

WCHS, WVAH
EEO PUBLIC FILE REPORT

June 1, 2013 - May 31, 2014

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive-Charleston	2, 6-7, 9-11, 14-18, 20-22, 24, 27-28, 30, 36, 39-43, 45-52, 54-55, 57-63	52
Digital Content Coordinator	2, 4, 7, 9-11, 14-18, 20-22, 24, 27-31, 35-36, 39-43, 45-46, 48-53, 55, 57-63	30
Account Executive-Charleston/Huntington	2, 4, 6-11, 13-18, 20-24, 27-28, 30, 39-46, 48-49, 51-52, 54, 57-62	13
Account Executive-Charleston/Huntington	2, 4, 6-11, 13-18, 20-24, 27-28, 30, 39-46, 48-49, 51-52, 54, 57-62	30
Weekend Anchor/Reporter	1-2, 4, 6-7, 9-11, 14-24, 28-29, 34, 36, 38-43, 45-46, 48-51, 53, 55, 57-63	23
Sales Account Executive	2, 4, 6-7, 9-12, 14-22, 24, 27-29, 34, 36, 38-43, 45-46, 48-53, 55, 57-63	52
Master Control Operator -- Full-Time	2, 4, 6-7, 9-12, 14-18, 20-24, 26-30, 34-36, 38-43, 45-46, 48-55, 57-63	52
News Editor	2, 4, 6-7, 9-12, 14, 16-18, 20-24, 26-29, 31, 34-36, 38-43, 45-46, 48-51, 53-55, 57-63	31
Commercial Producer	2, 4-7, 9-12, 14-18, 20-24, 26-29, 31, 34-36, 38-43, 45-46, 48-51, 53-55, 57-63	23
Local Sales Manager	2, 4-7, 9-12, 14-18, 20-22, 24, 26-29, 32, 34-36, 38-46, 48-51, 53-55, 57-63	44
Anchor Reporter	2, 4-7, 9-12, 14-18, 20-24, 26-29, 31, 34-36, 38-43, 45-46, 48-51, 53-55, 57-63	23
News Producer	2-12, 14-18, 20-22, 24, 26-31, 34-36, 38-43, 45-46, 48-51, 53-55, 57-63	8
News Producer	2-12, 14-18, 20-22, 24, 26-31, 34-36, 38-43, 45-46, 48-51, 53-55, 57-63	31
Photographer/Editor	2, 4-7, 9-12, 14-18, 20-22, 24, 26-29, 34-36, 38-43, 45-46, 48-55, 57-63	52
Local Sales Assistant (Full-time)	2, 4-12, 14-18, 20-22, 26-30, 32, 34-36, 38-43, 45-46, 48-55, 57-63	32
Local Sales Assistant (Full-time)	2, 4-12, 14-18, 20-22, 26-30, 32, 34-36, 38-43, 45-46, 48-55, 57-63	30
Multi-Media Journalist	2, 4-7, 9-12, 14-18, 20-24, 26-31, 34-43, 45-46, 48-51, 53-55, 57-63	23
Multi-Media Journalist	2, 4-7, 9-12, 14-18, 20-24, 26-31, 34-43, 45-46, 48-51, 53-55, 57-63	30
News Photographer/Editor	2, 4-7, 9-12, 14-17, 20-22, 24-29, 31, 34-43, 45-46, 48-51, 53-58, 60-63	31

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Digital Content Coordinator	2, 4-7, 9-12, 14-18, 20-24, 26-29, 31, 33-43, 45-46, 48-51, 53-63	23
Executive Producer	2, 4-7, 9-12, 14-18, 20-22, 24, 27-29, 31, 34-40, 42-43, 45-46, 48-63	31
Sales Account Executive	2, 4-7, 9-12, 14-18, 20-24, 27-29, 34- 40, 42-43, 45-46, 48-63	52

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral David Crane	N	1
2	American Business Women's Association 2279 Kellys Creek Rd Charleston, West Virginia 25312 Phone : 304-541-6819 Url : http://www.abwa.org Email : RamonaHammackRamsey@facebook.com Ramona Allen-Ramsey	Y	0
3	Application already on file Kim Walker	N	1
4	Art Institute of Fort Lauderdale 1799 SE 17th St Fort Lauderdale, Florida 33316 Phone : 954-308-2615 Url : http://www.aii.edu Email : lsanchez@aii.edu LuWin Sanchez	N	0
5	Art Institute of Nashville 100 Centerview Drive Suite 250 Nashville, Tennessee 37214 Phone : 615-514-3813 Url : www.artinstitutes.edu/nashville Email : HTrea@aii.edu Fax : 1-615-514-3190 Hannah Trea	Y	0
6	Art Institute of Pittsburgh 420 Blvd of the Allies Pittsburgh, Pennsylvania 15219 Phone : 412-291-6295 Url : http://www.artinstitutes.edu Email : shines@aii.edu Susanne Hines	N	0
7	Bishop State Community College 351 N Broad St Mobile, Alabama 36603 Phone : 251-662-5371 Url : http://www.bishop.edu Email : jwomack@bishop.edu Juliette Womack	N	0
8	Broadcast 1 Source Website Kim Walker	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Cabell County Career Technology Center 1035 Norway Ave Huntington, West Virginia 25705 Phone : 304.528.5107 Fax : 1-304-528-5110 Robert Bailey	N	0
10	Cabell County Community Service Organization 724 10th Ave Huntington, West Virginia 25701 Phone : 304-529-4952 Url : http://www.cccso.com Fax : 1-304-525-2061 Robert Roswall	N	0
11	California Chicano News Media Association 300 S Grand Ave #3950 Los Angeles, California 90071 Phone : 213-437-4408 Url : http://www.cnma.org Email : ccnmainfo@cnma.org Career Services	N	0
12	Career Consulting Services 1116 Smith Street Charleston, West Virginia 25301 Phone : 304-344-2273 Fax : 1-304-340-4275 Jane Smith	N	0
13	Career Fair Kim Walker	N	1
14	Careerbuilder 1101 15th St, NW Washington, District of Columbia 20005 Url : www.careerbuilder.com Andrew Hamburger Manual Posting	N	2
15	Case Monroe County PO Box 403 Union, West Virginia 24983 Phone : 304-772-3381 Email : belmore@casewv.org Fax : 1-304-772-4014 Brenda Elmore	Y	0

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16	Change, Inc. 3136 West St Weirton, West Virginia 26062 Phone : 304-797-7733 Fax : 1-304-797-7740 Judy Raveaux	N	0
17	Charleston Job Corps Center 1000 Kanawha Dr Charleston, West Virginia 25311 Phone : 304-925-3200 Fax : 1-304-414-6593 Teresa Miller	Y	0
18	Charleston Job Service PO Box 1349 Charleston, West Virginia 25325 Phone : 304-558-0342 Email : Glenn.B.Hawkins@wv.gov Glenn Hawkins	Y	0
19	Collective Talent 23150 Hersheyvale Franklin, Michigan 48025 Url : http://www.michaelsmedia.com Email : bille@michaelsmedia.com Michael Bille	N	0
20	Columbia Journalism School 207 Journalism MC 3801 New York, New York 10027 Url : http://www.columbia.edu Email : as1698@columbia.edu Anusha Shrivastava	Y	0
21	Concord University Campus Box 1 PO Box 1000 Athens, West Virginia 24712 Phone : 304-384-5101 Url : http://www.concord.edu Email : robinettej@concord.edu Jenni Canterbury	N	0
22	CSB School of Broadcasting West Virginia Url : http://www.gocsb.com Email : info@gocsb.com Career Services	N	0

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23	Employee Referral Matt Snyder	N	13
24	Everest Institute 5514 Big Tyler Rd. Cross Lanes, West Virginia 25313 Phone : 304-776-6290 Url : http://www.everest.edu Email : mhaynes@cci.edu Malissa Haynes	N	0
25	Former Employee Referral Kim Walker	N	1
26	Hero 2 Hired West Virginia n/a n/a Manual Posting	N	0
27	Hispanic Link News Service 1420 North St NW Washington, District of Columbia 20005 Phone : 202-234-0280 Url : http://www.hispaniclink.org Email : charlie@hispaniclink.org Carlos Erickson	Y	0
28	Hope Community Development Corporation 600 Kanawha Blvd W Charleston, West Virginia 25302 Phone : 304-343-4673 Fax : 1-304-343-4349 Barbara Mosley	N	0
29	Howard University 525 Bryant St., NW Room 107 Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
30	Indeed.com	N	13
31	Internal Candidate Lisa Barna/HR Mgr.	N	15
32	Internal Posting Kim Walker	N	4
33	Internet Ad Kim Walker	N	1

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34	Ithaca College 953 Danby Road Ithaca, New York 14850 Email : Eloise@ithaca.edu Eloise Green	Y	0
35	Linkedin 2029 Stierlin Court Mountain View, California 94043 Url : http://www.linkedin.com n/a n/a Manual Posting	N	0
36	Marshall University Career Services Center One John Marshall Dr Huntington, West Virginia 25755 Phone : 304-696-2248 Url : http://www.marshall.edu Denise Hogsett Manual Posting	N	0
37	Media Match 8112 1/2 West 3rd Street Los Angeles, California 90048 Email : info@media-match.com Tammy Romaniuk	Y	0
38	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
39	Mountain-Heart-Community Services, Inc PO Box 1509 Oceana, West Virginia 24870 Phone : 304-682-8271 Email : esmith@mountainheartwv.org Earl Smith	N	0
40	National Hispanic Media Coalition 55 S Grand Ave Pasadena, California 91105 Phone : 213-746-6988 Email : info@nhmc.org Career Services	N	0

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41	Native American Journalists Association Gaylord College of Journalism 395 W Lindsey Norman, Oklahoma 73019 Phone : 918-652-5612 Email : rebeccalandsberry@naja.com Rebecca Landsberry	N	0
42	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-2384 Email : pcbriggs@nsu.edu Paula C. Briggs	N	0
43	Ohio University RTVC Bldg 484 Athens, Ohio 45701 Phone : 740-593-9994 Tina Stewart Manual Posting	N	0
44	Other Source Kim Walker	N	2
45	P.R.I.D.E. in Logan County 699 Statton St Logan, West Virginia 25601 Phone : 304-752-6868 Fax : 1-304-752-1047 Reggie Jones	N	0
46	Pittsburgh Technical Institute 1111 McKee Rd Oakdale, Pennsylvania 15071 Phone : 412-809-5157 Email : smith@pti.edu Josephine Smith	N	0
47	Previous Applicant Lisa Barna/HR MGr.	N	1
48	Putnam County Job Service PO Box 281 Teays Valley, West Virginia 25069 Phone : 304-757-7270 Fax : 1-304-528-5529 Vonda Black	Y	0

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49	Raleigh County Community Action Association PO Box 3066 East Beckley Station Beckley, West Virginia 25801 Phone : 304-252-6396 Fax : 1-304-255-9198 Randy Housh	N	0
50	Shawnee State University 940 Second St. Portsmouth, Ohio 45662 Phone : 740-351-3259 Stephen Gregory Manual Posting	N	0
51	Southwestern Community Action Council 540 Fifth Ave Huntington, West Virginia 25701 Phone : 304-525-5151 Fax : 1-304-525-5162 Brent Sansom	N	0
52	Station Website Kim Walker/Executive Admin. Asst.	N	12
53	Talent Dynamics West Virginia Email : hedding@talentdynamics.com Career Services	N	0
54	TV Jobs P O Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Shilstone	N	0
55	University of Charleston 2300 MacCorkle Ave SE Charleston, West Virginia 25302 Phone : 304-357-4777 Hannah Johnson Manual Posting	N	0

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56	US Army Wounded Warrior Program 200 Stovall Street Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
57	Wayne County Community Service Organization PO Box 276 Wayne, West Virginia 25570 Phone : 304-272-5112 Url : http://www.wccso.org Fax : 1-304-429-0026 Kathy Stephens	N	0
58	West Virginia Broadcasters Association 140 7th Ave South Charleston, West Virginia 25303 Phone : 304-744-2143 Url : http://www.wvba.com Career Services Manual Posting	N	0
59	West Virginia Career Transition Services 1701 5th Ave Box 16 Schoenbaum Center Charleston, West Virginia 25312 Phone : 304-414-4683 Email : jett.bridget@jobcorps.org Fax : 1-304-414-4684 Bridget Jett	Y	0
60	West Virginia Junior College 1000 Virginia St E Charleston, West Virginia 25301 Phone : 304-345-2820 Email : wvjccareers@gmail.com Career Services	N	0
61	West Virginia State University PO Box 1000 Institute, West Virginia 25112 Phone : 304-766-3290 Sandy Maharaj Manual Posting	N	0

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62	West Virginia Tech Box 31 Old Main Montgomery, West Virginia 25136 Phone : 304-442-3185 Email : cantrell.miller@mail.wvu.edu Cantrell Miller	N	0
63	West Virginia University PO Box 6008 Morgantown, West Virginia 26506 Phone : 304-293-2221 Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			71

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/12/2013	Establishment of an intern program designed to assist members of the community	<p>The Station Employment Unit has an internship program as defined below:</p> <p>Program Goal:</p> <p>The goal of our internship program is to recruit candidates from local colleges and technical schools and prepare them for entry-level jobs within the broadcast industry.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • Develop links with colleges, universities and technical schools to promote the Station Employment Unit as a prospective employer. • Create symbiotic relationship between interns and Station Employment Unit. • Provide interns with opportunities to translate classroom theories into industry applications. Interns will have the opportunities to develop practical skills that will improve their chances for success in the broadcast industry. <p>Eligibility Requirements:</p> <ul style="list-style-type: none"> • Applicants must be attending an accredited institution. Graduate students are also eligible. Preferably, application should be communication majors, although other majors will be considered. • The applicant must be at least 18 years of age. • The applicants must be in good academic standing as defined by his or her academic institution. • The applicants must receive academic credit for their internship experience. He/She must be registered for college credit at his/her institutions during the quarter or semester in which the intern ship is 	1	News Director	1.00

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			<p>performed. Interns are not paid.</p> <p>In addition to meeting the institution's eligibility requirements, the applicant must meet the Station Employment Unit's eligibility requirements.</p> <p>Any person interested in an internship should contact the station Employment Unit for more details.</p> <p>News-Sports Internship program -- Jeremy Jenkins 6/12/13-8/9/13 and Sean DeLancey. Shadow photographers/reporters, edit video for air, write stories, shoot interviews and b-roll for air, intermotion gathering for assignment file and pertinent stories.</p>			
2	7/31/2013	Participation in Job Fairs	Sharon Pickeral, Corporate Employment Manager; Carl Puliese, WPEC Operations Manager and David Seals, Assistant News Director from WZTV attended NABJ Career expo in Orlando, Florida. They saw over 200 potential applicants in all areas of News including: anchors, reporters, producers and photographers. Sharon and David reviewed and critiqued tapes and talked about Company wide openings in our newsrooms. Tapes and resumes were forwarded to stations at the close of the job fair. Several reporters and station personnel helped at the booth as well.	1	Employment Manager	0.25
3	10/9/2013	Participation in Job Fairs	Marshall University (Huntington, WV) Fall 2013 Career Expo - Active job seekers & students browsing for networking opportunities.	2	Executive Assistant News Manager	0.25

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4	12/2/2013	Provision of training to management	<p>SBG, Inc. and its stations, are an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.</p> <p>Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment.</p> <p>Newly hired Managers and Supervisors also took web-based training courses titled "Sinclair/ Broadcast Group Code of Business Conduct and Ethics", "Workplace Harassment: Recognizing and Preventing Harassing Behavior- Managers Edition" and "Preventing Sexual Harassment: Managers Edition" within 90 days of the start of their employment. All other employees newly hired employees took web-based training courses titled "Recognizing and Preventing Sexual Harassment: Essentials" and "Sinclair Broadcast Group Code of Business Conduct and Ethics" also within 90 days of the start of their employment. The purpose of these courses is to increase and renew awareness, manager and supervisor development, and FCC Compliance</p>	2		1.00

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TOTAL POINTS OVER REPORTING PERIOD:						2.50