

**EEO PUBLIC FILE REPORT  
TELEVISION**

**A. Employment Unit Covered**

WNPB-TV

**B. Reporting Period**

May 21, 2014 to May 20, 2015

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

There were three 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	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	Y
Wvpubcast.org	Carole Carter	600 Capitol Street Charleston, WV 25301	(304) 556-4900	Y
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

**E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period: 10**

**F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources: 10**

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

**Initiative:** Attendance at Job Fairs

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

Glennville State College, Glennville 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.

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, 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.

**Initiative:** Agency-wide Diversity Training designed to educate employees on diversity issues.

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 sensitivity, and making sure that our workplace is welcoming to diverse groups of people. We left with the plan to

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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.