

<b>EEO PUBLIC FILE REPORT</b>						
<b>WTOV TV, Steubenville OH</b>						
<b>June 1, 2007-May 31, 2008</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, 2</b>	<b>Account Executive</b>	<b>1/25/07</b> <b>7/23/07</b>	<b>6/18/07</b> <b>7/30/07</b>	See EEO Recruitment Source List Steub. Herald-Star Newspaper/Weirton Daily Times WTOV9.com Word of Mouth monster.com 2007 Ohio Valley Job Fair (4/27/07)	<b>1</b> <b>1</b> <b>1</b> <b>3</b> <b>1</b>	<b>1</b>
<b>3</b>	<b>Gen. Assignment Reporter</b>	<b>3/12/07</b>	<b>9/3/07</b>	See EEO Recruitment Source List WTOV9.com Word of Mouth tvjobs.com	<b>2</b> <b>3</b> <b>2</b>	<b>1</b>
<b>4</b>	<b>News Producer</b>	<b>4/13/07</b>	<b>6/4/07</b>	See EEO Recruitment Source List WTOV9.com tvjobs	<b>2</b> <b>1</b>	<b>1</b>
<b>5</b>	<b>Promotion Director</b>	<b>4/20/07</b>	<b>8/6/07</b>	Ohio University - Eastern -added See EEO Recruitment Source List WTOV9.com Word of Mouth West Liberty State College	<b>2</b> <b>1</b> <b>1</b>	<b>1</b>
<b>6</b>	<b>Production Technician</b>	<b>5/7/07</b>	<b>8/19/07</b>	See EEO Recruitment Source List Wheeling News Register WTOV9.com tvjobs West Liberty State College	<b>1</b> <b>2</b> <b>1</b> <b>1</b>	<b>1</b>
<b>7, 8</b>	<b>Videographer</b>	<b>5/16/07</b> <b>7/24/07</b>	<b>6/11/07</b> <b>8/27/07</b>	See EEO Recruitment Source List WTOV9.com tvjobs.com	<b>2</b> <b>1</b>	<b>2</b>
<b>9</b>	<b>Local Sales Assistant</b>	<b>6/8/07</b>	<b>10/22/07</b>	See EEO Recruitment Source List Manpower - added Steubenville Herald-Star/Weirton Daily Times Newspapers Wheeling News Register Newspaper WTOV9.com Word of Mouth Jeff. Cty. Comm. Action Council Jefferson Community College monster.com	<b>2</b> <b>1</b> <b>2</b> <b>1</b> <b>1</b> <b>1</b> <b>1</b> <b>8</b>	<b>1</b>
<b>10</b>	<b>Engineer</b>	<b>8/27/07</b>	<b>10/28/07</b>	See EEO Recruitment Source List Society of Broadcast Engineers -added Society of Motion Picture and Television Engineers -added WTOV9.com Word of Mouth Art Institute of Pittsburgh monster.com Manpower/WTOV9 Job Expo	<b>1</b> <b>1</b> <b>1</b> <b>2</b> <b>1</b>	<b>1</b>
<b>11</b>	<b>News Producer</b>	<b>10/1/07</b>	<b>11/2/07</b>	See EEO Recruitment Source List Steub. Herald-Star/Weirton Daily Times Newspapers WTOV9.com tvjobs.com	<b>1</b> <b>6</b> <b>1</b>	<b>1</b>
<b>12</b>	<b>Anchor/Reporter</b>	<b>11/12/07</b>	<b>3/9/08</b>	See EEO Recruitment Source List WTOV9.com Word of Mouth tvjobs.com	<b>1</b> <b>1</b> <b>2</b>	<b>1</b>
<b>13</b>	<b>Weekend Meteorologist/Reporter</b>	<b>2/5/08</b>	<b>4/5/08</b>	See EEO Recruitment Source List WTOV9.com Word of Mouth	<b>1</b> <b>1</b>	<b>1</b>
<b>TOTAL</b>					<b>67</b>	<b>13</b>

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		<b>EEO Recruitment Source List</b>		
	<b>Recruitment Source</b>	<b>Contact</b>	<b>Total Interview</b>	<b>Entitled to Notification</b>
1	<b>Steubenville Herald-Star /Weirton Daily Times Newspapers</b> 401 Herald Square Steubenville OH 43952	Pat Scheel-Classified Adv. 740-283-4711	3	N
2	<b>Wheeling News Register Newspaper</b> 1500 Main St. Wheeling WV 26003	Bonnie Washington - Classified Advertising 304-233-0100	3	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	22	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	MaryKathryn Morton, Cox HRIS 678-645-0151		N
7	<b>Word of Mouth</b>	employees/relatives/friends	9	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	1	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> 117 Industry St. Powhatan OH 43942	Mattie Lewis 740-435-0036		Y
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	1	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>	Lisa Curtis		Y

	Bradley University Peoria IL 61625	309-677-2510		
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 Bloomington 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	8	N
45	<b>Carroll Cty. Family &amp; Children First Council</b> 111 East Main St.	Sandra Yeske Employment Serv. Coord.		Y

	Carrollton OH 44615	330-627-3201		
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	1	Y
52	<b>Medialine.com</b> PO Box 51909 Pacific Grove CA 93950	Mark Shilstone, Manager 800-237-8073		N
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@wisc.edu">LEECHRIS@wisc.edu</a>	2	Y
56	<b>Monster.com</b> PO Box 90364 Chicago IL 60696	Kyle Garner Internet Recruiting Consultant 1-800-666-7837, ext. 5426 <a href="mailto:kyle.garner@monster.com">kyle.garner@monster.com</a>	13	N
57	<b>Manpower/WTOV9 Job Expo (see initiatives)</b>		2	N
58	<b>Ohio University-Eastern-</b> added for Position 5 and after 45425 National Road St. Clairsville OH 43950	Kristin Burrier Recruitment Coordinator 740-699-2324 <a href="mailto:burrier@ohio.edu">burrier@ohio.edu</a>		N
59	<b>Manpower -</b> added for Position 9 and after 500 Market St., Suite 5 Steubenville, OH 43952	Jayne Maley Staffing Specialist 740-282-2011	2	N
60	<b>Society of Broadcast Engineers -</b> added Position 10 only 9102 North Meridian St., Suite 150 Indianapolis IN 46260	Scott Jones Database Manager 317-846-9000 <a href="mailto:kjones@sbe.org">kjones@sbe.org</a>		N
61	<b>Soc. of Motion Picture &amp; Television Engineers -</b> added Pos. 10 only 3 Barker Ave. White Plains NY 10601	Kimberly Maki Executive Director 914-761-1100 <a href="http://www.smpete.org">www.smpete.org</a>		N
	<b>TOTAL</b>		67	

**PRONG 3- Longer Term Recruitment Initiatives**

<u>No.</u>	<u>DATE INITIATIVE</u>	<u>DESCRIPTION</u>	<u>SCOPE OF INVOLVEMENT</u>	<u>PERSONNEL INVOLVED</u>
1	9/22/2007 Manpower/WTOV Job Expo 2007	Hosted with local Manpower office a job fair at the Fort Steuben Mall in Steubenville, OH.	Worked with Manpower and mall officials to select an available date, table number and placement. Worked WTOV provided supplies for mailings to potential employer participants and ran a schedule of 30-second spots to both seek employers to participate and to promote the event to jobseekers. WTOV personnel set up a booth and talked with jobseekers and other employers at the event. Some 16 employers participated and more than 200 jobseekers attended the event.	MarySue Gallabrese, Human Resources Admin., James Colabelli, Director.
2	1/31/2008 Wheeling Chamber of Commerce Job Fair	Job fair sponsored by Wheeling Chamber and held in ballroom at Wheeling Island Casino-Resort-Racetrack in Wheeling, WV. 32 employers participated and more than 1500 jobseekers attended.	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, Human Resources Admin.; Tom Pleva, Local Sales Manager; and Henry Pree, building & grounds.
3	Ongoing College Internship Program	Host interns from various colleges majoring in various broadcast and Internet related majors in departments including news, weather, sports, sales, web, and production.	Department heads and staff work closely with interns to develop skills and increase knowledge. All interns must be eligible for college credits.	Brandon Gobel, Executive Producer; Mike Seachman, Operations Manager; Renee Contumelio, Web Editor Jeff Oechslein, Meteorologist, Tom Pleva, Local Sales Manager;
4	Ongoing Job Shadowing	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.	WTOV employees
5	Ongoing Training	WTOV Staff Training & Development	Throughout the year training and seminars are provided to WTOV employees. Examples include training for the engineering department in various types of equipment maintenance and repair; sales, business office, and traffic department in OSI; news staff in Phaedra, Photoshop, and World Now; and various departments in Leader.	WTOV employees
6	5/4/08 United Way Fashion Show	Fashion Show fundraiser for local United Way	Served as emcee, modeled fashions, provided information on their education and careers.	Shelby Zarotney, news anchor Danielle Riddle, Account Executive
7	3/31/08 Weirton Business Women	Weirton Business Women club meeting	Provided speech on DTV transition and general television station operation and career information.	Tim McCoy, General Manager
8	3/11/2008 Jeff. Cty. Chamber Trade Fair	Chamber members trade fair	Booth with info on careers, job openings, and DTV transition	Kristin Murdock, Promotion Director, Tim McCoy, General Manager
9	2/20/2008 Franciscan University of Steubenville	Television Programming Class	Information on DTV transition, careers, programming and general station operation.	Mike Seachman, Dir. Of Operations
10	2/12/2008 Steubenville Kiwanis	club meeting	Information on DTV transition, careers, education, and general station information.	Tim McCoy, General Manager
11	10/22/2007 Weirton United Way	Halloween fundraiser	Helped with game, answered questions about career and education.	John Paul, anchor
12	2/22/2008 Weir High School	Booze, Cruise, You Lose presentation	Participated with local police to demonstrate effects of drunk driving to high school students	Jeff Oechslein, meteorologist
13	5/4/2008 Brooke High School	Career Fair	Provided information and answered questions on careers, education required and station.	Allison Latos, anchor
14	4/26/2008 Wheeling Chamber of Commerce	Leadership Program	Spoke to participants on careers in television, education, and general station information.	Natalie Pasquarella, anchor