

**EEO PUBLIC FILE REPORT  
Radio**

**A. Employment Unit Covered**

WVPB-FM

**B. Reporting Period**

May 22, 2016 to May 20, 2017

**C. Full-time Vacancies Filled During Reporting Period**

<u>Job Title</u>	<u>Date Filled</u>
Marketing Manager	11/4/16

**D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

(Organizations entitled to notification identified by \*.)

**Job Title: Marketing Manager      Date Hired: 11/4/16**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
In-house posting	Jane Smith	124 Industrial Park Rd Beaver, WV 25813	(304) 254-7840	N
In-house posting	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	N
In-house posting	Bill Blaker	191 Scott Avenue Morgantown, WV 26508	(304) 284-1440	N
Wvpublic.org.	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	Y
West Virginia Division of Personnel	Sara Walker	Building 6 Room 420 1900 Kanawha Blvd. E Charleston WV 25305	(304) 558-3950	N
West Virginia Broadcasters Assoc.	Elizabeth Williams	140 Seventh Avenue, South Charleston, WV 25303	(304) 744-2143	N
Beckley Newspapers	Ann Kelly	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	N
JournalismJobs.com			(510)508-7386	N
Herald-Dispatch	Linda Waddell	P.O. Box 2017 Huntington, WV 25720	(304) 526-4002	N
Charleston Newspapers	Terri Spinks	P.O. Box 3142 Charleston, WV 25331	(304) 348-4898	N

West Virginia Newspaper Publishing Co.	Classified Department	1251 Earl L. Core Road, Dept. V. Morgantown, WV 265055881	(304) 292-6301	N
*Alderson-Broaddus College	Cindy Wanamaker	College Hill Road Phillippi, WV 26417	(304) 457-1700	N
*Bethany College	Communications Dept.	Cramblet Hall Bethany, WV 26032	(304) 829-4343	N
*Bluefield State College	Placement Director	219 Rock Street Bluefield, WV 24701	(304) 327-4043	N
Concord College	Placement Director	P.O. Box 1000 Athens, WV 24712	(304) 384-5380	N
*Davis and Elkins College	Ken McCoy	100 Campus Drive Elkins, WV 26241	(304) 637-1900	N
*Glennville State College	Daniel Reed	P.O. Box 599 Fort Gay, WV 25514	(304) 462-7361	N
*Marshall University	Sue Wright	400 Hal Greer Boulevard, Huntington, WV 25701	(304) 696-6488	N
*West Virginia Human Rights Commission	Ivin B. Lee	1321 Plaza East, Room 108 Charleston, WV 25301	(304) 348-6880	N
*West Virginia Northern Community College	Robert W. Wycherley	Career Planning/Placement Wheeling, WV 26003	(304) 233-5900	N
*West Virginia University	Linda Adams	Career Services Center P.O. Box 6008 Morgantown, WV 26506	(304) 293-3121	N
*West Virginia Wesleyan	Barbara Morrisette	College Avenue Buckhannon, WV 26201	800-722-9933	N
*Wheeling Jesuit College	Frank Ticich	Career Development Center Wheeling, WV 26003	800-624-6992	N
*West Virginia State College	Patricia Kline	P.O. Box 1000 Institute, WV 25112	(304) 766-3000	N
*West Virginia University School of Journalism	Maryanne Reed	P.O. Box 6010 Morgantown, WV 26505	(304) 293-3121	N
*Salem International University	Deborah Woods	223 W. Main Street Salem, WV 26426	800-283-4562	N
President's Office for Social Justice	Jacqueline A. Dooley	Affirmative Action EEO Programs West Virginia University B1 Stewart Hall, PO Box 6202 Morgantown, WV 26505	(304) 293-5496	N
Center for Black Culture & Research	Chuck Blue	West Virginia University P.O. Box 6417 Morgantown, WV 26506	(304) 293-7029	N
Division of Rehabilitation Services		124 South High Street Morgantown, WV 26501	(304) 285-3155	N
FMRS Health Systems, Inc.	Brenda McClung-Merritt	101 S. Eisenhower Drive Beckley, WV 25801	(304) 256-7100	N
The Shepherdstown Chronical	Rebekah Miller	PO Box 807 Martinsburg WV 25402	304-263-8931	N

**Total number of interviewees from all sources for this position: 2**

**Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 2**

**E. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources:**

Referral Source	Contact Person	Address	Phone No.	No. of Persons Interviewed
Wvpublic.org	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	2

**G. Outreach Activities Performed During the Reporting Period**

**Initiative:** Attendance at Job Fairs

Station Staff Involved: Judy England, Administrative Assistant

Erma Byrd Higher Education Center Beaver, West Virginia October 28, 2016

Bluefield State College, Bluefield, West Virginia, March 30, 2017

**Initiative:** Participation in job banks, internet programs, and other programs designed to promote outreach.

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Minority Resources

Membership in the West Virginia Broadcasters' Association

**Initiative:** Internship program designed to assist members of the community to acquire skills needed for broadcast employment.

1. An internship co-op was established again with an area university: Concord University, Athens, WV, Department of Communication Arts. Contract period: July 2016 – August, 2016. The intern was assigned and initiated research as well as executing stories for West Virginia Public Radio. Duties included gathering sound, writing scripts, taking pictures, and prepping stories for the website. The intern also helped with minimal paperwork and equipment maintenance as well as other duties as needed.
2. West Virginia Media Diversity Fellowship program with West Virginia State University and WVPB to develop the next generation of media

professionals through a one-year paid media fellowship in West Virginia. Fellows help WVPB to “tell West Virginia’s story”, including its rich and diverse history. They provide a unique and much-needed perspective to its TV, radio, social media and online offerings.

3. West Virginia Public Broadcasting is offering a six-week paid internship program for college students and recent college graduates who want to learn more about the world of public media. Interns will learn about all aspects of public media, from video and audio production, to news, to events, to the business side. Part of the internship includes job shadowing in each of the departments in our Charleston office: business, video, radio, development, Mountain Stage and news. West Virginia Public Broadcasting is a creative, supportive environment. As an intern you will get to work with a variety of our staff, while working on real projects that will help us grow.

**Initiative:** On-air announcement broadcast weekly inviting organizations to add their names to the list of organizations receiving job announcements. The WVEBA continues to update its list of recruiting resources.



**EEO PUBLIC FILE REPORT  
Radio**

**A. Employment Unit Covered**

WVPB-FM

**B. Reporting Period**

May 22, 2015 to May 20, 2016

**C. Full-time Vacancies Filled During Reporting Period**

<u>Job Title</u>	<u>Date Filled</u>
Sales Associate	6/30/15
Health News Reporter	11/16/15

**D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

(Organizations entitled to notification identified by \*.)

**Job Title: Sales Associate                      Date Hired: 6/30/15**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
In-house posting	Jane Smith	124 Industrial Park Rd Beaver, WV 25813	(304) 254-7840	N
In-house posting	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	N
In-house posting	Bill Blaker	191 Scott Avenue Morgantown, WV 26508	(304) 284-1440	N
Wvpublic.org.	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	Y
West Virginia Division of Personnel	Sara Walker	Building 6 Room 420 1900 Kanawha Blvd. E Charleston WV 25305	(304) 558-3950	N
West Virginia Broadcasters Assoc.	Elizabeth Williams	140 Seventh Avenue, South Charleston, WV 25303	(304) 744-2143	N
Beckley Newspapers	Ann Kelly	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	N
JournalismJobs.com			(510)508-7386	N
Herald-Dispatch	Linda Waddell	P.O. Box 2017 Huntington, WV 25720	(304) 526-4002	N
Charleston Newspapers	Terri Spinks	P.O. Box 3142 Charleston, WV 25331	(304) 348-4898	N
West Virginia Newspaper Publishing Co.	Classified Department	1251 Earl L. Core Road, Dept. V. Morgantown, WV 26505-5881	(304) 292-6301	N
*Alderson-Broadus College	Cindy Wanamaker	College Hill Road Phillippi, WV 26417	(304) 457-1700	N
*Bethany College	Communications Dept.	Cramblet Hall Bethany, WV 26032	(304) 829-4343	N

*Bluefield State College	Placement Director	219 Rock Street Bluefield, WV 24701	(304) 327-4043	N
Concord College	Placement Director	P.O. Box 1000 Athens, WV 24712	(304) 384-5380	N
*Davis and Elkins College	Ken McCoy	100 Campus Drive Elkins, WV 26241	(304) 637-1900	N
*Glennville State College	Daniel Reed	P.O. Box 599 Fort Gay, WV 25514	(304) 462-7361	N
*Marshall University	Sue Wright	400 Hal Greer Boulevard, Huntington, WV 25701	(304) 696-6488	N
*West Virginia Human Rights Commission	Ivin B. Lee	1321 Plaza East, Room 108 Charleston, WV 25301	(304) 348-6880	N
*West Virginia Northern Community College	Robert W. Wycherley	Career Planning/Placement Wheeling, WV 26003	(304) 233-5900	N
*West Virginia University	Linda Adams	Career Services Center P.O. Box 6008 Morgantown, WV 26506	(304) 293-3121	N
*West Virginia Wesleyan	Barbara Morrisette	College Avenue Buckhannon, WV 26201	800-722-9933	N
*Wheeling Jesuit College	Frank Ticich	Career Development Center Wheeling, WV 26003	800-624-6992	N
*West Virginia State College	Patricia Kline	P.O. Box 1000 Institute, WV 25112	(304) 766-3000	N
*West Virginia University School of Journalism	Maryanne Reed	P.O. Box 6010 Morgantown, WV 26505	(304) 293-3121	N
*Salem International University	Deborah Woods	223 W. Main Street Salem, WV 26426	800-283-4562	N
President's Office for Social Justice	Jacqueline A. Dooley	Affirmative Action EEO Programs West Virginia University B1 Stewart Hall, PO Box 6202 Morgantown, WV 26505	(304) 293-5496	N
Center for Black Culture & Research	Chuck Blue	West Virginia University P.O. Box 6417 Morgantown, WV 26506	(304) 293-7029	N
Division of Rehabilitation Services		124 South High Street Morgantown, WV 26501	(304) 285-3155	N
FMRS Health Systems, Inc.	Brenda McClung-Merritt	101 S. Eisenhower Drive Beckley, WV 25801	(304) 256-7100	N
The Shepherdstown Chronical	Rebekah Miller	PO Box 807 Martinsburg WV 25402	304-263-8931	N

**Total number of interviewees from all sources for this position: 4**

**Job Title: Health Reporter**

**Date Hired: 11/16/15**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
In-house posting	Judy England	124 Industrial Park Rd Beaver, WV 25813	(304) 254-7840	N
In-house posting	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	N
In-house posting	Bill Blaker	191 Scott Avenue Morgantown, WV 26508	(304) 284-1440	N
Wvpublic.org	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	N
West Virginia Division of Personnel	Sara Walker	Building 6 Room 420 1900 Kanawha Blvd. E Charleston WV 25305	(304) 558-3950	N
West Virginia Broadcasters Assoc.	Elizabeth Williams	140 Seventh Avenue, South Charleston, WV 25303	(304) 744-2143	N
Beckley Newspapers	Ann Kelly	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	N
JournalismJobs.com			(510)508-7386	Y
Herald-Dispatch	Linda Waddell	P.O. Box 2017	(304) 526-4002	N

Charleston Newspapers	Terri Spinks	Huntington, WV 25720 P.O. Box 3142 Charleston, WV 25331	(304) 348-4898	N
West Virginia Newspaper Publishing Co.	Classified Department	1251 Earl L. Core Road, Dept. V. Morgantown, WV 26505-5881	(304) 292-6301	N
*Alderson-Broaddus College	Cindy Wanamaker	College Hill Road Phillippi, WV 26417	(304) 457-1700	N
*Bethany College	Communications Dept.	Cramblet Hall Bethany, WV 26032	(304) 829-4343	N
*Bluefield State College	Placement Director	219 Rock Street Bluefield, WV 24701	(304) 327-4043	N
Concord College	Placement Director	P.O. Box 1000 Athens, WV 24712	(304) 384-5380	N
*Davis and Elkins College	Ken McCoy	100 Campus Drive Elkins, WV 26241	(304) 637-1900	N
*Glennville State College	Daniel Reed	P.O. Box 599 Fort Gay, WV 25514	(304) 462-7361	N
*Marshall University	Sue Wright	400 Hal Greer Boulevard, Huntington, WV 25701	(304) 696-6488	N
*West Virginia Human Rights Commission	Ivin B. Lee	1321 Plaza East, Room 108 Charleston, WV 25301	(304) 348-6880	N
*West Virginia Northern Community College	Robert W. Wycherley	Career Planning/Placement Wheeling, WV 26003	(304) 233-5900	N
*West Virginia University	Linda Adams	Career Services Center P.O. Box 6008 Morgantown, WV 26506	(304) 293-3121	N
*West Virginia Wesleyan	Barbara Morrisette	College Avenue Buckhannon, WV 26201	800-722-9933	N
*Wheeling Jesuit College	Frank Ticich	Career Development Center Wheeling, WV 26003	800-624-6992	N
*West Virginia State College	Patricia Kline	P.O. Box 1000 Institute, WV 25112	(304) 766-3000	N
*West Virginia University School of Journalism	Maryanne Reed	P.O. Box 6010 Morgantown, WV 26505	(304) 293-3121	N
*Salem International University	Deborah Woods	223 W. Main Street Salem, WV 26426	800-283-4562	N
President's Office for Social Justice	Jacqueline A. Dooley	Affirmative Action EEO Programs West Virginia University B1 Stewart Hall, PO Box 6202 Morgantown, WV 26505	(304) 293-5496	N
Center for Black Culture & Research	Chuck Blue	West Virginia University P.O. Box 6417 Morgantown, WV 26506	(304) 293-7029	N
Division of Rehabilitation Services		124 South High Street Morgantown, WV 26501	(304) 285-3155	N
FMRS Health Systems, Inc.	Brenda McClung-Merritt	101 S. Eisenhower Drive Beckley, WV 25801	(304) 256-7100	N
The Shepherdstown Chronical	Rebekah Miller	PO Box 807 Martinsburg WV 25402	304-263-8931	N

**Total number of interviewees from all sources for this position: 5**

**E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 9**

**F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources:**

Referral Source	Contact Person	Address	Phone No.	No. of Persons Interviewed
Wvpublic.org	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	5
JournalismJobs.com			(510)508-7386	1
West Virginia Newspaper Publishing Co.	Classified Department	58811251 Earl L. Core Road, Dept. V. Morgantown, WV 26505-	(304) 292-6301	1
Charleston Newspapers	Terri Spinks	P.O. Box 3142 Charleston, WV 25331	(304) 348-4898	1
In-house posting	Judy England	124 Industrial Park Rd Beaver, WV 25813	(304) 254-7840	1

### **G. Outreach Activities Performed During the Reporting Period**

**Initiative:** Attendance at Job Fairs

Station Staff Involved: Judy England, Administrative Assistant

Glennville State College, Glennville West Virginia, September 30, 2015

Erma Byrd Higher Education Center Beaver, West Virginia October 2, 2015

Bluefield State College, Bluefield, West Virginia, March 28, 2016

**Initiative:** Participation in job banks, internet programs, and other programs designed to promote outreach.

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Minority Resources

Membership in the West Virginia Broadcasters' Association

**Initiative:** Internship program designed to assist members of the community to acquire skills needed for broadcast employment.

1. An internship co-op was established again with an area university: Concord University, Athens, WV, Department of Communication Arts. Contract period: July 2015 – August, 2015. The intern was assigned and initiated research as well as executing stories for West Virginia Public Radio. Duties included gathering sound, writing scripts, taking pictures, and prepping stories for the website. The intern also helped with minimal paperwork and equipment maintenance as well as other duties as needed.
2. West Virginia Media Diversity Fellowship program with West Virginia State University and WVPB to develop the next generation of media professionals through a one-year paid media fellowship in West Virginia. Fellows help WVPB to "tell West Virginia's story", including its rich and diverse history. They provide a unique and much-needed perspective to its TV, radio, social media and online offerings.



3. West Virginia Public Broadcasting is offering a six-week paid internship program for college students and recent college graduates who want to learn more about the world of public media. Interns will learn about all aspects of public media, from video and audio production, to news, to events, to the business side. Part of the internship includes job shadowing in each of the departments in our Charleston office: business, video, radio, development, Mountain Stage and news. West Virginia Public Broadcasting is a creative, supportive environment. As an intern you will get to work with a variety of our staff, while working on real projects that will help us grow.

**Initiative:** On-air announcement broadcast weekly inviting organizations to add their names to the list of organizations receiving job announcements. The WVEBA continues to update its list of recruiting resources.

EEO PUBLIC FILE REPORT  
Radio

A. Employment Unit Covered

WVPB-FM  
(formally WVPN)

B. Reporting Period

June 1, 2014 to May 31, 2015

c. Full-time Vacancies Filled During Reporting Period

There were seven full-time vacancies filled during the reporting period.

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

(Organizations entitled to notification identified by \*.)

Source	Contact Person	Address	Phone No.	Referred Person Hired?
In-house posting	Jane Smith	124 Industrial Park Rd Beaver, WV 25813	(304) 254-7840	
In-house posting	Jan Johnson	600 Capitol Street Charleston, 25301	(304) 5564900	
In-house posting	Bill Blaker	191 Scott Avenue MO antown, WV 26508	(304) 284-1440	
Wvpubcast.org	Carole Carter	600 Capitol Street Charleston, WV 25301	(304) 556-4900	
West Virginia Broadcasters Assoc.	Elizabeth Williams	140 Seventh Avenue, South Charleston, WV 25303	(304) 744-2143	
Beckley Newspapers	Ann Kelly	P.O. Drawer 2398 Beckle , WV 25802	(304) 252-4411	
Monster.com	Ann Kelly, Beckle News a ers	P.O. Drawer 2398 Beckle , WV 25802	(304) 2524411	
Herald-Dispatch	Linda Waddell	P.O. Box 2017 Huntin ton, WV 25720	(304) 526-4002	



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Charleston Newspapers	Terri Spinks	P.O. Box 3142 Charleston, WV 25331	(304) 348-4898	
West Virginia Newspaper Publishing	Classified Department	1251 Earl L. Core Road, Dept. V. Morgantown, 265055881	(304) 292-6301	
*Alderson-Broadus	Cindy Wanamaker	College Hill Road Phillips, WV 26417	(304) 457-1700	
*Bethany College	Communications Dept.	Cramblet Hall Bethany, WV 26032	(304) 829-4343	
*Bluefield State College	Placement Director	219 Rock Street Bluefield, WV 24701	(304) 327-4043	

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*Concord College	Placement Director	P.O. Box 1000 Athens, WV 24712	(304) 384-5380	
*Davis and Elkins College	Ken McCoy	100 Campus Drive Elkins, WV 26241	(304) 637-1900	
*Glenville State College	Daniel Reed	P.O. Box 599 Fort Gay, WV 25514	(304) 462-7361	
*Marshall University	Sue Wright	400 Hal Greer Boulevard, Huntington, WV 25701	(304) 696-6488	
*West Virginia Human Rights Commission	Ivin B. Lee	1321 Plaza East, Room 108 Charleston, WV 25301	(304) 348-6880	
*West Virginia Northern Community College	Robert W. Wycherley	Career Planning/Placement Wheeling, WV 26003	(304) 233-5900	
*West Virginia University	Linda Adams	Career Services Center P.O. Box 6008 Morgantown, WV 26506	(304) 293-3121	
*West Virginia Wesleyan	Barbara Morrisette	College Avenue Buckhannon, WV 26201	800-722-9933	
*Wheeling Jesuit College	Frank Ticich	Career Development Center Wheeling, WV 26003	800-624-6992	
*West Virginia State College	Patricia Kline	P.O. Box 1000 Institute, WV 25112	(304) 766-3000	
*West Virginia University School of Journalism	Maryanne Reed	P.O. Box 6010 Morgantown, WV 26505	(304) 293-3121	
*Salem International Univers	Deborah Woods	223 W. Main Street Salem, WV 26426	800-283-4562	

EEO Public File Report - WVPB

President's Office for Social Justice	Jacqueline A. Dooley	Affirmative Action EEO Programs West Virginia University Bl Stewart Hall, PO Box 6202 Mor antown, 26505	(304) 293-5496	
Center for Black Culture & Research	Chuck Blue	West Virginia University P.O. Box 6417 Mor antown, WV 26506	(304) 293-7029	
Division of Rehabilitation Services		124 South High Street Mo antown, 26501	(304) 285-3155	
FMRS Health Systems, Inc.	Brenda McClung-Merritt	101 S. Eisenhower Drive Beckle, VIN 25801	(304) 256-7100	

E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 16

: Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources: 16

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G. Outreach Activities Performed During the Reporting Period

Initiative: Attendance at Job Fairs

Station Staff Involved: Jane Smith, Payroll Assistant - Judy England, Administrative Assistant

Glenville State College, Glenville West Virginia, September 24, 2014

University of Charleston, Charleston, West Virginia, February 25, 2015

West Virginia University Institute of Technology, Montgomery, West Virginia, March 10, 2015

Bluefield State College, Bluefield, West Virginia, April 1, 2015

Initiative: Participation in job banks, internet programs, and other programs designed to promote outreach.

1) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

## EEO Public File Report – WVPB

### Minority Resources

#### Membership in the West Virginia Broadcasters' Association

Initiative: Internship program designed to assist members of the community to acquire skills needed for broadcast employment.

1) An internship co-op was established again with an area university: Concord University, Athens, WV, Department of Communication Arts. Contract period: July 2014 – August, 2015. The intern was assigned and initiated research as well as executing stories for West Virginia Public Radio. Duties included gathering sound, writing scripts, taking pictures, and prepping stories for the website. The intern also helped with minimal paperwork and equipment maintenance as well as other duties as needed.

Initiative: Agency-wide Diversity Training designed to educate employees on diversity issues April 2-3, 2015.

1) NPR senior staff conducted a diversity training for all West Virginia public broadcasting staff in April. The two day training consisted of several parts, including seeking diversity in sourcing, covering different groups with

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sensitivity, and making sure that our workplace is welcoming to diverse groups of people. We left with the plan to increase diversity and staffing and our internships, which we are implementing this year.

Initiative: On-air announcement broadcast weekly inviting organizations to add their names to the list of organizations receiving job announcements. The WVEBA continues to update its list of recruiting resources.

**EEO PUBLIC FILE REPORT**  
**Radio**

A. Employment Unit Covered

WVFN -FM

B. Reporting Period

May 22, 2013 to May 21, 2014

C. Full-time Vacancies Filled During Reporting Period

<u>Job Title</u>	<u>Date Filled</u>
Executive Producer/Mountain Stage	07/01/13
Director of Radio	11/01/13
Major Gifts Officer	01/16/14
Associate Producer/Mountain Stage	01/17/14
Associate Producer/Mountain Stage	01/17/14

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

(Organizations entitled to notification identified by \*.)

Source	Contact Person	Address	Phone No.	Referred Person Hired?
In-house posting	Jane Smith	124 Industrial Park Rd Beaver, WV 25813	(304) 254-7840	
In-house posting	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	
In-house posting	Bill Blaker	191 Scott Avenue Morgantown, WV 26508	(304) 284-1440	
VWPublic.org	Carole Carter	600 Capitol Street Charleston, WV 25301	(304) 556-4900	
West Virginia Broadcasters Assoc.	Elizabeth Williams	140 Seventh Avenue, South Charleston, WV 25303	(304) 744-2143	
Beckley Newspapers	Ann Kelly	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	
Monster.com	Ann Kelly, Beckley Newspapers	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	
Herald-Dispatch	Linda Waddell	P.O. Box 2017 Huntington, WV 25720	(304) 526-4002	

Charleston Newspapers	Terri Spinks	P.O. Box 3142 Charleston, 25331	(304) 348-4898	
West Virginia Newspaper Publishing co.	Classified Department	1251 Earl L. core Road, Dept. V. Morgantown, 265055881	(304) 292-6301	
*Alderson-Broadus College	Cindy Wanamaker	College Hill Road Phillippi, WV 26417	(304) 457-1700	
*Bethany College	Communications Dept.	Cramblet Hall Bethany, WV 26032	(304) 829-4343	
*Bluefield State College	Placement Director	219 Rock Street Bluefield, WV 24701	(304) 327-4043	

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*Concord College	Placement Director	P.O. Box 1000 Athens, 24712	(304) 384-5380	
*Davis and Elkins College	Ken McCoy	100 Campus Drive Elkins, WV 26241	(304) 637-1900	
*Glenville State College	Daniel Reed	P.O. Box 599 Fort Gay, WV 25514	(304) 462-7361	
*Marshall University	Sue Wright	400 Hal Greer Boulevard, Huntington, 25701	(304) 696-6488	
*West Virginia Human Rights Commission	Ivin B. Lee	1321 Plaza East, Room 108 Charleston, WV 25301	(304) 348-6880	
*West Virginia Northern Community College	Robert W. Wycherley	Career Planning/Placement Wheeling, WV 26003	(304) 233-5900	
*West Virginia University	Linda Adams	Career Services Center P.O. Box 6008 Morgantown, 26506	(304) 293-3121	
*West Virginia Wesleyan	Barbara Morrisette	College Avenue Buckhannon, 26201	800-722-9933	
*Wheeling Jesuit College	Frank Ticich	Career Development Center Wheeling, WV 26003	800-624-6992	
*West Virginia State	Patricia Kline	P.O. Box 1000 Institute, 25112	(304) 766-3000	
*West Virginia University School of Journalism	Maryanne Reed	P.O. Box 6010 Morgantown, WV 26505	(304) 293-3121	
*Salem International University	Deborah Woods	223 W. Main Street Salem, 26426	800-2834562	
President's Office for Social Justice	Jacqueline A. Dooley	Affirmative Action EEO Programs West Virginia University Bl Stewart Hall, PO Box 6202 Morgantown, 26505	(304) 293-5496	

Center for Black Culture & Research	Chuck Blue	West Virginia University P.O. Box 6417 Mor antown, 26506	(304) 293-7029	
Division of Rehabilitation Services		124 South High Street Mor antown, WV 26501	(304) 285-3155	
FMRS Health Systems, Inc.	Brenda McClung-Merritt	101 S. Eisenhower Drive Beckle , YIN 25801	(304) 256-7100	

**E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 7**

**F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources: 7**

EEO Public File Report- WVPN - FM

Page 3

**G. Outreach Activities Performed During the Reporting Period**

Initiative: Attendance at Job Fairs

Station Staff Involved: Jane Smith, Payroll Assistant — Kristi Crouch, Human Resources

University of Charleston, Charleston, West Virginia March 26, 2014

West Virginia University Institute of Technology, Montgomery, West Virginia, March 27, 2014

Bluefield State College, Bluefield, West Virginia, April 2, 2014

WV State University, Institute, West Virginia, April 10, 2014

Initiative: Participation in job banks, internet programs, and other programs designed to promote outreach. An ad was placed in the "Minority Resources," a circular which reaches the Eastern region of the United States. The ad appeared in the section set aside for companies supporting minority outreach in hiring and promotion within their organization. The ad presents contact information for each organization. The West Virginia Public Broadcasting ad appeared along with companies from Maryland, Massachusetts, New York and Pennsylvania.

Initiative: On-air announcement broadcast weekly inviting organizations to add their names to the list of organizations receiving job announcements.



Initiative: Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Membership in the West Virginia Broadcasters' Association

+  
EEO PUBLIC FILE REPORT  
Radio

**A. Employment Unit Covered**

WVPB-FM

**B. Reporting Period**

May 22, 2012 to May 21, 2013

**C. Full-time Vacancies Filled During Reporting Period**

<u>Job Title</u>	<u>Date Filled</u>
Digital Editor	10/01/12
Reporter	10/16/12
Executive Director	02/01/13
Director of Underwriting	04/15/13

**D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

(Organizations entitled to notification identified by \*.)

**Job Title:** Digital Editor      **Date Hired:** 10/01/12

Source	Contact Person	Address	Phone No.	Referred Person Hired?
In-house posting	Jane Smith	124 Industrial Park Rd Beaver, WV 25813	(304) 254-7840	N
In-house posting	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	Y
In-house posting	Bill Blaker	191 Scott Avenue Morgantown, WV 26508	(304) 284-1440	N
Wvpubcast.org	Carole Carter	600 Capitol Street Charleston, WV 25301	(304) 556-4900	N
West Virginia Division of Personnel	Sara Walker	Building 6 Room 420 1900 Kanawha Blvd. E Charleston WV 25305	(304) 558-3950	N
West Virginia Broadcasters Assoc.	Elizabeth Williams	140 Seventh Avenue, South Charleston, WV 25303	(304) 744-2143	N
Beckley Newspapers	Ann Kelly	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	N
Monster.com	Ann Kelly, Beckley Newspapers	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	N
Herald-Dispatch	Linda Waddell	P.O. Box 2017 Huntington, WV 25720	(304) 526-4002	N
Charleston Newspapers	Terri Spinks	P.O. Box 3142 Charleston, WV 25331	(304) 348-4898	N
West Virginia Newspaper Publishing Co.	Classified Department	1251 Earl L. Core Road, Dept. V. Morgantown, WV 26505-5881	(304) 292-6301	N
*Alderson-Broadus College	Cindy Wanamaker	College Hill Road Phillippi, WV 26417	(304) 457-1700	N

*Bethany College	Communications Dept.	Cramblet Hall Bethany, WV 26032	(304) 829-4343	N
*Bluefield State College	Placement Director	219 Rock Street Bluefield, WV 24701	(304) 327-4043	N
Concord College	Placement Director	P.O. Box 1000 Athens, WV 24712	(304) 384-5380	N
*Davis and Elkins College	Ken McCoy	100 Campus Drive Elkins, WV 26241	(304) 637-1900	N
*Glenville State College	Daniel Reed	P.O. Box 599 Fort Gay, WV 25514	(304) 462-7361	N
*Marshall University	Sue Wright	400 Hal Greer Boulevard, Huntington, WV 25701	(304) 696-6488	N
*West Virginia Human Rights Commission	Ivin B. Lee	1321 Plaza East, Room 108 Charleston, WV 25301	(304) 348-6880	N
*West Virginia Northern Community College	Robert W. Wycherley	Career Planning/Placement Wheeling, WV 26003	(304) 233-5900	N
*West Virginia University	Linda Adams	Career Services Center P.O. Box 6008 Morgantown, WV 26506	(304) 293-3121	N
*West Virginia Wesleyan	Barbara Morrisette	College Avenue Buckhannon, WV 26201	800-722-9933	N
*Wheeling Jesuit College	Frank Ticich	Career Development Center Wheeling, WV 26003	800-624-6992	N
*West Virginia State College	Patricia Kline	P.O. Box 1000 Institute, WV 25112	(304) 766-3000	N
*West Virginia University School of Journalism	Maryanne Reed	P.O. Box 6010 Morgantown, WV 26505	(304) 293-3121	N
*Salem International University	Deborah Woods	223 W. Main Street Salem, WV 26426	800-283-4562	N
President's Office for Social Justice	Jacqueline A. Dooley	Affirmative Action EEO Programs West Virginia University B1 Stewart Hall, PO Box 6202 Morgantown, WV 26505	(304) 293-5496	N
Center for Black Culture & Research	Chuck Blue	West Virginia University P.O. Box 6417 Morgantown, WV 26506	(304) 293-7029	N
Division of Rehabilitation Services		124 South High Street Morgantown, WV 26501	(304) 285-3155	N
FMRS Health Systems, Inc.	Brenda McClung-Merritt	101 S. Eisenhower Drive Beckley, WV 25801	(304) 256-7100	N
The Shepherdstown Chronical	Rebekah Miller	PO Box 807 Martinsburg WV 25402	304-263-8931	Y

**Total number of interviewees from all sources for this position: 2**

**Job Title: Reporter Date Hired: 10/16/12**

Source	Contact Person	Address	Phone No.	Referred Person Hired?
In-house posting	Jane Smith	124 Industrial Park Rd Beaver, WV 25813	(304) 254-7840	N
In-house posting	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	N
In-house posting	Bill Blaker	191 Scott Avenue Morgantown, WV 26508	(304) 284-1440	N
Wvpubcast.org	Carole Carter	600 Capitol Street Charleston, WV 25301	(304) 556-4900	N
West Virginia Division of Personnel	Sara Walker	Building 6 Room 420 1900 Kanawha Blvd. E Charleston WV 25305	(304) 558-3950	N
West Virginia Broadcasters Assoc.	Elizabeth Williams	140 Seventh Avenue, South Charleston, WV 25303	(304) 744-2143	N
Beckley Newspapers	Ann Kelly	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	N
Monster.com	Ann Kelly,	P.O. Drawer 2398	(304) 252-4411	N

	Beckley Newspapers	Beckley, WV 25802		
Herald-Dispatch	Linda Waddell	P.O. Box 2017 Huntington, WV 25720	(304) 526-4002	N
Charleston Newspapers	Terri Spinks	P.O. Box 3142 Charleston, WV 25331	(304) 348-4898	N
West Virginia Newspaper Publishing Co.	Classified Department	1251 Earl L. Core Road, Dept. V. Morgantown, WV 26505- 5881	(304) 292-6301	Y
*Alderson-Broadus College	Cindy Wanamaker	College Hill Road Phillippi, WV 26417	(304) 457-1700	N
*Bethany College	Communications Dept.	Cramblet Hall Bethany, WV 26032	(304) 829-4343	N
*Bluefield State College	Placement Director	219 Rock Street Bluefield, WV 24701	(304) 327-4043	N
Concord College	Placement Director	P.O. Box 1000 Athens, WV 24712	(304) 384-5380	N
*Davis and Elkins College	Ken McCoy	100 Campus Drive Elkins, WV 26241	(304) 637-1900	N
*Glennville State College	Daniel Reed	P.O. Box 599 Fort Gay, WV 25514	(304) 462-7361	N
*Marshall University	Sue Wright	400 Hal Greer Boulevard, Huntington, WV 25701	(304) 696-6488	N
*West Virginia Human Rights Commission	Ivin B. Lee	1321 Plaza East, Room 108 Charleston, WV 25301	(304) 348-6880	N
*West Virginia Northern Community College	Robert W. Wycherley	Career Planning/Placement Wheeling, WV 26003	(304) 233-5900	N
*West Virginia University	Linda Adams	Career Services Center P.O. Box 6008 Morgantown, WV 26506	(304) 293-3121	N
*West Virginia Wesleyan	Barbara Morrisette	College Avenue Buckhannon, WV 26201	800-722-9933	N
*Wheeling Jesuit College	Frank Ticich	Career Development Center Wheeling, WV 26003	800-624-6992	N
*West Virginia State College	Patricia Kline	P.O. Box 1000 Institute, WV 25112	(304) 766-3000	N
*West Virginia University School of Journalism	Maryanne Reed	P.O. Box 6010 Morgantown, WV 26505	(304) 293-3121	N
*Salem International University	Deborah Woods	223 W. Main Street Salem, WV 26426	800-283-4562	N
President's Office for Social Justice	Jacqueline A. Dooley	Affirmative Action EEO Programs West Virginia University B1 Stewart Hall, PO Box 6202 Morgantown, WV 26505	(304) 293-5496	N
Center for Black Culture & Research	Chuck Blue	West Virginia University P.O. Box 6417 Morgantown, WV 26506	(304) 293-7029	N
Division of Rehabilitation Services		124 South High Street Morgantown, WV 26501	(304) 285-3155	N
FMRS Health Systems, Inc.	Brenda McClung- Merritt	101 S. Eisenhower Drive Beckley, WV 25801	(304) 256-7100	N
The Shepherdstown Chronical	Rebekah Miller	PO Box 807 Martinsburg WV 25402	304-263-8931	N

**Total number of interviewees from all sources for this position: 5**

Job Title:	Executive Director		Date Hired: 02/01/13	
Source	Contact Person	Address	Phone No.	Referred Person Hired?
In-house posting	Jane Smith	124 Industrial Park Rd Beaver, WV 25813	(304) 254-7840	N
In-house posting	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	N
In-house posting	Bill Blaker	191 Scott Avenue	(304) 284-1440	N

		Morgantown, WV 26508		
Wvpubcast.org	Carole Carter	600 Capitol Street Charleston, WV 25301	(304) 556-4900	Y
West Virginia Division of Personnel	Sara Walker	Building 6 Room 420 1900 Kanawha Blvd. E Charleston WV 25305	(304) 558-3950	N
West Virginia Broadcasters Assoc.	Elizabeth Williams	140 Seventh Avenue, South Charleston, WV 25303	(304) 744-2143	N
Beckley Newspapers	Ann Kelly	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	N
Monster.com	Ann Kelly, Beckley Newspapers	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	N
Herald-Dispatch	Linda Waddell	P.O. Box 2017 Huntington, WV 25720	(304) 526-4002	N
Charleston Newspapers	Terri Spinks	P.O. Box 3142 Charleston, WV 25331	(304) 348-4898	N
West Virginia Newspaper Publishing Co.	Classified Department	1251 Earl L. Core Road, Dept. V. Morgantown, WV 26505-5881	(304) 292-6301	N
*Alderson-Broadus College	Cindy Wanamaker	College Hill Road Phillippi, WV 26417	(304) 457-1700	N
*Bethany College	Communications Dept.	Cramblet Hall Bethany, WV 26032	(304) 829-4343	N
*Bluefield State College	Placement Director	219 Rock Street Bluefield, WV 24701	(304) 327-4043	N
Concord College	Placement Director	P.O. Box 1000 Athens, WV 24712	(304) 384-5380	N
*Davis and Elkins College	Ken McCoy	100 Campus Drive Elkins, WV 26241	(304) 637-1900	N
*Glennville State College	Daniel Reed	P.O. Box 599 Fort Gay, WV 25514	(304) 462-7361	N
*Marshall University	Sue Wright	400 Hal Greer Boulevard, Huntington, WV 25701	(304) 696-6488	N
*West Virginia Human Rights Commission	Ivin B. Lee	1321 Plaza East, Room 108 Charleston, WV 25301	(304) 348-6880	N
*West Virginia Northern Community College	Robert W. Wycherley	Career Planning/Placement Wheeling, WV 26003	(304) 233-5900	N
*West Virginia University	Linda Adams	Career Services Center P.O. Box 6008 Morgantown, WV 26506	(304) 293-3121	N
*West Virginia Wesleyan	Barbara Morrisette	College Avenue Buckhannon, WV 26201	800-722-9933	N
*Wheeling Jesuit College	Frank Ticich	Career Development Center Wheeling, WV 26003	800-624-6992	N
*West Virginia State College	Patricia Kline	P.O. Box 1000 Institute, WV 25112	(304) 766-3000	N
*West Virginia University School of Journalism	Maryanne Reed	P.O. Box 6010 Morgantown, WV 26505	(304) 293-3121	N
*Salem International University	Deborah Woods	223 W. Main Street Salem, WV 26426	800-283-4562	N
President's Office for Social Justice	Jacqueline A. Dooley	Affirmative Action EEO Programs West Virginia University B1 Stewart Hall, PO Box 6202 Morgantown, WV 26505	(304) 293-5496	N
Center for Black Culture & Research	Chuck Blue	West Virginia University P.O. Box 6417 Morgantown, WV 26506	(304) 293-7029	N
Division of Rehabilitation Services		124 South High Street Morgantown, WV 26501	(304) 285-3155	N
FMRS Health Systems, Inc.	Brenda McClung-Merritt	101 S. Eisenhower Drive Beckley, WV 25801	(304) 256-7100	N
The Shepherdstown Chronical	Rebekah Miller	PO Box 807 Martinsburg WV 25402	304-263-8931	N

**Total number of interviewees from all sources for this position: 2**

**Job Title:** Director of Underwriting **Date Hired:** 04/15/13

Source	Contact Person	Address	Phone No.	Referred Person Hired?
In-house posting	Jane Smith	124 Industrial Park Rd Beaver, WV 25813	(304) 254-7840	N
In-house posting	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	N
In-house posting	Bill Blaker	191 Scott Avenue Morgantown, WV 26508	(304) 284-1440	N
Wvpubcast.org	Carole Carter	600 Capitol Street Charleston, WV 25301	(304) 556-4900	Y
West Virginia Division of Personnel	Sara Walker	Building 6 Room 420 1900 Kanawha Blvd. E Charleston WV 25305	(304) 558-3950	N
West Virginia Broadcasters Assoc.	Elizabeth Williams	140 Seventh Avenue, South Charleston, WV 25303	(304) 744-2143	N
Beckley Newspapers	Ann Kelly	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	N
Monster.com	Ann Kelly, Beckley Newspapers	P.O. Drawer 2398 Beckley, WV 25802	(304) 252-4411	N
Herald-Dispatch	Linda Waddell	P.O. Box 2017 Huntington, WV 25720	(304) 526-4002	N
Charleston Newspapers	Terri Spinks	P.O. Box 3142 Charleston, WV 25331	(304) 348-4898	N
West Virginia Newspaper Publishing Co.	Classified Department	1251 Earl L. Core Road, Dept. V. Morgantown, WV 26505-5881	(304) 292-6301	N
*Alderson-Broadus College	Cindy Wanamaker	College Hill Road Phillippi, WV 26417	(304) 457-1700	N
*Bethany College	Communications Dept.	Cramblet Hall Bethany, WV 26032	(304) 829-4343	N
*Bluefield State College	Placement Director	219 Rock Street Bluefield, WV 24701	(304) 327-4043	N
Concord College	Placement Director	P.O. Box 1000 Athens, WV 24712	(304) 384-5380	N
*Davis and Elkins College	Ken McCoy	100 Campus Drive Elkins, WV 26241	(304) 637-1900	N
*Glennville State College	Daniel Reed	P.O. Box 599 Fort Gay, WV 25514	(304) 462-7361	N
*Marshall University	Sue Wright	400 Hal Greer Boulevard, Huntington, WV 25701	(304) 696-6488	N
*West Virginia Human Rights Commission	Ivin B. Lee	1321 Plaza East, Room 108 Charleston, WV 25301	(304) 348-6880	N
*West Virginia Northern Community College	Robert W. Wycherley	Career Planning/Placement Wheeling, WV 26003	(304) 233-5900	N
*West Virginia University	Linda Adams	Career Services Center P.O. Box 6008 Morgantown, WV 26506	(304) 293-3121	N
*West Virginia Wesleyan	Barbara Morrisette	College Avenue Buckhannon, WV 26201	800-722-9933	N
*Wheeling Jesuit College	Frank Ticich	Career Development Center Wheeling, WV 26003	800-624-6992	N
*West Virginia State College	Patricia Kline	P.O. Box 1000 Institute, WV 25112	(304) 766-3000	N
*West Virginia University School of Journalism	Maryanne Reed	P.O. Box 6010 Morgantown, WV 26505	(304) 293-3121	N
*Salem International University	Deborah Woods	223 W. Main Street Salem, WV 26426	800-283-4562	N
President's Office for Social Justice	Jacqueline A. Dooley	Affirmative Action EEO Programs West Virginia University	(304) 293-5496	N



		B1 Stewart Hall, PO Box 6202 Morgantown, WV 26505		
Center for Black Culture & Research	Chuck Blue	West Virginia University P.O. Box 6417 Morgantown, WV 26506	(304) 293-7029	N
Division of Rehabilitation Services		124 South High Street Morgantown, WV 26501	(304) 285-3155	N
FMRS Health Systems, Inc.	Brenda McClung-Merritt	101 S. Eisenhower Drive Beckley, WV 25801	(304) 256-7100	N
The Shepherdstown Chronical	Rebekah Miller	PO Box 807 Martinsburg WV 25402	304-263-8931	N

**Total number of interviewees from all sources for this position: 2**

**E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 11**

**F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources: 11**

Referral Source	Contact Person	Address	Phone No.	No. of Persons Interviewed
Wvpubcast.org	Carole Carter	600 Capitol Street Charleston, WV 25301	(304) 556-4900	9
In-house posting	Jan Johnson	600 Capitol Street Charleston, WV 25301	(304) 556-4900	1
Charleston Newspapers	Terri Spinks	P.O. Box 3142 Charleston, WV 25331	(304) 348-4898	1

**G. Outreach Activities Performed During the Reporting Period**

**Initiative:** Attendance at Job Fairs

**Station Staff Involved:** The Human Resource Manager retired and did not assign this duty to another staff.

1) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Membership in the West Virginia Broadcasters' Association

Submitted: 07/20/2015

Educational Broadcasting's Director of Broadcast and Technology left the agency on 09/26/12 and the Human Resource Manager retired on 08/16/12. Unknown to staff the responsibility of this report was not assigned to any other staff.

## EEO PUBLIC FILE REPORT RADIO

**A. Employment Unit Covered**

WVFN-FM

**B. Reporting Period**

May 21, 2011 to May 21, 2012

**C. Full-time Vacancies Filled During Reporting Period**

N/A

**D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy**

N/A

**E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: N/A**

**F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources: N/A**

**G. Outreach Activities Performed During the Reporting Period**

**Initiative:** Attendance at Job Fairs

**Station Staff Involved:** Holtteen Mitchell, Human Resources Manager

Fall Career Fair, University of Charleston, Charleston, West Virginia, November 1, 2011

Job Fair, Fairmont State University, Fairmont, West Virginia, February 28, 2012

Career and Employment Expo, West Virginia State University, Institute, West Virginia, April 12, 2012

**Initiative:** Participation in job banks, internet programs, and other programs designed to promote outreach.

An ad was placed each year in "Minority Resources," a circular that reaches the Eastern region of the United States. The ads appeared in the following editions of Equal Employment and Civil Rights Journal:

2<sup>nd</sup> Quarter 2011 Edition

2<sup>nd</sup> Quarter 2012 Edition

The ads appeared in the section set aside for companies supporting minority outreach in hiring and promotion within their organization. The ad presents contact information for each organization.

**Initiative:** On-air announcement broadcast weekly inviting organizations to add their names to the list of organizations receiving job announcements.

Place  
of the  
Public  
File  
6.

**Initiative:** Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Membership in the West Virginia Broadcasters' Association

**Initiative:** Provided tour of studio to school/community organization

**Station Staff Involved:** William Bennett, Accountant/Auditor; Eddie Isom, Network Operations Specialist

Crab Orchard Elementary School Kindergarten, April, 2011

Raleigh County Homeschoolers chapter, April, 2011