

<b>EEO PUBLIC FILE REPORT</b>						
<b>WTOV TV, Steubenville OH</b>						
<b>June 1, 20010-May 31, 2011</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>
1	Production Technician	5/20/09	6/5/09	See EEO Recruitment Source List West Liberty WTOV9.com Word of Mouth	1 1 2	1
2, 3	Account Executive	5/4/09 7/20/09	7/17/09 8/6/09	See EEO Recruitment Source List WTOV9.com Job Fair Word of Mouth monster.com	8 1 4 6	1 1
4	Production Technician	12/10/09	12/16/09	See EEO Recruitment Source List West Liberty Steub. Herald-Star Newspaper/Weirton Daily Times	1 1	1
5	Account Executive	11/4/09 11/21/09 9/15/09	12/23/09 2/22/10 12/23/09	See EEO Recruitment Source List WTOV9.com Word of Mouth Steub. Herald-Star Newspaper/Weirton Daily Times monster.com Workforce WV TV ad on WTOV	9 9 1 1 2 1	1 2
6	Weekend Anchor/Reporter	7/1/09	10/7/09	See EEO Recruitment Source List WTOV9.com Word of Mouth TVJobs.com	20 5 9	1
7	General Assignment Reporter	7/1/09	9/9/09	See EEO Recruitment Source List Tjjobs.com WTOV9.com Medialine.com Word of Mouth	19 12 3 15	1
8, 9	Videographer	8/1/09 12/10/09	12/1/09 1/5/10	See EEO Recruitment Source List Word of Mouth WTOV9.com TVJobs.com	27 20 8	2
10	Producer	11/15/09 12/1/09	2/1/10 5/1/10	See EEO Recruitment Source List WTOV9.com TVJobs.com Word of Mouth	10 7 17	2
11, 12	Production Technician	2/7/10 3/5/10	3/4/10 3/10/10	See EEO Recruitment Source List Pittsburgh Post Gazette Steub. Herald-Star Newspaper/Weirton Daily Times Monster.com	3 1 1	1 1
13	Local Sales Assistant	5/1/09	8/13/09	See EEO Recruitment Source List Monster.com WTOV9.com Word of Mouth Steub. Herald-Star Newspaper/Weirton Daily Times	1 6 1 2	1
14	National Sales Assistant Ads and notices every 6 months Refreshed 5/1/09	1/1/09	8/17/09	See EEO Recruitment Source List Steub. Herald-Star Newspaper/Weirton Daily Times WTOV9.com Word of Mouth	1 3 1	1
15, 16	General Assignment Reporter	1/8/10 2/28/10	3/5/10 3/10/10	See EEO Recruitment Source List Medialine WTOV9.com TVJobs.com Word of Mouth	3 15 13 36	2
<b>TOTAL</b>					<b>307</b>	<b>19</b>

		EEO Recruitment Source List		
Recruitment Source	Contact	Total Interviews	Entitled to Notification	
<b>All Positions</b>				
1 Steubenville Herald-Star /Weirton Daily Times Newspapers 401 Herald Square Steubenville OH 43952	Pat Scheel-Classified Adv. 740-283-4711 <a href="mailto:pscheel@heraldstaronline.com">pscheel@heraldstaronline.com</a>	6	N	
2 Wheeling News Register Newspaper 1500 Main St. Wheeling WV 26003	Pat Scheel-Classified Adv. 740-283-4711 <a href="mailto:pscheel@heraldstaronline.com">pscheel@heraldstaronline.com</a>		N	
3 WTOV9.com (website)	Chuck Robinson WTOV Human Resources	104	N	
4 Internal Posting WTOV9 Box 9999, 9 Red Donley Plaza Steubenville OH 43952	Chuck Robinson WTOV Human Resources 740-282-9999 ext. 106		N	
5 Cox Career Net <a href="http://coxenterprises.com/coxcareer">coxenterprises.com/coxcareer</a>	MaryKathryn Morton, Cox HRIS 678-645-0151		N	
6 Workforce WV 100 Municipal Plaza Suite 300 Weirton WV 26062	Diana Hudson 304-794-2000 <a href="mailto:dhudson@workforcewv.org">dhudson@workforcewv.org</a>	2	Y	
7 WV Div. Of Rehab. Serv. 200 Municipal Plaza Weirton WV 26062	Joe Rawson 304-723-5311 <a href="mailto:joseph.w.rawson@wv.gov">joseph.w.rawson@wv.gov</a>		Y	
8 Bethany College Main Street Bethany, WV 26032	Amy Van Horn 304-829-7150 <a href="mailto:avanhorn@bethanywv.edu">avanhorn@bethanywv.edu</a>		N	
9 Wheeling Jesuit University 316 Washington Ave. Wheeling WV 26003	Adriana Wolf 304-243-2464 <a href="mailto:awolf@wju.edu">awolf@wju.edu</a>		N	
10 Jeff. Cty. Community Action Council 114 N. Fourth St. PO Box 130 Steubenville OH 43952	Tammie Lewis, HR Dir. 740-282-0971, ext. 109 <a href="mailto:tlewis_cac@hotmail.com">tlewis_cac@hotmail.com</a>		Y	
11 Western Kentucky Univ. Cravens 216 1 Big Red Way Bowling Green KY 42101	Career Services 270-745-0111 <a href="mailto:rebecca.tinker@wku.edu">rebecca.tinker@wku.edu</a> <a href="mailto:career.services@wku.edu">career.services@wku.edu</a>		N	
12 NAACP 68 Highland Ave. Washington PA 15301	Dean Ellis 724-222-7820		Y	
13 Urban League of Pittsburgh (Employment & Training Center) One Smithfield St., Third Fl. Pittsburgh PA 15222-2222	Darlene Wanamaker 412-227-4164 <a href="mailto:dwanamaker@ulpqh.org">dwanamaker@ulpqh.org</a>		Y	
14 Pittsburgh Tech. Institute 1111 McKee Road Oakdale PA 15071-3205	John Davis <a href="mailto:davis.john@pti.edu">davis.john@pti.edu</a> 412-809-5149		N	
15 Belmont Cty. NAACP 117 Industry St. Powhatan OH 43942	Mattie Lewis		Y	
16 Franciscan Univ. of Steub.	Jeanette DeStefanis		Y	

	1235 University Blvd. Steubenville OH 43952	740-282-6226 ext. 1245 <a href="mailto:careers@franciscan.edu">careers@franciscan.edu</a>	
17	<b>Art Institute of Pittsburgh</b> 420 Blvd. Of Allies Pittsburgh PA 15219	Cynthia Flood 412-291-6531 <a href="mailto:cflood@aii.edu">cflood@aii.edu</a>	N
18	<b>Kent State University</b> Journ. School 130 Taylor Hall Kent OH 44242-0001	Evonne Whitmore 330-672-8304 <a href="mailto:ewhitmor@kent.edu">ewhitmor@kent.edu</a>	N
19	<b>Belmont Technical College</b> 120 Fox-Shannon Place St. Clairsville OH 43950	Ed O'Donnell 740-695-9500 <a href="mailto:eodonnell@btc.edu">eodonnell@btc.edu</a>	Y
20	<b>Smith Career Center</b> Bradley University Peoria IL 61625	Sandy McDermott 309-677-2510 <a href="mailto:sandymc@bradley.edu">sandymc@bradley.edu</a>	N
21	<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 ext 314 <a href="mailto:brownj05@odjfs.state.oh.us">brownj05@odjfs.state.oh.us</a>	Y
22	<b>Bureau of Voc. Rehab.</b> 51461 Jennifer Lane Ste. 100 St. Clairsville OH 43950	Tammy Loader, Employer Ser. Spec. 740-695-0404 <a href="mailto:tammy.loader@rsc.state.oh.us">tammy.loader@rsc.state.oh.us</a>	Y
23	<b>Bel. Cty. Job &amp; Family Serv.</b> 310 Fox-Shannon Place St. Clairsville OH 43950	Mike Schlanz 740-633-5627 <a href="mailto:schlam@odjfs.state.oh.us">schlam@odjfs.state.oh.us</a>	Y
24	<b>Ohio Center for Broadcasting</b> 9000 Sweet Valley Drive Valley View OH 44125	Gary James 216-447-9117 <a href="mailto:gary@beonair.com">gary@beonair.com</a>	N
25	<b>WV North. Community College</b> 1704 Market St. Wheeling WV 26003-3699	Robert Zac Wycherley 304-233-5900, ext. 4268 <a href="mailto:rwycherlev@wvncc.edu">rwycherlev@wvncc.edu</a>	Y
26	<b>ITT Technical Institute</b> 105 Mall Blvd., Suite 200 E. Monroeville PA 15146-2213	Ronita Gidel, career serv. Specialist 412-856-5920 <a href="mailto:rgidel@itt-tech.edu">rgidel@itt-tech.edu</a>	N
27	<b>Jefferson Behavioral Health System</b> 740 N. 6th Ave. Steubenville OH 43952	Tricia Antill 740-284-1400 <a href="mailto:pantill@ibhsorg.com">pantill@ibhsorg.com</a>	Y
28	<b>WV Div. Of Rehab. Services</b> Central Union Bldg., 40 14th St. Wheeling WV 26003	David Valentine 304-238-1092 <a href="mailto:david.m.valentine@wv.gov">david.m.valentine@wv.gov</a>	Y
29	<b>Collegiate Broadcasters Inc.</b> PO Box D Austin TX 78713	Will Robedee 713-348-2935 <a href="mailto:cbjob@rice.edu">cbjob@rice.edu</a>	N
30	<b>ITT Tech. Institute, Pittsburgh campus</b> 10 Parkway Center Pittsburgh PA 15220	Alan McMullen, Career Serv. Coord. 412-937-9150 <a href="mailto:amcmullen@itt-tech.com">amcmullen@itt-tech.com</a>	N
31	<b>WV Business College</b> 1052 Main St. Wheeling WV 26003	Diane Camastro Saus 304-232-0361 <a href="mailto:dcamastro@wvbc.edu">dcamastro@wvbc.edu</a>	Y
32	<b>Steub. Branch of the NAACP</b> Box 1111 122 S. 7th St. Steubenville OH 43952	Royal Mayo Mail to them	Y
33	<b>YWCA</b> 320 N. 4th St.	Melissa Greco 740-282-1261	Y

	Steubenville OH 43952	<a href="mailto:steubenvilleyca@att.net">steubenvilleyca@att.net</a>		
34	<b>Family Service-Upper Ohio Valley</b> 51-11th St. Wheeling WV 26003	Arlene Traylor 304-233-2350 <a href="mailto:atraylor@ovrh.org">atraylor@ovrh.org</a>		Y
35	<b>YWCA of Wheeling</b> 1100 Chapline St. Wheeling WV 26003	Lori Jones 304-232-0511 <a href="mailto:ywcawheeling@aol.com">ywcawheeling@aol.com</a>		Y
36	<b>Ohio Univ. Scripps Schl. of Journ.</b> 106 Scripps Hall Athens OH 45701	Debbie DePeel 740-593-2591 <a href="mailto:depeel@ohio.edu">depeel@ohio.edu</a>		N
37	<b>Carroll Cty. Family &amp; Children First Council</b> 111 East Main St. Carrollton OH 44615	Travis Weyand <a href="mailto:fcc53@hotmail.com">fcc53@hotmail.com</a> 330-627-3201		Y
38	<b>Muskingum College</b> 163 Stomont St. New Concord OH 43762	Joy Morton, Admin. Assist. 740-826-8084 <a href="mailto:jmorton@muskingum.edu">jmorton@muskingum.edu</a>		N
39	<b>Waynesburg College</b> 51 W. College St. Waynesburg PA 15370	Marie Coffman, Dir. Career Serv. 724-852-3399 <a href="mailto:mcoffman@waynesburg.edu">mcoffman@waynesburg.edu</a>		N
40	<b>Bradford School</b> 129 W. Station Square Drive Pittsburgh PA 15219	Catherine Banaszak 412-391-6354 <a href="mailto:cbanaszak@bradfordpittsburgh.edu">cbanaszak@bradfordpittsburgh.edu</a>		N
41	<b>Hocking College</b> 3301 Hocking Parkway Nelsonville OH 45764	Harry Tompkins 740-753-7147 <a href="mailto:tompkins_h@hocking.edu">tompkins_h@hocking.edu</a>		N
42	<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
43	<b>Eastern Gateway Community College</b> 4000 Sunset Blvd. Steubenville OH 43952	Judy Miller, Director of Placement 740-264-5591, ext. 113 <a href="mailto:jmiller@jcc.edu">jmiller@jcc.edu</a>		Y
44	<b>Medialine.com</b> PO Box 51909 Pacific Grove CA 93950	Mark Shilstone, Manager 800-237-8073 <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	6	N
45	<b>Bethany College</b> Communication Dept. Bethany WV 26032	Patrick (Pat) J. Sutherland, Ph.D. 304 829-7716/7853 <a href="mailto:psutherl@bethanywv.edu">psutherl@bethanywv.edu</a>		N
46	<b>West Liberty University</b> PO Box 295 West Liberty WV 26074-0295	Bridget Dawson <a href="mailto:bdawson@westliberty.edu">bdawson@westliberty.edu</a> 866-WESTLIB <a href="mailto:LEECHRIS@wisc.edu">LEECHRIS@wisc.edu</a>	2	N
47	<b>Monster.com</b> PO Box 90364 Chicago IL 60696	Jennifer Hiatt 1-800-666-7837 or 317-616-5781 <a href="mailto:jennifer.hiatt@monster.com">jennifer.hiatt@monster.com</a>	9	N
48	<b>Ohio University-Eastern</b> 45425 National Road St. Clairsville OH 43950	Jennifer Kellner Recruitment Coordinator 740-699-2324 <a href="mailto:kellner@ohio.edu">kellner@ohio.edu</a>		N
49	<b>Manpower</b> 500 Market St., Suite 5 Steubenville, OH 43952	Laurel McDowell 740-282-2011 <a href="mailto:Laurel.McDowell@na.manpower.com">Laurel.McDowell@na.manpower.com</a>		N
50	<b>Society of Broadcast Engineers</b> 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

51	<b>Soc. of Motion Picture and Television Engineers</b> 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
52	<b>California University of Pennsylvania</b> 250 University Ave. California, PA 15419	Rhonda Gifford 724-938-4000 <a href="mailto:careers@cup.edu">careers@cup.edu</a>		N
53	<b>Point Park University</b> 201 Wood Street Pittsburgh, PA 15222	Angela Meiers 412-391-4100 <a href="mailto:careerdev@pointpark.edu">careerdev@pointpark.edu</a>		N
<b>Sources Used for Selected Positions</b>				
54	<b>Pittsburgh Post-Gazette Newspaper/Tribune Review</b> 34 Blvd. Of the Allies Pittsburgh PA 15222	Classified Adv.-Robin Nelson 412-263-1404 <a href="mailto:rnelson@post-gazette.com">rnelson@post-gazette.com</a>	3	N

**PRONG 3- Longer Term Recruitment Initiatives**

<b><u>No.</u></b>	<b><u>DATE INITIATIVE</u></b>	<b><u>DESCRIPTION</u></b>	<b><u>SCOPE OF INVOLVEMENT</u></b>	<b><u>PERSONNEL INVOLVED</u></b>
1	4/21/2010 Jefferson County Community Action Council	Job Fair	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.	Chuck Robinson, Human Resources Admin.; Janet Mantos, HR Assistant
2	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;
3	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
4	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
5	10/31/2009 Weirton United Way	Halloween fundraiser	Helped with game, answered questions about career and education.	Kristin Walls, Reporter
6	2/18/2010 Franciscan University of Steubenville	Television Programming Class	Information on DTV transition, careers, programming and general station operation.	Mike Seachman, Dir. Of Operations
7	3/5/2009 Steubenville Catholic Central High School	Booze, Cruise, You Lose presentation	Participated with local police to demonstrate effects of drunk driving to high school students and distributed information on broadcasting careers	Jeff Oechslein, meteorologist
8	3/26/2009 John Marshall High School	Booze, Cruise, You Lose presentation	Participated with local police to demonstrate effects of drunk driving to high school students and distributed information on broadcasting careers	Natalie Herbick, Morning Anchor
9	4/9/2009 Monroe Central High School	Booze, Cruise, You Lose presentation	Participated with local police to demonstrate effects of drunk driving to high school students and distributed information on broadcasting careers	Kristin Walls, meteorologist
10	4/22/2009 Bridgeport High School	Booze, Cruise, You Lose presentation	Participated with local police to demonstrate effects of drunk driving to high school students and distributed information on broadcasting careers	Jackie Cain, Anchor