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Bluefield, WV | 5/31/2012

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WVVA Television
EEO PUBLIC FILE REPORT
May 22, 2011 - May 31, 2012

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
Producer	1, 4-7, 9-10, 12, 16-17, 20-23, 25-26, 28-29, 31-36, 39-47, 49-51, 53-57, 60-61, 63	60
Sports Anchor/Multi-Media Journalist	1, 3-12, 16-17, 20-23, 25-26, 28-29, 31, 33-37, 40, 42-47, 49-51, 53-57, 60-61, 63	11
Sales/Office Assistant	1, 4, 6-7, 9, 13-14, 16-17, 19-22, 26-30, 32, 34-37, 40, 42, 45-47, 50-51, 53-56, 60-63	27
MMJ Producer	1, 3-12, 16-17, 20-26, 28-47, 49-57, 59-61, 63	11
Traffic/National Sales Assistant	1, 3-10, 12, 15-17, 20-26, 28-47, 49-57, 59-61, 63	60
Account Executive	1, 3-12, 16-17, 20-26, 28-47, 49-61, 63	11
Multimedia Journalist	1, 3-10, 12, 16-17, 20-26, 28-47, 49-61, 63	44
Morning Anchor/Multi Media Journalist	1-12, 16-17, 20-25, 28-47, 49-61, 63	2
Master control operator	1, 3-12, 16-17, 20-25, 28-47, 49-61, 63	11
Meteorologist/Multimedia Journalist	1, 3-10, 12, 16-17, 20-25, 28-47, 49-61, 63	44
Multimedia Journalist	1, 3-10, 12, 16-17, 20-25, 28-47, 49-61, 63	33
Multimedia Journalist	1, 3-5, 7-10, 12, 16-17, 20-25, 28-47, 49-61, 63	61
Sports Anchor/Multi-Media Journalist	1, 3-5, 7-12, 16-17, 20-25, 28-61, 63	11
Multimedia Journalist	1-5, 7-10, 12, 16-18, 20-25, 28-61, 63	2
Weekend Meteorologist/Multimedia Journalist	3-5, 7-10, 12, 16-18, 20-25, 28-42, 44-61, 63	44
Multimedia Producer/Journalist	2	2

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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	Academy of Careers & Technology 390 Stanaford Road Beckley, West Virginia 25801 Phone : 304-256-4615 Email : dhutchin@access.k12.wv.us Fax : Dwight Hutchinson	N	0
2	agent	N	3
3	American Sportscasters Association 225 Broadway Ste 2030 New York, New York 10007 Phone : 212-227-8080 Email : LSchwa8918@aol.com Fax : 1-212-571-0556 Leo Schwartz	N	0
4	AWRT-American Women in Radio & Television 1760 Old Meadow Rd Ste 500 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.americansportscastersonline.com Email : Fax : 1-703-506-3266 Melanie Vickers	N	0
5	Bennett College 900 E Washington Street Greensboro, North Carolina 27401 Phone : 800-413-5323 Email : yjohnson@bennett.edu Fax : 1-336-517-2202 Yolanda Johnson	N	0
6	Bluefield College 3000 College Drive Bluefield, Virginia 24605 Phone : 276-326-4540 Url : www.bluefield.edu Email : ccamden@bluefield.edu Fax : Carrie Camden	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Bluefield State College 219 Rock Street Bluefield, West Virginia 24701 Phone : 304-327-4011 Url : www.bluefieldstate.edu Email : tharrison@bluefieldstate.edu Fax : Tom Harrison	N	1
8	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : www.collectivetalent.com Email : bille@michaelsmedia.com Fax : 1--- Career Service	N	0
9	Concord University Career Services Box D112 Athens, West Virginia 24712 Phone : 304-384-5119 Url : www.concord.edu Email : careerservices@concord.edu Fax : Tammy Monk	N	2
10	Emory & Henry College P O Box 947 Emory, Virginia 24327 Phone : 276-944-6144 Url : www.ehc.edu Email : agardner@ehc.edu Fax : Amanda Gardner	N	0
11	Employee Referral	N	8
12	Everest Institute 5514 Big Tyler Road Cross Lanes, West Virginia 25313 Phone : 304-776-6290 Email : Fax : 1-304-776-6262 Melanie Vickers	N	0
13	Facebook	N	1
14	Family Member	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Frank Brady/GM	N	1
16	Huntington University 2303 College Avenue Huntington, Indiana 46750 Phone : 260-359-4281 Url : www.huntington.edu Email : jorourke@huntington.edu Fax : 1-260-359-4249 John O'rourke	Y	0
17	Illinois Center for Broadcasting 455 Eisenhower Ln S Ste 200 Lombard, Illinois 60148 Phone : 630-916-1700 Email : placement.lombard@beonair.com Fax : 1-630-916-1764 David Cogozzo	Y	0
18	Illinois Institute of Art 1000 N Plaza Dr Ste 100 Schaumburg, Illinois 60173 Phone : 800-314-3450 Email : dsattler@aia.edu Fax : 1--- Danielle Sattler Prong 2 Start Date: 11/4/2011	Y	0
19	Indeed.com	N	1
20	KTIV-TV 3135 Floyd Boulevard Sioux City, Iowa 51108 Phone : 712-239-4100 Url : www.ktiv.com Email : kclayton@ktiv.com Fax : 1-712-239-2621 Kathy Clayton	N	0
21	KTTC 6301 Bandel Road NW Rochester, Minnesota 55901 Phone : 507-288-4444 Url : www.kttc.com Email : ljacobs@kttc.com Fax : 1-507-288-6324 Lynn Jacobs	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	KWWL-TV 500 East Fourth Waterloo, Iowa 50703 Phone : 319-291-1200 Url : www.kwwl.com Email : bblake@kwwl.com Fax : 1-319-291-1255 Beth Blake	N	0
23	Medialine P O Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : www.medialine.com Email : medialine@medialine.com Fax : Mark Shilstone	N	0
24	Mercer County Technical Education Center 1397 Stafford Drive Princeton, West Virginia 24740 Phone : 304-425-9551 Email : Fax : 1-304-425-0833 Lee Clark	N	0
25	Mississippi State University P O Box 5247 104 Memorial Hall Mississippi State, Mississippi 39762 Phone : 662-325-2908 Url : www.msstate.edu Email : Jbailey@aoce.msstate.edu Fax : Joy Bailey	N	0
26	Missouri School of Journalism 200 Neff Hall Columbia, Missouri 65211 Phone : 573-882-1957 Url : www.missouri.edu Email : collinsks@missouri.edu Fax : Kent Collins	Y	0
27	Monster.com	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Mountain State University 512 S Kanawha Street Beckley, West Virginia 25801 Phone : 304-929-1402 Url : www.mountainstate.edu Email : tsypult@mountainstate.edu Fax : 1-304-929-1600 Tonya Sypult	N	0
29	Mt Ebenezer Baptist Church Route 52 #427 Northfork, West Virginia 24868 Phone : 304-862-2019 Email : Fax : Manual posting Timothy Hairston	Y	0
30	NAACP Att: Rev. Charles Collins 1048 Greenbrier St. Bluefield, West Virginia 24701 Phone : 304-323-3383 Email : Fax : Manual posting Career Service	N	0
31	NAB Career Center 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5497 Url : www.nab.org Email : nabstoremanager@nab.org Fax : Alex Hitz-Sanchez	N	0
32	National College of Business Technology 100 Logan Street Bluefield, Virginia 24605 Phone : 276-326-3621 Url : www.ncbt.edu Email : mowens@national-college.edu Fax : 1--- Elaine Owens	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Ohio University Scripps College of Communications RTVC Building 497 Athens, Ohio 45701 Phone : 740-593-9994 Url : www.ohio.edu Email : stewart1@ohio.edu Fax : 1-740-593-0459 Tina Stewart	N	1
34	Ohio/Illinois Center for Broadcasting 9885 Rockside Rd Ste 160 Cleveland, Ohio 44125 Phone : 216-503-5900 Url : www.beonair.com Email : gary@beonair.com Fax : 1-216-442-9232 Gary James	Y	0
35	Princeton-Mercer County Chamber of Commerce 1522 N Walker St Princeton, West Virginia 24740 Phone : 304-487-1502 Url : www.pmccc.com Email : pmccc@frontiernet.net Fax : 1-304-425-0227 Keith Circle	N	0
36	Quincy Newspapers, Inc. P O Box 909 Quincy, Illinois 62306 Phone : 800-373-9444 Email : aborden@qni.biz Fax : 1-217-223-9757 Ashley Borden	N	0
37	Radford University P O Box 6901 Radford, Virginia 24142 Phone : 540-831-5373 Url : www.radford.edu Email : vgarnand@radford.edu Fax : 1-540-831-5374 Dr. Kathryn Jordan	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	Rick Gevers & Associates P O Box 577 Zionsville, Indiana 46077-0577 Phone : 317-769-7900 Url : rickgevers.com Email : rick@rickgevers.com Fax : 1-317-769-7910 Rick Gevers	N	0
39	Salem International University 223 W Main St Salem, West Virginia 26426 Phone : 304.782.5633 Url : www.salemu.edu Email : srobison@salemu.edu Fax : 1--- Sue Robison	N	0
40	Scott Street Baptist Church 128 Clifford Street Bluefield, West Virginia 24701 Phone : 304-327-8441 Email : Fax : Manual posting Rev. Garry Moore	N	0
41	Shaw University 118 E South Street Raleigh, North Carolina 27601 Phone : 919-879-8351 Url : www.shawuniversity.edu Email : Fax : 1-919-546-8332 Juanita Holley	N	0
42	Southwest VA Community College P O Box SVCC Richlands, Virginia 24641 Phone : 276-964-7545 Url : www.sw.edu/career Email : careers@sw.edu Fax : 1-276-964-7744 Jennifer Whisenhunt	N	0

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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
43	The Leadership Institute 1101 N Highland Street Arlington, Virginia 22201 Phone : 800-827-5323 Url : www.leadershipinstitute.org Email : jcromwell@lmail.us Fax : 1-703-247-2001 Jim Cromwell	N	0
44	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	16
45	University of Advancing Technology 2625 W Baseline Rd Tempe, Arizona 85283 Phone : 602-383-8219 Url : www.uat.edu Email : nbealor@uat.edu Fax : 1-602-383-8222 Nate Bealor	Y	0
46	University of Oregon 1228 University of Oregon Eugene, Oregon 97403 Phone : 541-346-4091 Url : www.uoregon.edu Email : cnisser@uoregon.edu Fax : Charlotte Nisser	Y	0
47	VA Dept of Rehabilitative Services 113 Short Street Ste 2 Pounding Mill, Virginia 24637 Phone : 276-963-1028 Email : Brenda.Stacy@drs.virginia.gov Fax : 1--- Brenda Stacy	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Valley College of Technology 616 Harrison Street Princeton, West Virginia 24740 Phone : 304-425-2323 Url : www.vct.edu Email : triffe@valley.edu Fax : 1--- Tony Riffe	N	0
49	Virginia Tech Henderson Hall 3rd Floor Blacksburg, Virginia 24061 Phone : 540-231-6241 Url : www.career.vt.edu Email : Fax : Manual posting Career Service	N	0
50	WAOW-TV 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-842-2251 Url : www.waow.com Email : kfuller@waow.com Fax : 1-715-848-0195 Kelly Fuller	N	0
51	WGEM-TV P O Box 80 Quincy, Illinois 62306 Phone : 217-228-6600 Url : www.wgem.com Email : dvancil@wgem.com Fax : 1-217-228-6670 Donna Vancil	N	0
52	WJZ-TV CBS Television Group 3725 Malden Ave. West Virginia Phone : 410.466.0013 Email : Fax : Manual posting Kathy Mitzel	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	WKOW-TV 5727 Tokay Boulevard Madison, Wisconsin 53719 Phone : 608-274-1234 Url : www.wkowntv.com Email : jmiller@wkowntv.com Fax : 1-608-274-9514 Jessica Miller	N	0
54	Work4WV Career Center 195 Davis St Ste 102 Princeton, West Virginia 24740 Phone : 304-487-2248 Url : www.workforcewv.org Email : Bertha.L.Hess@wv.gov Fax : 1--- Bertha Hess	N	0
55	WREX-TV P O Box 530 Rockford, Illinois 61105 Phone : 815-335-2213 Url : www.wrex.com Email : ttruesdale@wrex.com Fax : 1-815-335-1002 Trista Truesdale	N	0
56	WSJV-TV P O Box 28 South Bend, Indiana 46624 Phone : 574-679-9758 Url : www.fox28.com Email : hstewart@fox28.com Fax : 1-574-294-1267 Heather Stewart	N	0
57	WV Broadcasters Association 140 Seventh Avenue S Charleston, West Virginia 25303 Phone : 304-744-2143 Url : www.wvba.com Email : Fax : Manual posting Becky Marsden	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
58	WV State College P O Box 1000 Institute, West Virginia 25115 Phone : 800-987-5445 Email : Fax : Manual posting Career Services	N	0
59	WVU Career Services Ctr P O Box 6008 Morgantown, West Virginia 26506-6008 Phone : 304-293-2221 Url : www.wvu.edu Email : Sarah.Glenn@mail.wvu.edu Fax : 1-304-293-6862 Sarah Glenn	N	0
60	WVVA -TV & WVVA.COM P. O. Box 1930 Bluefield, West Virginia 24701 Phone : 304.325.5487 Url : www.wvva.com Email : Fax : Manual posting Wanda Davidson	N	9
61	WVVA Bulletin Board P. O. Box 1930 Bluefield, West Virginia 24701 Phone : 304.325.5487 Url : www.wvva.com Email : Fax : Manual posting Wanda Davidson	N	3
62	WVVA.com	N	1
63	WXOW-TV & WQOW-TV P O Box C-4019 LaCrosse, Wisconsin 54602 Phone : 507-895-9969 Url : www.wxow.com Email : psletten@wxow.com Fax : 1-507-895-8124 Pam Sletten	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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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	1/1/2012	Establishment of an intern program designed to assist members of the community	Paid internship started January 2012. Quinternship students acquire first hand experience working in the broadcast field. These are paid internships where the students get paid and earn college credit for their course of study.	1		1.00
2	3/22/2012	Participation in events or programs sponsored by educational institutions	career Fair/Concord University, Athens, WV ---	2	Audrey Sluss Administrative Asst./HR Greg Carter Content Manager	0.25
3	3/31/2012	Provision of training to management	Mr. Frank Brady attended a seminar sponsored by the WV Broadcasters Association and presented by Jackson Kelly PLLC on the requirements of the Federal Communications Commission's Equal Employment Opportunities regulations. This seminar was focused on training management level personnel in the methods of ensuring equal employment opportunity and preventing discrimination.	1	Frank Brady VP/GM	1.00
4	4/4/2012	Participation in Job Fairs	Bluefield State College Job Fair 2012, Bluefield, WV 4/4/12 9a-2p.	2	Frank Brady VP/GM Tom Moses Production Manager	0.25
5	4/12/2012	Participation in events or programs sponsored by educational institutions	WV State Career Fair/ this career fair was not only for college students but was also available to the public for attendance. We distributed Quinternship information and discussed job openings from our other stations. We received several resumes, and handed out brochures about our Quinternship program and Quincy Broadcast. We also gave several students/attendees applications to fill out and send in.	2	Audrey Sluss Administrative Asst./HR Gregory Carter Content Manager	0.25

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
6	4/13/2012	Participation in events or programs sponsored by educational institutions	Bluefield College job fair. Met with students during their two hour lunch window and talked about the broadcast business. We directed many to our Quinternship program online application.	2	Audrey Sluss Admin. Asst./HR Gregory Carter Content Mgr/Anchor	0.25
7	4/17/2012	Participation in events or programs sponsored by educational institutions	Richlands Elementary School Career Day, April 17, 2012 8:30a-11:30a; Kindergarten through 5th grade; Invited by Lisa Simmons, Guidance Counselor	1	Gregory Carter Content Manager/Anchor	0.25
8	4/26/2012	Participation in events sponsored by community groups	Richlands High School Career Day; talked with students about jobs in the broadcast industry. Students asked questions about different types of positions here at the station. Behind the scenes and on camera positions.	2	Audrey Sluss Administrative Assistant Gregory Carter Content Manager/Anchor	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.50

Audrey Sluss

From: contact@broadcast1source.com
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Best Regards,

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