

**WTAP/WOVA/WIYE
EEO PUBLIC FILE REPORT
6/1/2015-5/31/2016**

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
Multi-Media Journalist	1-11, 15-20	8
Weekend Anchor	1-11, 15-20	20
Weekend Weather/Weekday Reporter	1-11, 15-20	8
Multi-Media Journalist-(Bureau)	1-11, 15-20	20
Multi-Media Journalist	1-11, 15-20	8
Accounting Assistant	1-11, 15-20	19
Account Executive	1-13, 15-20	20
Account Executive	1-13, 15-20	20
Sales Assistant	1-11, 15-20	20
Account Executive	1-11, 15-20	20
Multi-Media Journalist	1-11, 15-20	8
Production (MMC Director)	1-11, 15-20	20
Daybreak Producer	1-11, 15-20	20
Digital (News Content) Producer	1-11, 15-20	20
Account Executive	1-11, 15-20	20

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II. MASTER RECRUITMENT SOURCE LIST (“MRS�”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Kelly Services, 520 Grand Central Ave. Vienna, WV 304-295-0205	N	
2	Hocking College Charlotte Lambert, Career Services 3301 Hocking Parkway Nelsonville, OH 45762 740-753-3591	Y	
3	Marietta College Career Center, Natalie Wood 215 Fifth St Marietta, OH 740-376-4645	Y	1
4	Media Line Mark Shilstone Box 51909 Pacific Grove, CA 93950 800-237-8073	N	
5	Mountain State College Gary D. Dailey 1508 Spring St Parkersburg, WV 26101 304-485-5487	Y	
6	National Assn of Hispanic Journalists Michelle Vignoli 1000 National Press Building Washington, DC 20045-2100 202-662-7483	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Ohio University Office of Career Services Bettie Johnson 185 Lindley Hall Athens, OH 45701 740-593-2909	Y	
8	TVJOBS.COM Mark C. Holloway P.O. Box 4116 Oceanside, CA 92052 760-754-8177	Y	4
9	WV Broadcasters Assn Michelle Crist 140 Seventh Ave South Charleston, WV 25303 304-744-2143	Y	
10	West Virginia University at Parkersburg Les Bennett 300 Campus Drive Parkersburg, WV 26101 304-424-8208	Y	
11	Other Gray TV stations Gray Television, Inc. Dottie Boudreau, Executive Assistant 4370 Peachtree Road, NE Atlanta, GA 30319	N	
12	Parkersburg News & Sentinel 519 Juliana St Parkersburg, WV 26101 304-485-1891	N	
13	Marietta Times 700 Channel Lane Marietta, OH 45750 740-373-2121	N	1
14	Ohio Valley College Kathy Muller 1 Campus View Drive Vienna, WV 26105 304-865-6082	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	American Women in Radio and Television Kimberly McCoy 1594 Springhill Rd, Suite 330 Vienna, VA 22182 703-506-3290	N	
16	Eastern Kentucky University 108 Alumni Coliseum 521 Lancaster Avenue Richmond, KY 40475 859-622-1821	Y	
17	West Virginia University Trina Cole P. O. Box 6008 Morgantown, WV 26505 304-293-2222	Y	
18	www.thenewscenter.tv WTAP-TV Dirk Kreiss One Television Plaza Parkersburg, WV 26101 304-485-4588	N	
19	WV Job Service Joe Baldwin Parkersburg, WV 304-420-4525	Y	4
20	Referral Dirk Kreiss WTAP-TV One Television Plaza Parkersburg, WV	N	18
21	On-air announcements (WTAP) Dirk Kreiss WTAP-TV One Television Plaza Parkersburg, WV	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			32

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	WTAP has established an internship program with Marietta College, West Virginia University at Parkersburg, Hocking College and Ohio University. During this period we had one intern, Kyle Sams.
2	Employee Training Programs	<p>WTAP for years has a mentoring program that trains entry-level employees to advance into other positions. Although this program is primarily utilized in Production Control and News, it is flexible enough to be used in any department of the station.</p> <p>Employees travel to outside training. This year, Engineering Department employee Kevin Buskirk traveled to NAB and attended numerous workshops.</p>
3	Participate in Events Sponsored by Educational Institutions and Community Groups (2)	<p>WTAP on-air staff as well as members of management respond to requests from secondary schools and colleges to lecture or speak on broadcasting, stressing the educational requirements necessary to work in the field. We also touch on other aspects of the station, i.e., accounting, traffic, sales, etc.</p> <p>WTAP personnel participated in the Mid-Ohio Valley Multi-Cultural Festival. (June 19-21, 2015)</p> <p>On May 06, 2016, our Station Manager was Master of Ceremonies for the annual Boy Scouts of American regional</p>

		awards/recognition banquet.
4	EEO Initiative	WTAP Management routinely attends EEO Initiative Seminars sponsored by the WV Broadcasters Assn, including three seminars on April 09, 2016. The seminars focus on training management level personnel in the methods of ensuring equal employment opportunity and preventing discrimination.
5	Participate in Scholarship Program	WTAP awards an annual scholarship, the Glenn Wilson Broadcast Memorial Scholarship to one area high school student. Funds for this scholarship are raised through our annual golf tournament. The program is administered through the Parkersburg Area Community Foundation. (Our current lead anchor was a Glenn Wilson Scholarship winner.)