
Annual EEO Public File Report Form
WCHS/WVAH (LMA)-Charleston/Huntington, WV
Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): **WCHS/WVAH (LMA) -Charleston/Huntington, WV** and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **June 1, 2008** to and including **May 31, 2009** (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer, and started in the position. A person was deemed “interviewed” when he or she was interviewed in person or on the phone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from **June 1, 2008** to **May 31, 2009**

Station(s) Comprising Station Employment Unit: **WCHS/WVAH (LMA) -
Charleston/Huntington, WV**

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	National Sales Assistant	Referral	4
2	Sports Reporter/Photographer	Internal – Freelancer	2
3	News Producer	Ohio University	3
4	News Reporter	Internal – Intern	5
5	Local Sales Assistant	Job Fair	4
6	Managing Editor	Internal – Employee	1
7	National Sales Manager	Referral	2
8	Multi-Media Engineer	Referral	5
9	Local Sales Assistant	Internal	3
10	News Producer	Internal	3
11	News Photographer	Internal – 1, Referral 2	11
12	National Sales Assistant	Careerbuilder.com	9
13	Sales Account Executive	Job Fair – 1, SBG website – 1	4
14	News Editor	SBG Website	3
15	Anchor/Reporter	Internal	3
16	Traffic Assistant	Careerbuilder.com	4
17	Weekend Anchor / Reporter	TVJobs.com	4
18	Sales Account Executive	Station Website	3
19	Local Sales Assistant	Careerbuilder.com	5
20			
21			
22			
23			

Total Number of Persons Interviewed During Applicable Period: 78

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from **June 1, 2008** to **May 31, 2009**

Station(s) Comprising Station Employment Unit: **WCHS/WVAH (LMA) -Charleston/Huntington, WV**
 Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	American Business Woman's Association Rte 4 Box 171-1 Charleston, WV 25312-9326 Ramona S. Allen-Ramsey	0 ↓	National Sales Assistant Sports Reporter/Photog. News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
2	Art Institute of Fort Lauderdale 1799 SE 17 th St Fort Lauderdale, FL 33316 954-308-2615 Lssanchez@aii.edu LuWin Sanchez	0 ↓	**Source added 4/29/09**
3	Bishop State Community College 351 N Broad St Mobile, AL 36603-5898 Juliette Womack	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive

			Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
7	California Chicano News Media Association (CCNMA) USC Annenberg School of Journalism 300 S Grand Ave, Ste 3950 Los Angeles, WV 90071-8110 ccnmainfo@ccnma.org 213-437-4408	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive Anchor / Reporter Sales Account Executive Local Sales Assistant
8	Careerbuilder.com 8401 Greensboro Dr, Suite 250 McLean, VA 22102 Allison Weitzman	2 0 0 0 1 0 0 0 2 0 0 5 2 0 0 2 0 0 3	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
9	Career Works Associates P.O. Box 11424 Charleston, WV 25339-1424 Jane Smith 304-344-2273	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor

			Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
10	Case Monroe County Po Box 403 Union, WV 24983 Brenda Elmore	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
11	CHANGE, Inc. 3058 West Street Weirton, WV 26062-4635 304-797-7733 Judy Raveaux	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
12	Charleston Area BPW C/O Ramona Ramsey Rte 4 Box 171-1 Charleston WV 25312 304-759-4840 Ramona Allen-Ramsey	0 ↓	Local Sales Assistant News Producer News Photographer National Sales Assistant News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant **Source added 6/26/08**
13	Charleston Newspapers	0	National Sales Assistant

			News Editor Anchor / Reporter Sales Account Executive Local Sales Assistant
17	Craigslist.org	0 ↓	 *Only used for positions that were not filled in a timely fashion.
18	Concord University Campus Box 1 P.O. Box 1000 Athens, WV 24712 Jenni Canterbury	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive Anchor / Reporter Sales Account Executive Local Sales Assistant
19	CSB School of Broadcasting 9891 Broken Land Pkwy #102 Columbia, MD 21045 Robert Higbie 410-290-7140	0 ↓	Sales Account Executive Local Sales Assistant **Contact added 1/21/09**
20	Division of Rehab. Services P.O. Box 547 Institute, WV 25112 Carolyn Summers 304-766-2634	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Sales Account Executive
21	Entertainmentcareers.net	0 ↓	 *Only used for positions that were not filled in a timely fashion.
22	Everest Institute Jennifer Bennett Director of Career Services 5514 Big Tyler Road Cross Lanes, WV 25313	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant

			Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
23	Herald – Dispatch 946 Fifth Ave Huntington, WV 25701 Linda Waddell lwaddell@heralddispatch.com 304-526-2752	0 ↓	
24	Hispanic Link News Service 1420 N. St. NW Washington, DC 20005 Carlos Erickson 202-234-0280	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
25	Hope Community Development Corporation 600 Kanawha Blvd W Charleston, WV 25302-1922 Barbara Mosley 304-414-4440	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
26	Indeed 470 West Ave, Ste 2002 Stamford, CT 06902 www.indeed.com	1	Local Sales Assistant *This source was not utilized for these positions; however, these candidates recorded it as their source.

27	Inter College of Broadcasting 6 S. Smithville Road Dayton, OH 45431 Gary Doster 937-258-8251	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
28	Job Fair	1 1 1	Local Sales Assistant Multi-Media Engineer Sales Account Executive **listed as a source by applicants**
29	Marshall University-Career Services Center One John Marshall Dr Huntington, WV 25755-3102 Denise Hogsett 304-696-2248	1 0 0 0 1 0 0 0 0 1 0 0 0 0 0 0 1 0	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
30	Medialine.com Box 51909 Pacific Grove, CA 93950 Mark Shilstone 800-237-8073	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor

			Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
31	Mountain Heart Community Services PO Box 1509 Oceana, WV 24870 Earl Smith	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Sales Account Executive Local Sales Assistant
32	NAACP P.O. Box 295 Institute, WV 25112 William Anderson 304-347-9744	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
33	National Assoc. of Black Journalists 8701-A Adelphi Rd. Adelphi, MD 20783 Capri Dodson 301-445-7100	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter

			Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
34	National Assoc. of Broadcasters 1771 North St, NW Washington, DC 20036	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
35	National Assoc. of Hispanic Journalists 1000 National Press Bldg. 529 14 th St. NW Washington, DC 20045 Martina Hillendo 202-662-7145	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
36	National Assoc. of Minorities in Communication (NAMIC) 336 W 37 th St Suite 302 New York, NY 10018 Michelle Lewis 212-594-5985	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive Anchor / Reporter

			Sales Account Executive Local Sales Assistant
37	National Black MBA Assoc. 180 N. Michigan Ave., Ste. 1515 Chicago, IL 60601 Debbie Tarrer 312-236-2622	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
38	National Hispanic Media Coalition 55 South Grand Ave Pasadena, CA 91105 Acasia Flores 213-746-6988	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
39	Native American Journalists Assoc Gaylord College of Journalism Norman, OK 73019-4201 Ron E. Evans 405-325-7247	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant

			Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
40	Native American Public Telecommunications 1800 No 33 rd St. Lincoln, NE 668583 Lynn Warren 402-472-3522	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive **Source removed on 4/3/09 by their own request**
41	Ohio University RTVC Building 484 Athens, OH 45701-2979 Tina Stewart 740-593-9994 stewart1@ohio.edu	0 0 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive Anchor / Reporter Sales Account Executive Local Sales Assistant
42	P.R.I.D.E. in Logan County 699 Station Street Logan, WV 25601 Reggie Jones 304-752-6868	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant

			Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
43	Putnam County Job Service PO Box 281 Teays Valley, WV 25069 Rocky McCoy 304-757-7421	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
44	Raleigh County Comm Action Assoc P.O. Box 3066 East Beckley Station Beckley, WV 25801 Randy Housh 304-252-6396	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
45	www.salesjobs.com	0 ↓	**Source was first utilized July 27, 2007 and was only utilized for Account Executive positions.**
46	Shawnee State University 940 Second St Portsmouth, OH 45662 Stephen Gregory 740-351-3259 sgregory@shawnee.edu	0 ↓	News Producer News Reporter Local Sales Assistant Managing Editor Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive Anchor / Reporter

			Sales Account Executive Local Sales Assistant **Source added 6/3/2008**
47	Sinclair Broadcast Group (Website) www.sbg.net 10706 Beaver Dam Rd Cockeysville, MD 21030 410-568-1517 Attn: Sharon Pickeral	0 0 0 0 0 0 0 0 0 1 1 0 1 1 0 0 0 0 0 0	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
48	Southwestern Comm. Action Council 540 Fifth Ave Huntington, WV 25701 Barbara Hultin 304-525-5151	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
49	Tri-State OIC P.O. Box 2105 Huntington, WV 25721 Melinda Moses 304-345-2820	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor

			News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
53	Wayne Co. Comm. Service Org. P.O. Box 276 Wayne, WV 25570 Kathy Stephens 304-272-5112	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
54	WCHS TV-8 (Website) www.wchstv.com WVAH TV-11 (Website) www.wvah.com 1301 Piedmont Rd. Charleston, WV 25301 Lisa Barna 304-346-5358	0 0 0 1 0 0 0 3 0 0 2 1 0 0 2 0 0 0 1 0	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
55	West Virginia Broadcasters Assoc. 140 7 th Avenue So. Charleston, WV 25303 Becky Marsden www.wvba.com 304-744-2143	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant

			News Producer News Photographer National Sales Assistant Sales Account Executive Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
56	West Virginia Career Transition Svcs Schoenbaum Center 1701 5 th Ave Charleston, WV 25302 Rita Chapman 304-345-2820	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
57	West Virginia Junior College 1000 Virginia Street, East Charleston, WV 25301 Julie Tawney wvjccareers@gmail.com 304-345-2820	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Sales Account Executive Local Sales Assistant

58	West Virginia State University P.O. Box 1000 Institute, WV 25112 Sandy Maharaj 304-766-3290	0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
59	West Virginia Tech Box 31 Old Main Montgomery, WV 2513 Cantrell Miller 888-554-8324	0 1	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
60	West Virginia University PO Box 6008 Morgantown, WV 26506-6008 Career Services 304-293-2221 careerservices@mail.wvu.edu	0 ↓	National Sales Assistant Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive Traffic Assistant Weekend Anchor/Reporter Sales Account Executive Local Sales Assistant
61	West Virginia University-	0	National Sales Assistant

	Parkersburg 300 Campus Dr Parkersburg, WV 26104 Sandy Swisher 304-424-8304 sandy.swisher@mail.wvu.edu	↓	Sports Reporter/Photog News Producer News Reporter Local Sales Assistant Managing Editor National Sales Manager Multi-Media Engineer Local Sales Assistant News Producer News Photographer National Sales Assistant Sales Account Executive News Editor Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Local Sales Assistant
62	Referrals	1 1 1 1 5 1 1 1 1 0	National Sales Assistant News Producer National Sales Manager Multi-Media Engineer News Photographer National Sales Assistant Anchor / Reporter Traffic Assistant Weekend Anchor/Reporter Sales Account Executive
63	Internal	1 2 1 1 1 1 1 2 2 2	Sports Reporter/Photographer News Reporter Local Sales Assistant Managing Editor National Sales Manager Local Sales Assistant News Producer News Photographer Anchor / Reporter Weekend Anchor/Reporter

*The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us, however at this time the station has yet to receive such requests.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from **June 1, 2008** to **May 31, 2009**

Station(s) Comprising Station Employment Unit **WCHS/WVAH (LMA) - Charleston/Huntington, WV**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by **WCHS/WVAH (LMA), Charleston/Huntington**

Job/Career Fairs:

1. Activity: Job Fair

Date of Station Participation: June 3, 2008

Participating Employees: Steve Borecky – Meteorologist/Reporter, Ryan Hardiman – Art Director, Lisa Barna – EEO Manager

Host/Sponsor of Activity: Workforce West Virginia and Workforce Development Resource Center

Brief Description of Event and Station Participation: During this job fair Steve and Lisa spoke with interested applicants, accepted resumes, gave handouts about opportunities at our stations, and explained I-Hire procedures. We also invited interested applicants to visit the Huntington, WV office where Ryan was waiting with a lap-top for them to be able to apply online. This opportunity was available during the hours of the job fair.

2. Activity: Job Fair

Date of Station Participation: September 10, 2008

Participating Employees: Paula Taylor - News Manager, Ryan Hardiman – Assistant Promotion Manager, Lisa Barna – EEO Manager

Host/Sponsor of Activity: Marshall University

Brief Description of Event and Station Participation: During this job fair Paula, Ryan and Lisa spoke with interested applicants, gave handouts about opportunities at our stations and explained online application procedures.

3. Activity: Job Fair

Date of Station Participation: February 25, 2009

Participating Employees: Paula Taylor - News Manager, Ryan Hardiman – Art Director, Lisa Barna – EEO Manager

Host/Sponsor of Activity: Marshall University

Brief Description of Event and Station Participation: During this job fair Paula, Ryan and Lisa spoke with interested applicants, gave handouts about opportunities at our stations, and explained our online application procedures.

4. Activity: Job Fair

Date of Station Participation: April 2, 2009

Participating Employees: Paula Taylor - News Manager, Lisa Barna – EEO Manager

Host/Sponsor of Activity: West Virginia State University

Brief Description of Event and Station Participation: During this job fair Paula and Lisa spoke with interested applicants, gave handouts about opportunities at our stations, and explained our online application procedures.

Educational Events

1. Activity: Putnam County Schools Career Cluster Conferences
Date of Station Participation: November 13, 2008
Participating Employees: Rudi Raynes – Reporter
Host: Putnam County Schools
Brief Description of Event and Station Participation: Rudi addressed about 100 Putnam County students about her job and the broadcast industry.
2. Activity: School Visit / Presentation
Date of Participation: March 16, 2009
Participating Employees: Jim Barach - Meteorologist
School: Ruthlawn Elementary
Brief Description of Event and Station Participation: Gave Kindergarten and 1st grade students a tour of the station and held a question and answer session where the weather and Jim's job were discussed.
3. Activity: Concord University Student Support Services
Date of Participation: March 26, 2009
Participating Employees: Mark Martin – Sports Anchor
School: Concord University
Brief Description of Event and Station Participation: Mark spoke about his career at a an event held for college students coming from families who are the first to attend higher learning institutions.
4. Activity: Marshall University Mass Communication Career & Internship Fair
Date of Participation: April 2, 2009
Participating Employees: Rick Lord – Anchor, Steve Borecky – Meteorologist / Reporter
School: Marshall University
Brief Description of Event and Station Participation: Participated as guest panelists to answer questions that students had regarding jobs in broadcast and how to apply for jobs with our stations.

Community Events

1. Activity: Station Tour
Date of Participation: October 2, 2008
Participating Employees: Jim Barach – Chief Meteorologist
Visitor: Webelds Pack 168
Brief Description of Event and Station Participation: Led the scouts, scout leaders and scout parents on a tour of the station, held a question and answer session where the weather and Jim's job were discussed.
2. Activity: Station Tour
Date of Participation: October 13, 2008
Participating Employees: Jim Barach – Chief Meteorologist
Visitor: Saint Albans Cub Scouts
Brief Description of Event and Station Participation: Led the scouts, scout leaders and scout parents on a tour of the station, held a question and answer session where the weather and Jim's job were discussed.
3. Activity: Station Tour
Date of Participation: November 11, 2008
Participating Employees: Jim Barach – Chief Meteorologist
Visitor: Weberwood Cub Scouts Pack 22
Brief Description of Event and Station Participation: Led the scouts, scout leaders and scout parents on a tour of the station, held a question and answer session where the weather and Jim's job were discussed.
4. Activity: Station Tour
Date of Participation: March 9, 2009
Participating Employees: Jim Barach – Chief Meteorologist

Visitor: Sissonville Cub Scouts Pack 19

Brief Description of Event and Station Participation: Led the scouts, scout leaders and scout parents on a tour of the station, held a question and answer session where the weather and Jim's job were discussed.

5. Activity: Station Tour

Date of Participation: March 9, 2009

Participating Employees: Jim Barach – Chief Meteorologist

Visitor: Poca Cub Scouts Pack 162

Brief Description of Event and Station Participation: Led the scouts, scout leaders and scout parents on a tour of the station, held a question and answer session where the weather and Jim's job were discussed.

Internship Program:

The Station Employment Unit has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

Develop links with universities and colleges to promote WCHS/WVAH as prospective employers. Create a symbiotic relationship between interns and WCHS/WVAH employees. Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.

The applicant must be at least 18 years of age.

The applicant must be in good academic standing, as defined by his or her academic institution.

The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed.

Interns are not paid.

In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

During the period of June 1, 2008 to May 31, 2009, WCHS/WVAH had 2 interns. The interns came from West Virginia State University (2).

Any person interested in internship opportunities should contact the station for more details.

Training

All employees hired during the reporting period completed a web-training course on Recognizing & Preventing Sexual Harassment: Essentials.

All non-management employees on active assignment between June 1, 2008 and May 31, 2009 completed a web-training course on Sinclair Broadcast Group Code of Business Conduct and Ethics and on Workplace Harassment: Recognizing and Preventing Harassing Behavior.

All managers on active assignment between these dates completed a web-training course on Workplace Harassment: Recognizing and Preventing Harassing Behavior – Manager's Edition and on Sinclair Broadcast Group Code of Business Conduct and Ethics.

