

**WTAP/WOVA/WIYE
EEO PUBLIC FILE REPORT**

6/1/2014-5/31/2015¹

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, 15-19 | 8 |
| Multi-Media Journalist | 1-11, 15-19 | 20 |
| Technical Media Producer | 1-11, 15-19 | 18 |
| Administrative Assistant | 1-11, 15-19 | 20 |
| Technical Media Producer | 1-11, 15-19 | 20 |
| Daybreak & Noon Meteorologist (M-F) | 1-11, 15-19 | 8 |
| Daybreak Producer | 1-11, 15-20 | 8 |
| | | |

¹ This report was modified in May 2016 to update certain reported information.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

| 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 | |
| 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 | 3 |
| 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 | |
| 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 | | |
| 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 | 2 |
| 19 | WV Job Service Joe Baldwin Parkersburg, WV 304-420-4525 | Y | |
| 20 | Referral Dirk Kreiss WTAP-TV One Television Plaza Parkersburg, WV | N | 6 |
| 21 | On-air announcements (WTAP) Dirk Kreiss WTAP-TV One Television Plaza Parkersburg, WV | N | 1 |
| (etc.) | | | |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 12 |

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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. |
| 2 | Employee Training Programs | 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. |
| 3 | Participate in Events Sponsored by Educational Institutions and Community Groups (4) | <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. Events included the following:</p> <p>On June 04, 2014, our Station Manager was Master of Ceremonies for the annual Boy Scouts of American regional awards/recognition banquet.</p> <p>On June 10, 2014th, our Station Manager and Sports Director participated in the WV Secondary Schools Sports Seminar.</p> <p>On April 02, 2015, our Station Manager was</p> |

| | | |
|---|------------------------------------|---|
| | | <p>Master of Ceremonies for the annual Boy Scouts of American regional awards/recognition banquet.</p> <p>On April 10, 2015, our Station Manager was featured Speaker for the Mid-Ohio Valley Habitat for Humanity Banquet Fundraiser.</p> |
| 4 | EEO Training to Management | <p>WTAP Management, including the General Manager, routinely attends EEO Initiative Seminars sponsored by the WV Broadcasters Assn, including three seminars on March 7, 2015. The seminars focus on training management level personnel in the methods of ensuring equal employment opportunity and preventing discrimination.</p> |
| 5 | Participate in Scholarship Program | <p>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.</p> |