

		92052			
Careerservices.syr.edu	Syracuse University Career Services	303 University Place, Syracuse, NY 13244	315-443-3616		N/A

Total Number of Interviewees from all sources for this position: 5

(2) News Producer

Date Filled: 01-31-14

Recruitment Source: In House

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Telephone No.</u>	<u>Number of Interviewees Referred</u>	<u>Did Recruitment Source Request Notification?</u>
WDTV.com	Nathan Smail	5 Television Dr, Bridgeport, WV	304-848-5000		N/A
WDTV Walk-In	Human Resources	5 Television Dr, Bridgeport, WV	304-848-5000	1	N/A
Exponent-Telegram Newspaper		324 Hewes Ave. Clarksburg, WV	800-982-6034	3	N/A
Careerservices.syr.edu	Syracuse University Career Services	303 University Place, Syracuse, NY 13244	315-443-3616		N/A

Total Number of Interviewees from all sources for this position: 4

(3) News Reporter

Date Filled: 09-16-2013

Recruitment Source: TV Jobs.com

<u>Source</u>	<u>Contact Person</u>	<u>Address</u>	<u>Telephone No.</u>	<u>Number of Interviewees Referred</u>	<u>Did Recruitment Source Request Notification?</u>
WDTV.com	Nathan Smail	5 Television Dr, Bridgeport, WV	304-848-5000		N/A
WDTV Walk-In	Human Resources	5 Television Dr, Bridgeport, WV	304-848-5000		N/A
TVJobs.com		PO Box 4116, Oceanside, CA 92052	800-374-0119	5	N/A
Careerservices.syr.edu	Syracuse University Career Services	303 University Place, Syracuse, NY 13244	315-443-3616	1	N/A

Total Number of Interviewees from all sources for this position: 6

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(4) Sales

Date Filled: 01-27-2014

Recruitment Source: Walk-In

Source	Contact Person	Address	Telephone No.	Number of Interviewees Referred	Did Recruitment Source Request Notification?
WDTV.com	Nathan Smail	5 Television Dr, Bridgeport, WV	304-848-5000		N/A
WDTV Walk-In	Human Resources	5 Television Dr, Bridgeport, WV	304-848-5000	1	N/A

Total Number of Interviewees from all sources for this position: 1

(5) News Reporter

Date Filled: 03-19-2014

Recruitment Source: TV Jobs.com

Source	Contact Person	Address	Telephone No.	Number of Interviewees Referred	Did Recruitment Source Request Notification?
WDTV.com	Nathan Smail	5 Television Dr, Bridgeport, WV	304-848-5000		N/A
WDTV Walk-In	Human Resources	5 Television Dr, Bridgeport, WV	304-848-5000		N/A
TVJobs.com		PO Box 4116, Oceanside, CA 92052	800-374-0119	3	N/A
Careerservices.syr.edu	Syracuse University Career Services	303 University Place, Syracuse, NY 13244	315-443-3616		N/A

Total Number of Interviewees from all sources for this position: 3

(6) Web Designer

Date Filled: 03-24-2014

Recruitment Source: Walk-In

Source	Contact Person	Address	Telephone No.	Number of Interviewees Referred	Did Recruitment Source Request Notification?
WDTV.com	Nathan Smail	5 Television Dr, Bridgeport, WV	304-848-5000		N/A
WDTV Walk-In	Human Resources	5 Television Dr, Bridgeport, WV	304-848-5000	1	N/A

Total Number of Interviewees from all sources for this position: 1

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(7) Sales

Date Filled: 04-21-2014

Recruitment Source: Referral

Source	Contact Person	Address	Telephone No.	Number of Interviewees Referred	Did Recruitment Source Request Notification?
WDTV.com	Nathan Smail	5 Television Dr, Bridgeport, WV	304-848-5000		N/A
WDTV Walk-In	Human Resources	5 Television Dr, Bridgeport, WV	304-848-5000	1	N/A

Total Number of Interviewees from all sources for this position: 1

(8) Sales

Date Filled: 05-01-2014

Recruitment Source: Walk In

Source	Contact Person	Address	Telephone No.	Number of Interviewees Referred	Did Recruitment Source Request Notification?
WDTV.com	Nathan Smail	5 Television Dr, Bridgeport, WV	304-848-5000		N/A
WDTV Walk-In	Human Resources	5 Television Dr, Bridgeport, WV	304-848-5000	1	N/A

Total Number of Interviewees from all sources for this position: 1

E. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Reporting Period: 22

F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Source: 22

Newspaper 3
WDTV.com 0
TVJobs.com 13
Walk In 5
Syracuse 1

G. Outreach Activities Performed During the Reporting Period

Initiative	Scope of Participation and Location
Internship Programs	High school and college students get "hands on" experience in Production, News and/or Promotions. This helps them to acquire the skills needed for employment in the broadcast industry. During this reporting period, WDTV had 1 person in

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	the Web Dept.
Community Calendar	Calendar posted on air with entertainment, educational opportunities, support groups information and other related topics.
2014 Job/Career Fair	Job/Career Fair hosted by WVFX 4-14 Withers hosted and also participated in a job fair held at the Meadowbrook Mall for the community. The job fair was promoted on air on WDTV, WVFX and EVFX stations. Over 1000 members of the community participated.
2014 Job/Career Fair	Job/Career Fair hosted by Alderson Broaddus College 3-14. Withers stations participated in a job fair which help students to find gainful employment.

Training of Equal Opportunity and preventing discrimination

Patricia Scott, Business Manager, routinely provides updates to the management team on ensuring equal employment opportunities. This is done during the management department meeting as needed throughout the year. Included is a review of FCC EEO Rules and Policies and any other EEO and/or Anti-Discrimination methods. Also discuss proper recordkeeping and meeting the required Outreach Methods. These meetings are attended by the General Manager, Business Manager, Promotions Director, General Sales Manager, News Director, Production Manager, Web/Internet Manager, and Chief Engineer.

Training Programs are also provided to the production department to ensure that employees are well educated and trained on the proper use of master control equipment and maintenance. This also ensures that personnel could qualify for higher level positions.

Sponsorship of Events to Inform the Community

Withers Broadcasting opens its studio to community groups, including but not limited to colleges, public schools, boy/girl scouts and other local organizations. These tours include general information about the industry and the technology that is used. They are able to talk with employees within different departments and ask questions regarding these jobs. During the reporting time we had 23 tour groups of all ages and also many individual tours.

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

Staff of Withers Broadcasting visit local schools in an effort to let children know of the many different careers in the broadcasting field and in their community. We traveled to 9 middle schools with our Meteorologists and talked with the class about the weather and what it would take to become a meteorologist and how important their education is to their future goals.

We also traveled to 15 elementary schools and recorded individual classes from kindergarten to 2nd grade reciting the Pledge of Allegiance. These recordings aired each morning at 6am on our morning news program.

Withers Broadcasting stations run a 30 second spot on air to notify all community groups and organizations of the availability of vacancy and disseminates information about equal employment opportunities. During this reporting period the spot ran numerous times and at a variety of time throughout the day.

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