

WBOY-TV

EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

A. FULL TIME VACANCIES FILLED DURING PERIOD JUNE 1, 2008 TO MAY 31, 2009

- | | |
|---------------------------------------|---|
| 1. Job Title: News Anchor /Reporter | Date Filled: June 17, 2008 |
| 2. Job Title: News Producer | Date Filled: August 4, 2008 |
| 3. Job Title: News Reporter | Date Filled: August 13, 2008 |
| 4. Job Title: Account Executives | Date Filled: September 17, & September 29, 2008 |
| 5. Job Title: General Manager | Date Filled: September 25, 2008 |
| 6. Job Title: Promotions Manager | Date Filled: January 1, 2009 |
| 7. Job Title: Account Executive | Date Filled: January 5, 2009 |
| 8. Job Title: Master Control Operator | Date Filled: January 13, 2009 |
| 9. Job Title: Account Executives | Date Filled: March 9, 2009, & March 16, 2009 |

B. RECRUITMENT / REFERRAL SOURCES USED TO SEEK CANDIDATES FOR VACANCY

* Denotes Organizations Entitled to Notification under Section 73.2080(c)(1)(ii)

B1. Job Title: News Anchor / Reporter Date Filled: June 17, 2008

Recruitment / Referral Source	Contact Person	Address	Phone #	Referred Hire
Clarksburg Exponent Telegram	Sara Shingleton	324 Hewes Avenue, Clarksburg, WV 26302-2000	(304) 626-1420	No
WBOY Bulletin Board / Web Site	Tom Gaudino	904 W. Pike Street, Clarksburg, WV 26301	(304) 326-6700	No
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	Yes
ProductionHub.com	productionhub.com	801 W. Fairbanks Ave., Winter Park, FL 32789	planetmedai123@juno.com	No
Medialine.com	info@medialine.com	PO Box 91909 Pacific Grove, CA 93950	(800) 237-8073	No
Northwestern University Journalism School	Placement Center	1845 Sheridan Road, Room 107, Evanston, IL 60208	(847) 491-2049	No
Westminster College Cable (B. Weaver)	* weaverbl@westminster.edu	Box 182, Westminster College, New Wilmington, PA 16161	(724) 946-7238	No
WV Broadcasters Assoc. - Job Site	wvba@wvba.org	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No
National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No
Collective Talent	info@michaelsmedia.com	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No
TV News Gigs, LLC	tvnewsgigs.com	info@tvnewsgigs.com	info@tvnewsgigs.com	No
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No
Work4WV Career Center	* Career Placement	PO Box 1468, Fairmont, WV 26554	(304) 363-5550	No
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No
WV Department of Education & Arts	* Frank Nowviskie	frankn@mail.drs.state.wv.us , PO Box 547, Institute, WV	(304) 766-2634	No
Business & Professional Women's Club	* President	Goff building, Main Street, Clarksburg, WV 26301		No
Alderson-Broadus College	Cindy Wanamaker	Campus Box 2092, Philippi, WV 26416	(304) 457-1700	No
Davis & Elkins College	collegecentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No
Fairmont State College	Director of Placement - Sally Fry	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No
Broadcasting Institute of Maryland	Television Dept.	7200 Hartford Road, Baltimore, MD 21234	(800) 942-9246	No
Ohio University	career.services@ohiou.edu	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No
Marshall University (Career Center)	ecampusrecruiter3.com/marshall	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	No
Concord College	careerservices@concord.edu	Vermillion Street, PO Box 1000, Athens, WV 24712	(303) 384-3115	No

WBOY-TV

EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

Salem International University	Lisa Marsh-lmarsh@salemui.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25811	(304) 929-1461	No
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	No

B2. Job Title: News Producer Date Filled: August 4, 2008

Recruitment / Referral Source	Contact Person	Address	Phone #	Referred Hire
Clarksburg Exponent Telegram	Sara Shingleton	324 Hewes Avenue, Clarksburg, WV 26302-2000	(304) 626-1420	No
WBOY Bulletin Board / Web Site	Tom Gaudino	904 W. Pike Street, Clarksburg, WV 26301	(304) 326-6700	Yes
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No
ProductionHub.com	productionhub.com	801 W. Fairbanks Ave., Winter Park, FL 32789	planetmedai123@juno.com	No
Medialine.com	info@medialine.com	PO Box 91909 Pacific Grove, CA 93950	(800) 237-8073	No
Northwestern University Journalism School	Placement Center	1845 Sheridan Road, Room 107, Evanston, IL 60208	(847) 491-2049	No
Westminster College Cable (Bradley Weaver)	* weaverbl@westminster.edu	Box 182, Westminster College, New Wilmington, PA 16161	(724) 946-7238	No
WV Broadcasters Assoc. - Job Site	wvba@wvba.org	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No
National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No
Collective Talent	info@michaelsmedia.com	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No
TV News Gigs, LLC	tvnewsgigs.com	info@tvnewsgigs.com	info@tvnewsgigs.com	No
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No
Work4WV Career Center	* Career Placement	PO Box 1468, Fairmont, WV 26554	(304) 363-5550	No
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No
WV Department of Education & Arts	* Frank Nowviskie	frankn@mail.drs.state.wv.us, PO Box 547, Institute, WV	(304) 766-2634	No
Business & Professional Women's Club	* President	Goff building, Main Street, Clarksburg, WV 26301		No
Alderson-Broadus College	Cindy Wanamaker	Campus Box 2092, Philippi, WV 26416	(304) 457-1700	No
Davis & Elkins College	collegcentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No
Fairmont State College	Director of Placement - Sally Fry	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No
Broadcasting Institute of Maryland	Television Dept.	7200 Hartford Road, Baltimore, MD 21234	(800) 942-9246	No
Ohio University	career.services@ohiou.edu	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No
Marshall University (Career Center)	ecampusrecruiter3.com/marshall	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	No
Concord College	careerservices@concord.edu	Vermillion Street, PO Box 1000, Athens, WV 24712	(303) 384-3115	No
Salem International University	Lisa Marsh-lmarsh@salemui.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25811	(304) 929-1461	No
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	No

B3. Job Title: News Reporter Date Filled: August 13, 2008

Recruitment / Referral Source	Contact Person	Address	Phone #	Referred Hire
Clarksburg Exponent Telegram	Sara Shingleton	324 Hewes Avenue, Clarksburg, WV 26302-2000	(304) 626-1420	No
WBOY Bulletin Board / Web Site	Tom Gaudino	904 W. Pike Street, Clarksburg, WV 26301	(304) 326-6700	Yes
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No

WBOY-TV

EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

ProductionHub.com	productionhub.com	801 W. Fairbanks Ave., Winter Park, FL 32789	planetmedai123@juno.com	No
Medialine.com	info@medialine.com	PO Box 91909 Pacific Grove, CA 93950	(800) 237-8073	No
Northwestern University Journalism School	Placement Center	1845 Sheridan Road, Room 107, Evanston, IL 60208	(847) 491-2049	No
Westminster College Cable (Bradley Weaver)	* weaverbl@westminster.edu	Box 182, Westminster College, New Wilmington, PA 16161	(724) 946-7238	No
WV Broadcasters Assoc. - Job Site	wvba@wvba.org	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No
National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No
Collective Talent	info@michaelsmedia.com	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No
TV News Gigs, LLC	tvnewsgigs.com	info@tvnewsgigs.com	info@tvnewsgigs.com	No
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No
Work4WV Career Center	* Career Placement	PO Box 1468, Fairmont, WV 26554	(304) 363-5550	No
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No
WV Department of Education & Arts	* Frank Nowvskie	frankn@mail.drs.state.wv.us , PO Box 547, Institute, W	(304) 766-2634	No
Business & Professional Women's Club	* President	Goff building, Main Street, Clarksburg, WV 26301		No
Alderson-Broadus College	Cindy Wanamaker	Campus Box 2092, Philippi, WV 26416	(304) 457-1700	No
Davis & Elkins College	collegcentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No
Fairmont State College	Director of Placement - Sally Fry	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No
Broadcasting Institute of Maryland	Television Dept.	7200 Hartford Road, Baltimore, MD 21234	(800) 942-9246	No
Ohio University	career.services@ohiou.edu	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No
Marshall University (Career Center)	ecampusrecruiter3.com/marshall	One John Marshall Drive, Huntington, WV 25755	(304) 696-2370	No
Concord College	careerservices@concord.edu	Vermillion Street, PO Box 1000, Athens, WV 24712	(303) 384-3115	No
Salem International University	Lisa Marsh-lmarsh@salemiu.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25801	(304) 929-1461	No
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	No

B4. Job Title: Account Executives Date Filled: September 17, September 29, 2008

Recruitment / Referral Source	Contact Person	Address	Phone #	Referred Hire
Clarksburg Exponent Telegram	Sara Shingleton	324 Hewes Avenue, Clarksburg, WV 26302-2000	(304) 626-1420	Yes
WBOY Bulletin Board / Web Site	Tom Gaudino	904 W. Pike Street, Clarksburg, WV 26301	(304) 326-6700	Yes
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No
ProductionHub.com	productionhub.com	801 W. Fairbanks Ave., Winter Park, FL 32789	planetmedai123@juno.com	No
Medialine.com	info@medialine.com	PO Box 91909 Pacific Grove, CA 93950	(800) 237-8073	No
Northwestern University Journalism School	Placement Center	1845 Sheridan Road, Room 107, Evanston, IL 60208	(847) 491-2049	No
Westminster College Cable (Bradley Weaver)	* weaverbl@westminster.edu	Box 182, Westminster College, New Wilmington, PA 16161	(724) 946-7238	No
WV Broadcasters Assoc. - Job Site	wvba@wvba.org	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No
National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No
Collective Talent	info@michaelsmedia.com	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No
TV News Gigs, LLC	tvnewsgigs.com	info@tvnewsgigs.com	info@tvnewsgigs.com	No
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No
Work4WV Career Center	* Career Placement	PO Box 1468, Fairmont, WV 26554	(304) 363-5550	No
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No
WV Department of Education & Arts	* Frank Nowvskie	frankn@mail.drs.state.wv.us , PO Box 547, Institute, W	(304) 766-2634	No
Business & Professional Women's Club	* President	Goff building, Main Street, Clarksburg, WV 26301		No

WBOY-TV

EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

Alderson-Broaddus College	Cindy Wanamaker	Campus Box 2092, Philippi, WV 26416	(304) 457-1700	No
Davis & Elkins College	collegcentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No
Fairmont State College	Director of Placement - Sally Fry	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No
Broadcasting Institute of Maryland	Television Dept.	7200 Hartford Road, Baltimore, MD 21234	(800) 942-9246	No
Ohio University	career.services@ohiou.edu	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No
Marshall University (Career Center)	ecampusrecruiter3.com/marshall	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	No
Concord College	careerservices@concord.edu	Vermillion Street, PO Box 1000, Athens, WV 24712	(303) 384-3115	No
Salem International University	Lisa Marsh-lmarsh@salemiu.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25813	(304) 929-1461	No
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	No

B5. Job Title: General Manager

Date Filled: September 25, 2008

Recruitment / Referral Source	Contact Person	Address	Phone #	referred Hire	
Clarksburg Exponent Telegram	Sara Shingleton	324 Hewes Avenue, Clarksburg, WV 26302-2000	(304) 626-1420	Yes	
WBOY Bulletin Board / Web Site	Tom Gaudino	904 W. Pike Street, Clarksburg, WV 26301	(304) 326-6700	No	
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No	
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No	
ProductionHub.com	productionhub.com	801 W. Fairbanks Ave., Winter Park, FL 32789	planetmedai123@juno.com	No	
Medialine.com	info@medialine.com	PO Box 91909 Pacific Grove, CA 93950	(800) 237-8073	No	
Northwestern University Journalism School	Placement Center	1845 Sheridan Road, Room 107, Evanston, IL 60208	(847) 491-2049	No	
Westminster College Cable (Bradley Weaver)	* weaverbl@westminster.edu	Box 182, Westminster College, New Wilmington, PA 16161	(724) 946-7238	No	
WV Broadcasters Assoc. - Job Site	wyba@wyba.org	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No	
National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No	
Collective Talent	info@michaelsmedia.com	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No	
TV News Gigs, LLC	tvnewsgigs.com	info@tvnewsgigs.com	info@tvnewsgigs.com	No	
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No	
Work4WV Career Center	* Career Placement	PO Box 1468, Fairmont, WV 26554	(304) 363-5550	No	
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No	
WV Department of Education & Arts	* Frank Nowvskie	frankn@mail.drs.state.wv.us	PO Box 547, Institute, WV	(304) 766-2634	No
Business & Professional Women's Club	* President	Goff building, Main Street, Clarksburg, WV 26301		No	
Alderson-Broaddus College	Cindy Wanamaker	Campus Box 2092, Philippi, WV 26416	(304) 457-1700	No	
Davis & Elkins College	collegcentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No	
Fairmont State College	Director of Placement - Sally Fry	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No	
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No	
Broadcasting Institute of Maryland	Television Dept.	7200 Hartford Road, Baltimore, MD 21234	(800) 942-9246	No	
Ohio University	career.services@ohiou.edu	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No	
Marshall University (Career Center)	ecampusrecruiter3.com/marshall	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	No	
Concord College	careerservices@concord.edu	Vermillion Street, PO Box 1000, Athens, WV 24712	(303) 384-3115	No	
Salem International University	Lisa Marsh-lmarsh@salemiu.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No	
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No	
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25813	(304) 929-1461	No	
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	No	

WBOY-TV

EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

B6. Job Title: Promotion Manager Date Filled: January 1, 2009

Recruitment / Referral Source	Contact Person	Address	Phone #	Hire
Clarksburg Exponent Telegram	Sara Shingleton	324 Hewes Avenue, Clarksburg, WV 26302-2000	(304) 626-1420	No
WBOY Bulletin Board / Web Site	General Manager	904 W. Pike Street, Clarksburg, WV 26301	(304) 326-6700	Yes
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No
ProductionHub.com	productionhub.com	801 W. Fairbanks Ave., Winter Park, FL 32789	planetmedai123@juno.com	No
Medialine.com	info@medialine.com	PO Box 91909 Pacific Grove, CA 93950	(800) 237-8073	No
Northwestern University Journalism School	Placement Center	1845 Sheridan Road, Room 107, Evanston, IL 60208	(847) 491-2049	No
Westminster College Cable (Bradley Weaver)	* weaverbl@westminster.edu	Box 182, Westminster College, New Wilmington, PA 16161	(724) 946-7238	No
WV Broadcasters Assoc. - Job Site	wyba@wyba.org	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No
National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No
Collective Talent	info@michaelsmedia.com	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No
TV News Gigs, LLC	tvnewsgigs.com	info@tvnewsgigs.com	info@tvnewsgigs.com	No
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No
Work4WV Career Center	* Career Placement	PO Box 1468, Fairmont, WV 26554	(304) 363-5550	No
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No
WV Department of Education & Arts	* Frank Nowvskie	frankn@mail.drs.state.wv.us , PO Box 547, Institute, WV	(304) 766-2634	No
Business & Professional Women's Club	* President	Goff building, Main Street, Clarksburg, WV 26301		No
Alderson-Broadbudd College	Cindy Wanamaker	Campus Box 2092, Philippi, WV 26416	(304) 457-1700	No
Davis & Elkins College	collegcentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No
Fairmont State College	Director of Placement - Sally Fry	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No
Broadcasting Institute of Maryland	Television Dept.	7200 Hartford Road, Baltimore, MD 21234	(800) 942-9246	No
Ohio University	career.services@ohiou.edu	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No
Marshall University (Career Center)	ecampusrecruiter3.com/marshall	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	No
Concord College	careerservices@concord.edu	Vermillion Street, PO Box 1000, Athens, WV 24712	(303) 384-3115	No
Salem International University	Lisa Marsh-lmarsh@salemiu.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25801	(304) 929-1461	No
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	No

B7. Job Title: Account Executive Date Filled: January 5, 2009

Recruitment / Referral Source	Contact Person	Address	Phone #	Hire
Clarksburg Exponent Telegram	Sara Shingleton	324 Hewes Avenue, Clarksburg, WV 26302-2000	(304) 626-1420	No
WBOY Bulletin Board / Web Site	General Sales Manager	904 W. Pike Street, Clarksburg, WV 26301	(304) 326-6700	Yes
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No
ProductionHub.com	productionhub.com	801 W. Fairbanks Ave., Winter Park, FL 32789	planetmedai123@juno.com	No
Medialine.com	info@medialine.com	PO Box 91909 Pacific Grove, CA 93950	(800) 237-8073	No
Northwestern University Journalism School	Placement Center	1845 Sheridan Road, Room 107, Evanston, IL 60208	(847) 491-2049	No
Westminster College Cable (Bradley Weaver)	* weaverbl@westminster.edu	Box 182, Westminster College, New Wilmington, PA 16161	(724) 946-7238	No
WV Broadcasters Assoc. - Job Site	wyba@wyba.org	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No

WBOY-TV

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National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No
Collective Talent	info@michaelsmedia.com	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No
TV News Gigs, LLC	tvnewsgigs.com	info@tvnewsgigs.com	info@tvnewsgigs.com	No
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No
Work4WV Career Center	* Career Placement	PO Box 1468, Fairmont, WV 26554	(304) 363-5550	No
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No
WV Department of Education & Arts	* Frank Nowvskie	frankn@mail.drs.state.wv.us , www.institute.wv.edu	(304) 766-2634	No
Business & Professional Women's Club	* President	Goff building, Main Street, Clarksburg, WV 26301		No
Alderson-Broaddus College	Cindy Wanamaker	Campus Box 2092, Philippi, WV 26416	(304) 457-1700	No
Davis & Elkins College	collegcentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No
Fairmont State College	Director of Placement - Sally Fry	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No
Broadcasting Institute of Maryland	Television Dept.	7200 Hartford Road, Baltimore, MD 21234	(800) 942-9246	No
Ohio University	career.services@ohiou.edu	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No
Marshall University (Career Center)	ecampusrecruiter3.com/marshall	One John Marshall Drive, Huntington, WV 25755	(304) 696-2370	No
Concord College	careerservices@concord.edu	Vermillion Street, PO Box 1000, Athens, WV 24712	(303) 384-3115	No
Salem International University	Lisa Marsh-lmarsh@salemiu.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25801	(304) 929-1461	No
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	No

B8. Job Title: Master Control Operator Date Filled: January 13, 2009

Recruitment / Referral Source	Contact Person	Address	Phone #	Referred Hire
Clarksburg Exponent Telegram	Sara Shingleton	324 Hewes Avenue, Clarksburg, WV 26302-2000	(304) 626-1420	Yes
WBOY Bulletin Board / Web Site	Operations Manager	904 W. Pike Street, Clarksburg, WV 26301	(304) 326-6700	No
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No
ProductionHub.com	productionhub.com	801 W. Fairbanks Ave., Winter Park, FL 32789	planetmedai123@juno.com	No
Medialine.com	info@medialine.com	PO Box 91909 Pacific Grove, CA 93950	(800) 237-8073	No
Northwestern University Journalism School	Placement Center	1845 Sheridan Road, Room 107, Evanston, IL 60208	(847) 491-2049	No
Westminster College Cable (Bradley Weaver)	* weaverbl@westminster.edu	Box 182, Westminster College, New Wilmington, PA 16161	(724) 946-7238	No
WV Broadcasters Assoc. - Job Site	wvba@wvba.org	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No
National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No
Collective Talent	info@michaelsmedia.com	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No
TV News Gigs, LLC	tvnewsgigs.com	info@tvnewsgigs.com	info@tvnewsgigs.com	No
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No
Work4WV Career Center	* Career Placement	PO Box 1468, Fairmont, WV 26554	(304) 363-5550	No
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No
WV Department of Education & Arts	* Frank Nowvskie	frankn@mail.drs.state.wv.us , www.institute.wv.edu	(304) 766-2634	No
Business & Professional Women's Club	* President	Goff building, Main Street, Clarksburg, WV 26301		No
Alderson-Broaddus College	Cindy Wanamaker	Campus Box 2092, Philippi, WV 26416	(304) 457-1700	No
Davis & Elkins College	collegcentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No
Fairmont State College	Director of Placement - Sally Fry	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No
Broadcasting Institute of Maryland	Television Dept.	7200 Hartford Road, Baltimore, MD 21234	(800) 942-9246	No

WBOY-TV

EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

Ohio University	career.services@ohiou.edu	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No
Marshall University (Career Center)	ecampusrecruiter3.com/marshall	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	No
Concord College	careerservices@concord.edu	Vermillion Street, PO Box 1000, Athens, WV 24712	(303) 384-3115	No
Salem International University	Lisa.Marsh-lmarsh@salemiu.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25813	(304) 929-1461	No
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	No

B9. Job Title: Account Executives Date Filled: March 9, 2009 & March 16, 2009

Recruitment / Referral Source	Contact Person	Address	Phone #	Referred Hire
Clarksburg Exponent Telegram	Sara Shingleton	324 Hewes Avenue, Clarksburg, WV 26302-2000	(304) 626-1420	Yes
WBOY Bulletin Board / Web Site	General Sales Manager	904 W. Pike Street, Clarksburg, WV 26301	(304) 326-6700	Yes
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	No
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	No
ProductionHub.com	productionhub.com	801 W. Fairbanks Ave., Winter Park, FL 32789	planetmedai123@juno.com	No
Medialine.com	info@medialine.com	PO Box 91909 Pacific Grove, CA 93950	(800) 237-8073	No
Northwestern University Journalism School	Placement Center	1845 Sheridan Road, Room 107, Evanston, IL 60208	(847) 491-2049	No
Westminster College Cable (Bradley Weaver)	* weaverbl@westminster.edu	Box 182, Westminster College, New Wilmington, PA 16141	(724) 946-7238	No
WV Broadcasters Assoc. - Job Site	wvba@wvba.org	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	No
National Alliance of Broadcasters Career	careermail@careerpage.org	careermail@careerpage.org	(304) 744-2143	No
Collective Talent	info@michaelsmedia.com	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	No
TV News Gigs, LLC	tvnewsqigs.com	info@tvnewsqigs.com	info@tvnewsqigs.com	No
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	No
Work4WV Career Center	* Career Placement	PO Box 1468, Fairmont, WV 26554	(304) 363-5550	No
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	No
WV Department of Education & Arts	* Frank Nowiskie	frankn@mail.drs.state.wv.us	PO Box 547, Institute, WV (304) 766-2634	No
Business & Professional Women's Club	* President	Goff building, Main Street, Clarksburg, WV 26301		No
Alderson-Broaddus College	Cindy Wanamaker	Campus Box 2092, Philippi, WV 26416	(304) 457-1700	No
Davis & Elkins College	collegecentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	No
Fairmont State College	Director of Placement - Sally Fry	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	No
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	No
Broadcasting Institute of Maryland	Television Dept.	7200 Hartford Road, Baltimore, MD 21234	(800) 942-9246	No
Ohio University	career.services@ohiou.edu	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	No
Marshall University (Career Center)	ecampusrecruiter3.com/marshall	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	No
Concord College	careerservices@concord.edu	Vermillion Street, PO Box 1000, Athens, WV 24712	(303) 384-3115	No
Salem International University	Lisa.Marsh-lmarsh@salemiu.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	No
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	No
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25813	(304) 929-1461	No
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	No

C. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL VACANCIES FILLED

38

D. TOTAL NUMBER OF INTERVIEWEES FOR ALL VACANCIES PER RECRUITMENT / REFERRAL SOURCE

WBOY-TV

EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

Recruitment / Referral Source	* Denotes Organizations Entitled to Notification under Section 73.2080(c)(1)(ii)				# of Interviews
	Contact Person	Address	Phone #	Referred	
Clarksburg Exponent Telegram	Sara Shingleton	324 Hewes Avenue, Clarksburg, WV 26302-2000	(304) 626-1420	12	
WBOY Bulletin Board / Web Site	Tom Gaudino	904 W. Pike Street, Clarksburg, WV 26301	(304) 326-6700	16	
NAB Career Center - Job Site	Alex Hitz-Sanchez	1771 N Street NW, Washington, DC 20036	(202) 429-5497	0	
TVJobs.com	info@tvjobs.com	PO Box 4116, Oceanside, CA 92052	(800) 374-0119	2	
ProductionHub.com	productionhub.com	801 W. Fairbanks Ave., Winter Park, FL 32789	planetmedai123@juno.com	0	
Medialine.com	info@medialine.com	PO Box 91909 Pacific Grove, CA 93950	(800) 237-8073	1	
Northwestern University Journalism School	Placement Center	1845 Sheridan Road, Room 107, Evanston, IL 60208	(847) 491-2049	0	
Westminster College Cable (Bradley Weaver)	* weaverbl@westminster.edu	Box 182, Westminster College, New Wilmington, PA 16161	(724) 946-7238	0	
WV Broadcasters Assoc. - Job Site	wvba@wvba.org	140 Seventh Ave., South Charleston, WV 25303	(304) 744-2143	2	
National Alliance of Broadcasters Career	careermail@careerpage.org	careemail@careerpage.org	(304) 744-2143	0	
Collective Talent	info@michaelsmedia.com	1721 Richardson Place, Tampa, FL 33606	(813) 254-9695	0	
TV News Gigs, LLC	tvnewsgigs.com	info@tvnewsgigs.com	info@tvnewsgigs.com	0	
Workforce WV	* Sharon Cunningham	scunning@workforcewv.org	304-627-2125	1	
Work4WV Career Center	* Career Placement	PO Box 1468, Fairmont, WV 26554	(304) 363-5550	0	
WV Division of Rehabilitation Serv	* David Valentine	davidv@wvdrs.org	(304) 238-1092	0	
WV Department of Education & Arts	* Frank Nowvskie	frankn@mail.drs.state.wv.us , PO Box 547, Institute, WV	(304) 766-2634	0	
Business & Professional Women's Club	* President	Goff building, Main Street, Clarksburg, WV 26301		0	
Alderson-Broadus College	Cindy Wanamaker	Campus Box 2092, Philippi, WV 26416	(304) 457-1700	0	
Davis & Elkins College	collegcentral.com/davisandelkins	Career Serv. 100 Campus Drive, Elkins, WV 26241	(304) 637-1900	0	
Fairmont State College	Director of Placement - Sally Fry	1201 Locust Avenue, Fairmont, WV 26554	(304) 367-4000	0	
West Virginia University (Career Serv. Center)	myinterfase.com/wvu/home	MountaineerTRAK PO Box 6008, Morgantown, WV 26506	(304) 293-2221	2	
Broadcasting Institute of Maryland	Television Dept.	7200 Hartford Road, Baltimore, MD 21234	(800) 942-9246	1	
Ohio University	career.services@ohiou.edu	185 Lindley Hall, Athens, OH 45701	(740) 593-2909	0	
Marshall University (Career Center)	ecampusrecruiter3.com/marshall	One John Marshall Drive, Huntington, WV 25755	(304) 696.2370	1	
Concord College	careerservices@concord.edu	Vermillion Street, PO Box 1000, Athens, WV 24712	(303) 384-3115	0	
Salem International University	Lisa Marsh-lmarsh@salemiu.edu	223 West Main Street, Salem, WV 26426	(304) 782-5633	0	
West Virginia Junior College	Career Services Director	148 Willey Street, Morgantown, WV 26505	(304) 296-8282	0	
Mountain State University	Anita Davis	Erickson Alumni, 609 S. Kanawha St. Beckley, WV 25801	(304) 929-1461	0	
West Virginia Wesleyan College	Career Services	College Avenue, Buchannon, WV 26201	(304) 437-8000	0	

E. OUTREACH ACTIVITIES

Established & Maintained an Internship Program designed to assist Members of the Community to Acquire Skills needed for Broadcast Employment:

During the Reporting Period, WBOY-TV maintained and expanded the formal internship program it established in 2004 to assist members in the community to acquire skills needed for employment in the broadcast industry and to provide a valuable learning experience. As part of this program, WBOY-TV contacted local colleges, universities and trade schools to inform them of the program and the criteria for the internship program, and how to apply for enrollment in the program. Acceptance into the program is without regard to race, creed, color, sex, age, national origin, religion, mental or physical disability or handicap, marital status, ancestry or veteran's status. During this Reporting Period, eight members of the community were enrolled in the internship program at WBOY-TV. These interns were from six different schools.

Training to Management Level Personnel as to methods of ensuring equal employment opportunity and preventing discrimination

Thomas Gaudino, Human Resource Director, and/or R. Charles Dusic III, Chief Financial Officer, routinely provides training and updates to Management Employees on methods of ensuring equal employment opportunities. These sessions are done at various times during the year and included a review of FCC EEO Rules and Policies and other Equal Employment Opportunity and Anti Discrimination

WBOY-TV

EEO PUBLIC FILE REPORT - PERIOD ENDED MAY 31, 2009

Methods, Outreach Methods, and Contacts and Recruitment Ideas. generally, these sessions are attended by the Chief Engineer, Production Managers, News Director, General Sales Manager, Promotions Director, and General Manager.

On April 6, 2009, the Senior Management of WBOY-TV and its License Holder, West Virginia Media Holdings, LLC held a conference call meeting to review all the EEO Rules, Policies, and Procedures and to remind and update participants on our methods of ensuring Equal Employment Opportunity. This included Anti Discrimination, Outreach and Recruiting Methods. The discussion and training was lead by Charles Dusic, Chief Financial Officer.

Listed every Upper-Level Opening in a Job Bank or Media Trade Group whose Membership includes Substantial Participation of Women & Minorities:

WBOY-TV's standard Recruitment / Referral Sources includes: WV Division of Rehabilitation Services, WV Broadcasters Association, National Association of Broadcasters and Business & Professional Womens Club, . Every opening, not just Upper-Level Openings, are sent to these media trade groups job bank for posting.

Other Activities Designed to further the Goal of Disseminating Information about Employment Opportunities:

On April 22, 2009, WBOY-TV and its co-owned sister stations throughout West Virginia organized and held a broadcast seminar for students at West Virginia University, Morgantown, West Virginia, to disseminate operational and employment information about WBOY-TV and broadcasting in general. This seminar was attended mostly by students majoring in Communication and Journalism, but was open to all. Information about the stations' Internship Program was also disseminated and discussed. The Company's VP of News organized and presented this seminar.

WBOY-TV makes available to community groups and schools tours of the station. These tours include an opportunity for the groups to view the operation and facilities in action, discuss the employees duties and activities, and discuss employment opportunities at the station and in the broadcast industry generally. During this Reporting Period ten group tours were given along with numerous individual and non group tours.

WBOY-TV, on an ongoing basis, runs a 30 second spot on its air and posts a statement on its web site, that notifies all community groups and organizations of the availability of vacancy information and disseminates information about employment opportunities. During this Reporting Period the 30 second spot ran 248 times.