

<b>EEO PUBLIC FILE REPORT</b>						
<b>WTOV TV, Steubenville OH</b>						
<b>June 1, 2006-May 31, 2007</b>						
<b>Position</b>	<b>Title</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Sources used to fill vacancy- (including organ. entitled to notification)*</b>	<b>Number Interviewed</b>	<b>Number Hired</b>
<b>1</b>	<b>Account Executive</b>	<b>8/19/05</b>	<b>7/6/06</b>	Steub. Herald-Star Newspaper Wheeling Intelligencer Newspaper Pittsburgh Post-Gazette Newsp. WTOV9.com Internal Posting Cox Career Network (website) Word of Mouth Workforce WV WV. Div. Of Rehab. Services Bethany College Wheeling Jesuit University Jeff. Cty. Comm. Action Council Western Kentucky Univ. NAACP-Washington, PA Urban League of Pittsburgh Pittsburgh Tech. Institute Belmont Cty, NAACP Franciscan Univ. of Steubenville Art Institute of Pittsburgh Kent State University Belmont Technical College Smith Career Center Harrison County Dept. of Job & Family Ser. Bureau of Voc. Rehab. Bel. Cty. Job & Family Serv. Int. College of Broadcasting Ohio Center for Broadcasting Career Net West Virginia Northern Community College ITT Technical Institute Goodwill Employment & Training Center Jefferson Behavioral Health System Family Self-Sufficiency Program WV Div. Of Rehab. Services -Wheeling Collegiate Broadcasters ITT Technical Institute, Pitts. Campus Steub. Branch-NAACP YWCA AARP Senior Employment Prog. Family Service-Upper Ohio Valley YWCA of Wheeling Ohio Univ. School of Journalism West. Kentucky Univ. School of Journ. tvjobs.com	<b>2</b>	
					<b>1</b>	
					<b>10</b>	<b>1</b>
<b>2,3,4</b>	<b>Account Executive</b>	<b>2/20/06</b>	<b>9/26/06</b>	See Sources Listed Above		
		<b>7/28/06</b>	<b>10/2/06 (2)</b>	WTOV9.com Word of Mouth Carroll Cty. Family & Children First Council Muskingum College Waynesburg College Bradford School Hocking College Collective Talent.com Jefferson Community College Medialine.com Bethany College PIA Career Services West Liberty State College	<b>2</b> <b>3</b>	<b>1</b> <b>2</b>
<b>5</b>	<b>Building and Grounds Maint.</b>	<b>4/21/06</b>	<b>7/24/06</b>	See Sources Listed Above Steub. Herald-Star Newspaper Wheeling Intelligencer Newspaper	<b>1</b> <b>1</b>	

				WTOV9.com	1	
				Word of Mouth	2	1
<b>6</b>	<b>Gen. Assignment Reporter</b>	<b>5/23/06</b>	<b>7/3/06</b>	See Sources Listed Above		
				WTOV9.com	1	1
<b>7</b>	<b>Videographer</b>	<b>4/16/06</b>	<b>5/15/06</b>	See Sources Listed Above		
				West Liberty State College	1	1
<b>8</b>	<b>Gen. Assignment Reporter</b>	<b>7/29/06</b>	<b>1/8/07</b>	See Sources Listed Above		
				WTOV9.com	1	
				Word of Mouth	1	
				tvjobs.com	1	1
<b>9</b>	<b>Local Sales Assistant</b>	<b>9/6/06</b>	<b>9/29/06</b>	See Sources Listed Above		
				Wheeling Intelligencer Newspaper	1	1
				WTOV9.com	1	
				Word of Mouth	2	
				Jefferson Community College	1	
<b>10,11</b>	<b>Videographer</b>	<b>9/25/06</b>	<b>1/22/07</b>	See Sources Listed Above		
		<b>1/29/07</b>	<b>4/16/07</b>	Steub. Herald-Star Newspaper	1	1
				WTOV9.com	1	
				Word of Mouth	3	
				Ohio Center for Broadcasting	1	1
<b>12</b>	<b>Producer</b>	<b>10/13/06</b>	<b>12/27/06</b>	See Sources Listed Above		
				Bethany College	1	1
<b>13</b>	<b>Production Technician</b>	<b>11/10/06</b>	<b>12/18/06</b>	See Sources Listed Above		
				Wheeling Intelligencer	1	1
				Ohio Valley Job Fair	1	
<b>14</b>	<b>Sports Anchor</b>	<b>1/5/07</b>	<b>2/23/07</b>	See Sources Listed Above		
				tvjobs.com	1	1
				<b>TOTAL</b>	<b>43</b>	<b>14</b>

		<b>INFORMATION REGARDING RECRUITMENT SOURCES CONTACTED FOR EACH VACANCY</b>		
<b>Recruitment Source</b>	<b>Contact</b>	<b>Total Interviewed</b>	<b>Entitled to Notification</b>	
<b>1 Account Executive</b>				
1 <b>Steubenville Herald-Star Newspaper (also in Weirton Daily Times)</b> 401 Herald Square Steubenville OH 43952	Pat Scheel-Classified Adv. 740-283-4711	<b>2</b>	N	
2 <b>Wheeling Intelligencer Newspaper</b> 1500 Main St. Wheeling WV 26003	Bonnie Washington - Classified Advertising 304-233-0100		N	
3 <b>Pittsburgh Post-Gazette Newspaper</b> 34 Blvd. Of the Allies Pittsburgh PA 15222	Deb Midgley-Classified 412-263-1404		N	
4 <b>WTOV9.com</b> (website)	MarySue Gallabrese WTOV Human Resources	<b>1</b>	N	
5 <b>Internal Posting</b> WTOV9 Box 9999, 9 Red Donley Plaza Steubenville OH 43952	MarySue Gallabrese WTOV Human Resources 740-282-9999 ext. 104		N	
6 <b>Cox Career Net</b> coxenterprises.com/coxcareer	Connie Duffey, Cox HRIS 678-645-0145		N	
7 <b>Word of Mouth</b>	employees/relatives/friends	<b>10</b>	N	
8 <b>Workforce WV</b> 100 Municipal Plaza Suite 300 Weirton WV 26062	Diana Hudson 304-723-5752		Y	
9 <b>WV Div. Of Rehab. Serv.</b> 200 Municipal Plaza Weirton WV 26062	Nicole Fankhouser 304-723-5311		Y	
10 <b>Bethany College</b> Main Street Bethany, WV 26032	Gloria Colussi 304-829-7854		Y	
11 <b>Wheeling Jesuit University</b> 316 Washington Ave. Wheeling WV 26003	Cynthia Greco 304-243-2451		Y	
12 <b>Jeff. Cty. Community Action Council</b> 114 N. Fourth St. PO Box 130 Steubenville OH 43952	Tammie Lewis, HR Dir. 740-282-0971, ext. 109		Y	
13 <b>Western Kentucky Univ.</b> Cravens 216 1 Big Red Way Bowling Green KY 42101	Career Services 270-745-3094		Y	
14 <b>NAACP</b> PO Box 188 Washington PA 15301	Robert Griffin 724-222-7820		Y	
15 <b>Urban League of Pittsburgh</b> One Smithfield St., Third Fl. Pittsburgh PA 15222-2222	William Foster 412-227-4164		Y	
16 <b>Pittsburgh Tech. Institute</b> 1111 McKee Road Oakdale PA 15071-3205	Vince Criscito Career Placement 412-809-5149		Y	
17 <b>Belmont Cty. NAACP</b>	Mattie Lewis		Y	

	117 Industry St. Powhatan OH 43942	740-435-0036		
18	<b>Franciscan Univ. of Steub.</b> 1235 University Blvd. Steubenville OH 43952	Jeanette DeStefanis 740-282-6226 ext. 1245		Y
19	<b>Art Institute of Pittsburgh</b> 420 Blvd. Of Allies Pittsburgh PA 15219	Cynthia Flood 412-291-6531		Y
20	<b>Kent State University</b> Journ. School 130 Taylor Hall Kent OH 44242-0001	Evonne Whitmore 330-672-2468		Y
21	<b>Belmont Technical College</b> 120 Fox-Shannon Place St. Clairsville OH 43950	Ed O'Donnell 740-695-9500		Y
22	<b>Smith Career Center</b> Bradley University Peoria IL 61625	Lisa Curtis 309-677-2510		Y
23	<b>Harrison Cty. Dept. of Job &amp; Family Services</b> PO Box 239, 520 N. Main St. Cadiz OH 43907	Joyce Heavilin 740-942-2171		Y
24	<b>Bureau of Voc. Rehab.</b> 51461 Jennifer Lane Ste. 100 St. Clairsville OH 43950	Tammy Loader, Employer Ser. Spec. 740-695-0404		Y
25	<b>Bel. Cty. Job &amp; Family Serv.</b> 310 Fox-Shannon Place St. Clairsville OH 43950	Mike Schlanz 740-633-5627		Y
26	<b>Int. College of Broadcasting</b> 6 S. Smithville Road Dayton OH 45431	Gary Doster, Dir. Stud. Serv./Placement 937-258-8251		Y
27	<b>Ohio Center for Broadcasting</b> 9000 Sweet Valley Drive Valley View OH 44125	Gary James 216-447-9117		Y
28	<b>Career Net</b> 1509 Cty Hwy 22A Bloomingdale OH 43910	Sue DiBacco 740-264-6878		Y
29	<b>WV North. Community College</b> 1704 Market St. Wheeling WV 26003-3699	Robert Zac Wycherley 304-233-5900, ext. 4268		Y
30	<b>ITT Technical Institute</b> 105 Mall Blvd., Suite 200 E. Monroeville PA 15146-2213	Ronita Gidel, career serv. Specialist 412-856-5920		Y
31	<b>Goodwill Employment &amp; Training Ctr.</b> 103 Main St. Wintersville OH 43953	Karen Chichick 740-282-7200		Y
32	<b>Jefferson Behavioral Health System</b> 740 N. 6th Ave. Steubenville OH 43952	Tricia Antill 740-282-5338		Y
33	<b>Family Self-Sufficiency Program</b> 905 N. 6th St., Steubenville OH 43952	Roger Manfresca 740-282-7999		Y
34	<b>WV Div. Of Rehab. Services</b> Central Union Bldg., 40 14th St. Wheeling WV 26003	David Valentine 304-238-1092		Y
35	<b>Collegiate Broadcasters Inc.</b> PO Box D Austin TX 78713	Will Robedee 713-348-2935		Y

36	<b>ITT Tech. Institute, Pittsburgh campus</b> 10 Parkway Center Pittsburgh PA 15220	Alan McMullen, Career Serv. Coord. 412-937-9150			Y
37	<b>WV Business College</b> 1052 Main St. Wheeling WV 26003	Diane Komastro 304-232-0361			Y
38	<b>Steub. Branch of the NAACP</b> Box 1111 122 S. 7th St. Steubenville OH 43952	Ruel Mitchell 740-282-6224			Y
39	<b>YWCA</b> 320 N. 4th St. Steubenville OH 43952	Marlyn Neely 740-282-1261			Y
40	<b>AARP Sr. Emp. Prog.</b> PO Box 4835 164 N. 4th St. Steubenville OH 43952	Blanche Babela 740-282-0928			Y
41	<b>Family Service-Upper Ohio Valley</b> 51-11th St. Wheeling WV 26003	Tracy Robson 304-233-2350			Y
42	<b>YWCA of Wheeling</b> 1100 Chapline St. Wheeling WV 26003	Lori Jones 304-232-0511			Y
43	<b>Ohio Univ. Scripps Schl. of Journ.</b> 106 Scripps Hall Athens OH 45701	Debbie DePeel 740-593-2591			Y
44	<b>tvjobs.com</b> PO Box 4116 Oceanside CA 92052	Mark Holloway 760-754-8177			N
<b>2,3,4 Account Executive</b>					
Sources Used: 1-44 above					
4	WTOV9.com			2	N
7	Word of Mouth			3	N
New Sources Contacted:					
45	<b>Carroll Cty. Family &amp; Children First Council</b> 111 East Main St. Carrollton OH 44615	Sandra Yeske Employment Serv. Coord. 330-627-3201			Y
46	<b>Muskingum College</b> 163 Stomont St. New Concord OH 43762	Joy Morton, Admin. Assist. 740-826-8084			Y
47	<b>Waynesburg College</b> 51 W. College St. Waynesburg PA 15370	Marie Coffman, Dir. Career Serv. 724-852-3399			Y
48	<b>Bradford School</b> 129 W. Station Square Drive Pittsburgh PA 15219	Diane Dougherty, Placement Dir. 412-391-6354			Y
49	<b>Hocking College</b> 3301 Hocking Parkway Nelsonville OH 45764	Harry Tompkins			Y
50	<b>Collective Talent.com</b> c/o Michaels Media 1721 Richardson Place Tampa FL 33606	Mike Von Ende 248-737-2572 <a href="mailto:vonende@michaelsmedia.com">vonende@michaelsmedia.com</a>			N
51	<b>Jefferson Community College</b> 4000 Sunset Blvd. Steubenville OH 43952	Judy Miller, Director of Placement 740-264-5591, ext. 113			Y
52	<b>Medialine.com</b>	Mark Shilstone, Manager			N

	PO Box 51909 Pacific Grove CA 93950	800-237-8073		
53	<b>Bethany College</b> Communication Dept. Bethany WV 26032	Patrick (Pat) J. Sutherland, Ph.D. Associate Professor and Chair, 304 829-7716/7853		Y
54	<b>PIA Career Services</b> 4050 Main St. Weirton WV 26062	Patty Zink 304-797-8600		Y
55	<b>West Liberty State College</b> PO Box 295 West Liberty WV 26074-0295	Chris Lee Associate Professor, Media Center 304-336-8045/866-WESTLIB <a href="mailto:LEECHRIS@wlsc.edu">LEECHRIS@wlsc.edu</a>		Y
	<b>5 Buildings and Grounds Maint.</b> Sources Used: 1-55 above			
1	Steubenville Herald-Star		1	N
2	Wheeling Intelligencer Newspaper		1	N
4	WTOV9.com		1	N
7	Word of Mouth		2	N
	<b>6 General Assignment Reporter</b> Sources Used: 1-55 above			
4	WTOV9.com		1	N
	<b>7 Videographer</b> Sources Used: 1-55 above			
55	West Liberty State College		1	Y
	<b>8 General Assignment Reporter</b> Sources Used:1-55 above			
4	WTOV9.com		1	N
7	Word of Mouth		1	
44	tvjobs.com		1	N
	<b>9 Local Sales Assistant</b> Sources Used:1-55 above			
2	Wheeling Intelligencer Newspaper		1	N
4	WTOV9.com		1	N
7	Word of Mouth		2	N
51	Jefferson Community College		1	Y
	<b>10,11 Videographer</b> Sources Used:1-55 above			
1	Steubenville Herald-Star		1	N
4	WTOV9.com		1	N
7	Word of Mouth		3	N
27	Ohio Center for Broadcasting		1	Y
	<b>12 Producer</b> Sources Used: 1-55 above			
53	Bethany College		1	Y
	<b>13 Production Technician</b> Sources Used: 1-55 above			
2	Wheeling Intelligencer Newspaper		1	N

	New Source Added:			
56	<b>2006 Ohio Valley Job Fair</b>	April 28, 2006, Jefferson Comm. College	<b>1</b>	N
<b>14</b>	<b>Sports Anchor</b>			
	Sources Used:1-55 above			
44	tvjobs.com		<b>1</b>	
	<b>TOTAL</b>		<b>43</b>	



**PRONG 3- Longer Term Recruitment Initiatives**

DATE	INITIATIVE	DESCRIPTION	SCOPE OF INVOLVEMENT	PERSONNEL INVOLVED
2/6/2007	<b>Jefferson County Chamber 9th Annual Member-to-Member Trade Fair</b>	Sponsored by the Jefferson County Chamber of Commerce, some 50 area employers participated in this event open to the public at the Fort Steuben Mall in Steubenville, OH. Event also included entertainment, health demonstrations and children's activities.	Had a booth with information on current and future openings at WTOV, sister station WPXI, and Cox Enterprises. Accepted resumes for current openings and to put on file for future openings. Received information from organizations for inclusion on recruitment source list. Provided station mascot as part of children's activities.	MarySue Gallabrese, H.R. Administrator & EEO Manager Bill Seifert, Promotion Dir., Vern Schofield, Account Executive; Doug Allen, Account Executive; Ryan Orr, creative services videographer; and Jason Van Bevern, mascot.
3/28/2007	<b>Franciscan Univ. of Steubenville Career Fair</b>	Annual Career Fair presented by Franciscan University of Steubenville, OH, open to students of all levels. Almost 300 students and 53 employers participated.	Had a booth with information on current and future WTOV, sister station WPXI and Cox Enterprises openings and recruitment information. Accepted resumes for WTOV current openings & put others on file for future openings. Received information from organizations for inclusion on recruitment source list.	MarySue Gallabrese, H.R. Administrator & EEO Manager
4/27/2007	<b>2007 Ohio Valley Job Fair</b>	Presented by community agencies and organizations including Jefferson County Community Action Council Connections, Jeff. County Community Action Partnership, Jefferson Community College, Tech Prep, Goodwill Industries, Jefferson Metropolitan Housing Authority, and the Jefferson County Chamber of Commerce. Some 51 employers participated and more than 300 job seekers attended the event.	Had a booth with information on current and future WTOV, sister station WPXI and Cox Enterprises openings and recruitment information. Accepted resumes for WTOV current openings & put others on file for future openings. Received information from organizations for inclusion on recruitment source list.	MarySue Gallabrese, H.R. Administrator & EEO Manager; and Tom Pleva, Local Sales Manager.
Ongoing	<b>College Internship Program</b>	Host interns from various colleges majoring in various broadcast-related majors in station departments including news, weather, sports, sales, and production.	Host interns from local and out-of-area colleges who are majoring in broadcast-related majors who receive college credit for the internships.	Brandon Gobel, Executive Producer; Mike Seachman, Operations Manager; Karen Heckathorn, Graphic Artist; Jeff Oechslein, Meteorologist, Tom Pleva, Local Sales Manager; Renee Cardelli, Web Editor.
Ongoing	<b>Job Shadowing</b>	Area high school students visit the station and observe WTOV employees at work.	Provides students with opportunities to watch and interact with employees in actual work situations.	All departments.
Ongoing	<b>Community Participation</b>	Various employees and staff participate in a wide variety of events such as serving as guest speakers, on media panels and in career days.	Employees including the general manager, news director, meteorologists and news anchors participated in events such as media panels, career presentations, and career day events throughout the market.	Tim McCoy, General Manager; Melissa Knollinger-O'Connor, News Dir., Jeff Oechslein, meteorologist; Shelby Zarotney and Eric Minor, anchors; and various other employees and staff.
5/11/07	Brooke High Career Fair	Sponsored by the school and the West Virginia University Extension Service, some 50 employers and non-profit agencies participated and more than 500 students attended.	Had a booth with information on current and future WTOV, sister station WPXI and Cox Enterprises openings and recruitment information.	MarySue Gallabrese, H.R. Administrator & EEO Manager