
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, 2007** to and including **May 31, 2008** (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, 2007** to **May 31, 2008**

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 | Accountant | Charleston Newspapers | 3 |
| 2 | Master Control Operator | SBG Website | 2 |
| 3 | Sales Account Executive | Referral | 7 |
| 4 | Sales Account Executive | Monster.com | 4 |
| 5 | Credit Coordinator | Internal | 3 |
| 6 | National Sales Assistant | Charleston Newspapers | 5 |
| 7 | News Producer | Internal – Intern | 1 |
| 8 | News Photographer / Editor | Internal - Intern | 2 |
| 9 | News Photographer / Editor | Referral | 3 |
| 10 | Local Sales Assistant | Referral | 4 |
| 11 | National Sales Assistant | Charleston Newspapers | 3 |
| 12 | Local Sales Assistant - Huntington | Internal | 1 |
| 13 | Creative Services Producer / Director | SBG Website | 4 |
| 14 | Reporter/Photog-Huntington | Marshall University | 3 |
| 15 | News Photographer / Editor | Referral | 2 |
| 16 | Promotion Producer | Internal | 1 |
| 17 | Sales Account Executive | Marshall University | 1 |
| 18 | Sales Account Executive | Referral | 3 |
| 19 | Sales Account Executive | Careerbuilder.com | 2 |
| 20 | Sales Account Executive | SBG Website | 1 |
| 21 | Sales Account Executive | Internal | 4 |
| 22 | Traffic Assistant | Charleston Newspapers | 5 |
| 23 | Meteorologist / Reporter | Internal | 2 |

Total Number of Persons Interviewed During Applicable Period: 66

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from **June 1, 2007** to **May 31, 2008**

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 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 2 | American Women in Radio & TV (AWRT) 8405 Greensboro Dr. Suite 800 McLean, VA 22102 703-506-3290 | 1 | Traffic Assistant *This source was not utilized for these positions; however, these candidates recorded it as their source. |
| 3 | Broadcasting & Cable Contact Person: Katie Rosa 646-746-6949 360 Park Ave. South, 14 th Fl. New York, NY 10010 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 4 | Bishop State Community College | 0 | Accountant |

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|---|---|--------|--|
| | 351 N Broad St Mobile, AL 36603-5898 Juliette Womack | ↓ | Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 5 | Cabell County Career Technology Center 1035 Norway Ave. Huntington, WV 25705 304-528-5108 Robert McClain | 0 ↓ | Accountant Master Control Operator Sales Account Executive Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 6 | Cabell County Community Service Organization 724 10 th Ave., Huntington, WV 25701 304-529-4952 Robert Roswall | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 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 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant |

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|----|--|----------------------------|---|
| | | | National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 8 | Careerbuilder.com 1750 Tyson's Blvd., 4 th Fl. McLean, VA 22102 Allison Weitzman *began using source 1/1/08 | 1 1 0 0 0 2 | Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Meteorologist / Reporter **Source was added January 1, 2008** |
| 9 | Career Works Associates P.O. Box 11424 Charleston, WV 25339-1424 Jane Smith 304-344-2273 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 10 | Case Monroe County Po Box 403 Union, WV 24983 Brenda Elmore | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 11 | CHANGE, Inc. 3058 West Street Weirton, WV 26062-4635 304-797-7733 Judy Raveaux | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor |

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| | | | Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 12 | Charleston Newspapers Charleston Gazette Charleston Daily Mail ads@cnpapers.com 1001 Virginia St East Charleston WV 25301 304-348-4848 | 2 0 4 0 1 2 | Accountant Credit Coordinator National Sales Assistant Local Sales Assistant National Sales Assistant Traffic Assistant |
| 13 | Charleston Job Corps Center 1000 Kennawha Drive Charleston, WV 25311 Markita Black 304-925-3200 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 14 | Charleston Job Service P.O. Box 1349 Charleston, WV 25325 Sam Rayhill | 0 0 0 0 0 0 0 1 1 0 0 0 0 0 | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 15 | Charleston Job Service P.O. Box 1349 Charleston, WV 25325 Stephan Janney, Local Veteran Employment Rep. | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant |

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| | | | National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 16 | Craigslist.org | 0 ↓ | News Producer *Only used for positions that were not filled in a timely fashion. |
| 17 | Concord University Campus Box 1 P.O. Box 1000 Athens, WV 24712 Jenni Canterbury | 0 ↓ | National Sales Assistant Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Reporter/Photog-Huntington News Photographer / Editor Meteorologist / Reporter *Added 10/22/07 |
| 18 | Division of Rehab. Services P.O. Box 547 Institute, WV 25112 Carolyn Summers 304-766-2634 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 19 | Entertainmentcareers.net | 0 ↓ | News Producer *Only used for positions that were not filled in a timely fashion. |
| 20 | Everest Institute (Formerly N.I.T) Jennifer Bennett Director of Career Services 5514 Big Tyler Road Cross Lanes, WV 25313 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington |

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| | | | News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 21 | Herald – Dispatch 946 Fifth Ave Huntington, WV 25701 Linda Waddell lwaddell@heralddispatch.com 304-526-2752 | 0 ↓ | Local Sales Assist.-Hunt |
| 22 | Hispanic Link News Service 1420 N. St. NW Washington, DC 20005 Carlos Erickson 202-234-0280 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 23 | Hope Community Development Corporation 600 Kanawha Blvd W Charleston, WV 25302-1922 Barbara Mosley 304-414-4440 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 24 | Inter College of Broadcasting 6 S. Smithville Road Dayton, OH 45431 Gary Doster 937-258-8251 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive |

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| | | | Traffic Assistant Meteorologist / Reporter |
| 25 | Jackson County Comm. Resource, Inc. P.O. Box 506 Ravenswood, WV 26164 Renee Delong | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assist.-Hunt Creative Svcs Producer-Direct Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 26 | Marshall University-Career Services Center One John Marshall Dr Huntington, WV 25755-3102 Denise Hogsett 304-696-2248 | 1 0 2 0 0 0 2 0 0 0 0 2 0 1 | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 27 | Medialine.com Box 51909 Pacific Grove, CA 93950 Mark Shilstone 800-237-8073 | 0 ↓ | |
| 28 | Monster.com 5 Clock Tower Place Maynard, MA 01754 Judy Fonda – Account Manager 919-264-6016 judy.fonda@monster.com *stopped using source 12/31/08 | 0 0 3 0 0 0 0 0 0 1 1 | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Creative Svcs Producer-Direct Sales Account Executive Traffic Assistant **Source no longer utilized after 12/31/07** |
| 29 | Mountain Heart Community Services PO Box 1509 Oceana, WV 24870 Earl Smith | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant |

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| | | | National Sales Assistant Local Sales Assist.-Hunt Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 30 | NAACP P.O. Box 295 Institute, WV 25112 William Anderson 304-347-9744 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 31 | National Assoc. of Black Journalists 8701-A Adelphi Rd. Adelphi, MD 20783 Capri Dodson 301-445-7100 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 32 | National Assoc. of Broadcasters 1771 North St, NW Washington, DC 20036 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 33 | National Assoc. of Hispanic | 0 | Accountant |

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| | <p>Journalists 1000 National Press Bldg. 529 14th St. NW Washington, DC 20045 Martina Hillendo 202-662-7145</p> | ↓ | <p>Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter</p> |
| 34 | <p>National Assoc. of Minorities in Communication 336 W 37th St Suite 302 New York, NY 10018 212-594-5985</p> | <p>0 ↓</p> | <p>Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter</p> |
| 35 | <p>National Black MBA Assoc. 180 N. Michigan Ave., Ste. 1515 Chicago, IL 60601 Debbie Tarrer 312-236-2622</p> | <p>0 ↓</p> | <p>Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter</p> |
| 36 | <p>National Hispanic Media Coalition 1201 W 5th St Suite T205 Los Angeles, CA 90017 Acasia Flores 213-746-6988</p> | <p>0 ↓</p> | <p>Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant</p> |

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| | | | Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 37 | Native American Journalists Assoc Gaylord College of Journalism Norman, OK 73019-4201 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 38 | Native American Public Telecommunications 1800 No 33 rd St. Lincoln, NE 668583 Lynn Warren 402-472-3522 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 39 | Ohio University RTVC Building 484 Athens, OH 45701-2979 Holly Jacobs 740-593-9994 jacobsh@ohio.edu | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 40 | www.Postaroo.com | 0 | Master Control Operator |

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| | Russell Winslow, Webmaster 10706 Beaver Dam Road Hunt Valley, MD 21030 410-568-1500 rwinslow@sbgnet.com | ↓ | Sales Account Executive National Sales Assistant News Producer Creative Svcs Producer-Direct Sales Account Executive Traffic Assistant *Source added 7/9/07* **Source no longer in service as of 11/30/07** |
| 41 | P.R.I.D.E. in Logan County 699 Station Street Logan, WV 25601 Reggie Jones 304-752-6868 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 42 | Putnam County Job Service PO Box 281 Teays Valley, WV 25069 Rocky McCoy 304-757-7421 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 43 | Raleigh County Comm Action Assoc P.O. Box 3066 East Beckley Station Beckley, WV 25801 Randy Housh 304-252-6396 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant |

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| | | | Meteorologist / Reporter |
| 44 | www.salesjobs.com | 0 ↓ | Sales Account Executive **Source was first utilized July 27, 2007 and was only utilized for Account Executive positions.** |
| 45 | Senior Job Bank 1383 Steel Bridge Rd MacClenny, FL 32063 Eric Summers 886-562-2627 | 0 ↓ | Accountant Sales Account Executive News Producer **Source was removed 7/9/07 due to letters being returned for incorrect address and no other address could be located.** |
| 46 | Sinclair Broadcast Group (Website) www.sbgi.net 10706 Beaver Dam Rd Cockeysville, MD 21030 410-568-1517 Attn: Sharon Pickeral | 0 1 0 0 0 0 0 0 0 0 3 0 0 1 | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 47 | Southwestern Comm. Action Council 540 Fifth Ave Huntington, WV 25701 Barbara Hultin 304-525-5151 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 48 | Tri-State OIC P.O. Box 2105 Huntington, WV 25721 Melinda Moses 304-345-2820 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct |

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|----|--|--|---|
| | | | Meteorologist / Reporter |
| 53 | Wayne Co. Comm. Service Org. P.O. Box 276 Wayne, WV 25570 Kathy Stephens 304-272-5112 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 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 1 1 1 0 0 0 0 0 0 1 0 0 | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 55 | West Virginia Broadcasters Assoc. 140 7 th Avenue So. Charleston, WV 25303 Becky Marsden 304-744-2143 | 0 0 1 0 0 0 0 0 0 0 0 0 0 0 | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 56 | West Virginia Career Transition Svcs Schoenbaum Center 1701 5 th Ave Charleston, WV 25302 Rita Chapman 304-345-2820 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor |

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| | | | Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 57 | West Virginia Junior College 1000 Virginia Street, East Charleston, WV 25301 Bobbi Cline 304-345-2820 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 58 | West Virginia State University P.O. Box 1000 Institute, WV 25112 Sandy Maharaj 304-766-3290 | 0 ↓ | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter |
| 59 | West Virginia Tech Box 31 Old Main Montgomery, WV 2513 Cantrell Miller 888-554-8324 | 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 | Accountant Master Control Operator Sales Account Executive Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant |

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| | | | Meteorologist / Reporter |
| 60 | West Virginia University PO Box 6008 Morgantown, WV 26506-6008 Career Services 304-293-2221 careerservices@mail.wvu.edu | 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 0 0 | Master Control Operator Credit Coordinator National Sales Assistant News Producer News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter **Source was added 6/8/2007** |
| 61 | West Virginia University Institute of Technology 405 Fayette Pike Montgomery, WV 25136 Career Services 304-442-3071 | 0 ↓ | Master Control Operator Credit Coordinator National Sales Assistant News Photographer / Editor Creative Svcs Producer-Direct Sales Account Executive Traffic Assistant Meteorologist / Reporter **Source was added 7/11/2007** **Source was removed as of 1/20/08 – same as West Virginia Tech** |
| 62 | West Virginia University Parkersburg 300 Campus Dr Parkersburg, WV 26104 Career Services 304-424-8304 | 0 ↓ | Master Control Operator Credit Coordinator National Sales Assistant News Photographer / Editor Local Sales Assistant National Sales Assistant Local Sales Assist.-Hunt Creative Svcs Producer-Direct Reporter/Photog-Huntington News Photographer / Editor Sales Account Executive Traffic Assistant Meteorologist / Reporter **Source was added 7/11/2007** |
| 63 | Referrals | 1 3 1 2 2 3 1 | Master Control Operator Sales Account Executive News Photographer / Editor Local Sales Assistant News Photographer / Editor Sales Account Executive Traffic Assistant |
| 64 | Internal | 2 1 2 1 1 1 2 1 | Credit Coordinator News Producer News Photographer / Editor Local Sales Assist.-Hunt Creative Svcs Producer-Director Promotion Producer Sales Account Executive Meteorologist / 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, 2007** to **May 31, 2008**

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: September 12, 2007

Participating Employees: David Claypool – New Business Sales Manager, Steve Borecky – News Photographer, 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 David, Steve, Ryan and Lisa spoke with interested applicants, accepted resumes, gave handouts about opportunities at our stations, and explained I-Hire procedures.

2. Activity: Job Fair

Date of Station Participation: October 15, 2007

Participating Employees: Paula Taylor - News Manager, Steve Borecky - Reporter/Anchor, Matt Snyder – News Director

Host/Sponsor of Activity: Ohio University

Brief Description of Event and Station Participation: During this job fair Paula, Steve and Matt spoke with interested applicants, gave handouts about opportunities at our stations and explained I-Hire procedures.

3. Activity: Job Fair

Date of Station Participation: March 12, 2008

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 I-Hire procedures.

4. Activity: Job Fair

Date of Station Participation: March 13, 2008

Participating Employees: Paula Taylor - News Manager, Matt Snyder – News Director, Rick Lord - Anchor

Host/Sponsor of Activity: Marshall University

Brief Description of Event and Station Participation: During this job fair Paula, Matt and Rick spoke with interested applicants, gave handouts about opportunities at our stations, and explained I-Hire procedures.

5. Activity: Job Fair

Date of Station Participation: April 2, 2008

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

Host/Sponsor of Activity: West Virginia University - Morgantown
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 I-Hire procedures.

6. Activity: Job Fair

Date of Station Participation: April 10, 2008

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

Host/Sponsor of Activity: West Virginia State 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 I-Hire procedures.

Educational Events

1. Activity: School Visit / Presentation

Date of Station Participation: June 4, 2007

Participating Employees: Patrick McMurtry – Anchor / Reporter

School: John Adams Junior High School

Brief Description of Event and Station Participation: Spoke to students about the job of an Anchor / Reporter and answered questions about the job and industry.

2. Activity: School Visit / Presentation

Date of Participation: September 20, 2007

Participating Employees: Doug Harlow - Meteorologist

School: Elkview Middle School

Brief Description of Event and Station Participation: Spoke to students on Career Day about the job of a Meteorologist and answered questions about the job and industry.

3. Activity: Journalism Panel

Date of Participation: October 3, 2007

Participating Employees: Kennie Bass – Reporter/Anchor

School: Marshall University

Brief Description of Event and Station Participation: Participated in a Career Panel Discussion where the many opportunities available at our station and in the broadcast industry were discussed with the Journalism Department. Question and Answer session took place that involved how to prepare for jobs as well as how to apply.

4. Activity: School Visit / Presentation

Date of Participation: November 15, 2007

Participating Employees: Patrick McMurtry – Anchor / Reporter, Doug Harlow – Meteorologist, Trevor Anderson – Photographer

School: Pratt Elementary School

Brief Description of Event and Station Participation: Spoke to students on Read to Me Day about the jobs of a Meteorologist, an Anchor/Reporter and a Photographer. They also answered questions about the broadcast industry.

5. Activity: Station Tour

Date of Participation: January 31, 2008

Participating Employees: Doug Harlow – Meteorologist, Jenifer McAndrews – Anchor / Reporter, Patrick McMurtry – Anchor / Reporter, Kennie Bass – Reporter, Larry Clark – Chief Photographer, Matt Snyder – News Director, Paula Taylor – News Manager, Meredith Wood – Reporter, Mark Rigsby – Managing Editor, Terry Casto – Master Control Supervisor, Brian Gaylor – Master Control Supervisor, Shannon Davis – Director, Marc Pyrtle – Floor Director

School: Nitro Elementary – 1st and 2nd Grades

Brief Description of Event and Station Participation: Participated in the students' tour of the station and discussed their jobs and the broadcast industry.

6. Activity: Station Tour

Date of Participation: February 22, 2008

Participating Employees: Doug Harlow – Meteorologist, Jenifer McAndrews – Anchor / Reporter, Patrick McMurtry – Anchor / Reporter, Kennie Bass – Reporter, Larry Clark – Chief Photographer, Matt Snyder – News Director, Paula Taylor – News Manager, Mark Rigsby – Managing Editor, Shannon Davis – Director, Marc Pyrtle – Floor Director

School: Braxton County High School

Brief Description of Event and Station Participation: Led the Journalism Class on a tour of the station and discussed their jobs and the broadcast industry.

7. Activity: Station Tour

Date of Participation: February 28, 2008

Participating Employees: Steve Borecky – Reporter, Jenifer McAndrews – Anchor / Reporter, Patrick McMurtry – Anchor / Reporter, Kennie Bass – Reporter, Larry Clark – Chief Photographer, Matt Snyder – News Director, Paula Taylor – News Manager, Meredith Wood – Reporter, Mark Rigsby – Managing Editor, Terry Casto – Master Control Supervisor, Brian Gaylor – Master Control Supervisor, Shannon Davis – Director, Marc Pyrtle – Floor Director

School: West Teays Elementary

Brief Description of Event and Station Participation: Participated in the students' tour of the station and discussed their jobs and the broadcast industry.

8. Activity: Station Tour

Date of Participation: March 14, 2008

Participating Employees: Doug Harlow – Meteorologist, Jenifer McAndrews – Anchor / Reporter, Patrick McMurtry – Anchor / Reporter, Kennie Bass – Reporter, Larry Clark – Chief Photographer, Matt Snyder – News Director

School: Nitro Elementary – 2nd Grade

Brief Description of Event and Station Participation: Participated in the students' tour of the station and discussed their jobs and the broadcast industry.

Community Events

1. Activity: National Hunting and Fishing Days

Date of Participation: September 22 and 23, 2007

Participating Employees: Trevor Rinehart – Sales Promotion, Heather Lockhart – Account Executive, Sarah Withrow – Account Executive, Patrick McMurtry – Anchor, Brad Rice – Photo Journalist, Lisa Barna – EEO Manager

Host/Sponsor: West Virginia Division of Natural Resources and West Virginia Wildlife Federation

Brief Description of Event and Station Participation: Many vendors associated with hunting and/or fishing participate in the two day event held at Stonewall Resort in Roanoke, WV. We participated by promoting “West Virginia Wildlife” with Patrick McMurtry and “Traveling West Virginia” with Brad Rice. Participants provided print-outs with the job descriptions and procedures for applying online to interested parties.

2. Activity: First Presbyterian Church Seniors Group

Date of Participation: September 10, 2007

Participating Employees: Mark Martin - Sports Anchor

Host/Sponsor: First Presbyterian Church in Charleston, WV

Brief Description of Event and Station Participation: Spoke to members about the job of a Sports Anchor / Reporter and answered questions about the job and industry.

3. Activity: Station Tour

Date of Participation: December 4, 2007

Participating Employees: Deborah Linz – Anchor, Rick Lord – Anchor, Jim Barach – Chief Meteorologist
Visitor: Charleston Cub Scouts Troop #30
Brief Description of Event and Station Participation: Led the troop on a tour of the station and discussed their jobs and the broadcast industry.

4. Activity: WV Hunting and Fishing Show

Date of Participation: January 25 and 26, 2008
Participating Employees: Patrick McMurtry – Anchor / Reporter, Brad Rice – Photojournalist, Elizabeth Noreika – Reporter, Jim Barach – Chief Meteorologist, Doug Harlow – Meteorologist, Steve Borecky – Reporter, Jake Glance – Reporter / Anchor
Host/Sponsor: West Virginia Division of Natural Resources
Brief Description of Event and Station Participation: Many vendors associated with hunting and/or fishing participate in the two day event. We participated by promoting “West Virginia Wildlife” with Patrick McMurtry and “Traveling West Virginia” with Brad Rice. Participants answered questions from attendees regarding their jobs and the broadcast industry.

5. Activity: Station Tour

Date of Participation: January 30, 2008
Participating Employees: Deborah Linz – Anchor, Rick Lord – Anchor, Jim Barach – Chief Meteorologist
Visitor: Sissonville Cub Scouts
Brief Description of Event and Station Participation: Led the troop on a tour of the station and discussed their jobs and the broadcast industry.

6. Activity: Station Tour

Date of Participation: February 7, 2008
Participating Employees: Deborah Linz – Anchor, Rick Lord – Anchor, Jim Barach – Chief Meteorologist
Visitor: Cub Scout Troop #168
Brief Description of Event and Station Participation: Led the troop on a tour of the station and discussed their jobs and the broadcast industry.

7. Activity: Station Tour

Date of Participation: February 11, 2008
Participating Employees: Deborah Linz – Anchor, Rick Lord – Anchor, Jim Barach – Chief Meteorologist
Visitor: Charleston Tiger Cubs
Brief Description of Event and Station Participation: Led the troop on a tour of the station and discussed their jobs and the broadcast industry.

8. Activity: Station Tour

Date of Participation: March 17, 2008
Participating Employees: Rick Lord – Anchor, Jim Barach – Chief Meteorologist, Christine Habrle – Reporter / Anchor
Visitor: Cub Scouts Troop #281
Brief Description of Event and Station Participation: Led the troop on a tour of the station and discussed their jobs and the broadcast industry.

9. Activity: Station Tour

Date of Participation: March 24, 2008
Participating Employees: Rick Lord – Anchor, Jim Barach – Chief Meteorologist, Christine Habrle – Reporter / Anchor
Visitor: Cub Scouts Troop #19
Brief Description of Event and Station Participation: Led the troop on a tour of the station and discussed their jobs and the broadcast industry.

10. Activity: Station Tour

Date of Participation: March 25, 2008

Participating Employees: Paula Taylor – News Manager, Patrick McMurtry – Anchor / Reporter, Steve Borecky – Meteorologist / Reporter, Marc Pyrtle – Floor Director, Shannon Davis – Director, Matt Snyder – News Director

Visitor: Kids Advantage Program

Brief Description of Event and Station Participation: Led the group on a tour of the station and discussed their jobs and the broadcast industry.

11. Activity: Station Tour

Date of Participation: April 21, 2008

Participating Employees: Rick Lord – Anchor, Jim Barach – Chief Meteorologist

Visitor: Cub Scouts Troop #19 – Charleston, WV

Brief Description of Event and Station Participation: Led the troop on a tour of the station and discussed their jobs and the broadcast industry.

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, 2007 to May 31, 2008, WCHS/WVAH had 6 interns. The interns came from West Virginia State University (3), Marshall University (2) and Concord University (1).

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 March 10, 2008 and May 31, 2008 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 March 10, 2008 and May 31, 2008 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.