of Career Services	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	0
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	0
Davis & Elkins College	<a href="http://collegecentral.com/davisandelkins">collegecentral.com/davisandelkins</a>	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	0
Fairmont State College	<a href="http://collegecentral.com/fairmontstate">collegecentral.com/fairmontstate</a>	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	0
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25801	(304) 929-1461	0
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	0

# W O W K - T V

## EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

### E. OUTREACH ACTIVITIES

#### **Established & Maintained an Internship Program designed to assist Members of the Community to Acquire Skills needed for Broadcast Employment:**

During the Reporting Period, WOWK-TV maintained and expanded the formal internship program it established in 2004 to assist members in the community to acquire skills needed for employment in the broadcast industry and to provide a valuable learning experience. As part of this program, WOWK-TV contacted local colleges, universities and trade schools to inform them of the program and the criteria for the internship program, and how to apply for enrollment in the program. Acceptance into the program is without regard to race, creed, color, sex, age, national origin, religion, mental or physical disability or handicap, martial status, ancestry or veteran's status. During this Reporting Period, four members of the community were enrolled in the internship program at WOWK-TV. These interns were from two different schools.

#### **Training to Management Level Personnel as to methods of ensuring equal employment opportunity and preventing discrimination**

Thomas Gaudino, Human Resource Director, and/or R. Charles Dusic III, Chief Financial Officer, routinely provides training and updates to Management Employees on methods of ensuring equal employment opportunities. These sessions are done at various times during the year and included a review of FCC EEO Rules and Policies and other Equal Employment Opportunity and Anti Discrimination Methods, Outreach Methods, and Contacts and Recruitment Ideas. Generally, these sessions are attended by the Chief Engineer, Production Managers, News Director, General Sales Manager, Promotions Director, and General Manager.

On April 6, 2009, the Senior Management of WOWK-TV and its License Holder, West Virginia Media Holdings, LLC held a conference call meeting to review all the EEO Rules, Policies, and Procedures and to remind and update participants on our methods of ensuring Equal Employment Opportunity. This included Anti Discrimination, Outreach and Recruiting Methods. The discussion and training was lead by Charles Dusic, Chief Financial Officer.

#### **Listed every Upper-Level Opening in a Job Bank or Media Trade Group whose Membership includes Substantial Participation of Women & Minorities:**

WOWK-TV's standard Recruitment / Referral Sources includes: National Association of Black Journalists, National Association of Hispanic Journalists, Black EOE Journal Resume Service, WV Broadcasters, National Association of Broadcasters, and WV Division of Rehabilitation Services. Every opening, not just Upper-Level Openings, were sent to these media trade groups job banks for posting.

#### **Other Activities Designed to further the Goal of Disseminating Information about Employment Opportunities:**

On April 22, 2009, WOWK-TV and its co-owned sister stations throughout West Virginia organized and held a broadcast seminar for students at West Virginia University, Morgantown, West Virginia, to disseminate operational and employment information about WBOY-TV and broadcasting in general. This seminar was attended mostly by students majoring in Communication and Journalism, but was open to all. Information about the stations' Internship Program was also disseminated and discussed. The Company's VP of News organized and presented this seminar.

WOWK-TV makes available to community groups and schools tours of the station. These tours include an opportunity for the groups to view the operation and facilities in action, discuss the employees duties and activities, and discuss employment opportunities at the station and in the broadcast industry generally. During this Reporting Period nine group tours were given along with numerous individual and non group tours.

WOWK-TV, on an ongoing basis, runs a 30 second spot on its air and posts a statement on its web site, that notifies all community groups and organizations of the availability of vacancy information and disseminates information about employment opportunities. During this Reporting Period the 30 second spot ran 39 times.