

Annual EEO Public File Report

FOR THE PERIOD Beginning April 1, 2010 and Ending May 27, 2011

This Report is Not Required If Unit Has Fewer Than Five Full-Time Employees

This Report Consists of:

Part 1 Station Information

Part 2 Recruitment sources/interviewees for each full-time vacancy

Part 3 Recruitment initiatives

Preparer: Randy Dunn

Signature: 

Title: General Manager

Telephone: (304) 399-9603

Part 1

This Report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community of License</u>	<u>State</u>	<u>LMA</u>
WMGA	FM	164110	Kenova	WV	No
WXBW	FM	70691	Gallipolis	OH	No

Attached is the information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this Report.

A total of 9 full-time job vacancies were filled by the employment unit

A total of 26 people were interviewed for all of the full-time vacancies

Part 2

Full-Time Vacancy List

April 1, 2010 – May 27, 2011

Full-Time Positions Filled by Job Title

<u>Title</u>	<u>Date of Hire</u>	<u>Recruitment Source</u>
Account Manager	7/1/2010	On-Air Recruitment
Account Manager	8/20/2011	On-Air Recruitment
General Manager	9/1/2010	All Access
Account Manager	11/1/2010	Referral
Account Manager	11/8/2010	On-Air Recruitment
Account Manager	1/25/2011	On-Air Recruitment
Account Manager	3/7/2011	On-Air Recruitment
Account Manager	3/14/2011	Referral
Program Director	3/21/2011	All Access

Total Number of People Interviewed for All Job Positions: 26

Annual EEO Public File Report

Section 3: Recruitment Activities Undertaken

Time Period Covered: April 1, 2010 – May 27, 2011

Stations in Unit: WMGA-FM (Radio), WXBW-FM (Radio)

1. On-Going Internship Program for area College Students (73.2080 C (2) (v))

This on-going semester internship program has been in place at the stations since 2006.

The station welcomes students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcast industry, and their internship must be endorsed, supported, and constantly monitored by sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. Internships include fall and spring of each year. During the period covered by this report, WMGA and WXBW had no students involved in this program, however, the stations coordinated with local schools to publicize and recruit for the program during the past year.

2. Annual Job Shadow Day

This annual program takes place during the first week of March each year. The Huntington Area Chamber of Commerce, who supports educational initiatives in the community, coordinates this week to expose college and high school students to various careers and work sites across the city. Five area students spent the day observing various jobs being performed within WMGA and WXBW stations and were allowed to interact with employees. This program was supervised by the Program Directors.

3. EEO Training to Upper Level Management

June 2010-General Manager attended Manager Retreat and participated in an HR session conducted by Michael Soltis with Jackson Lewis, which is Connoisseur Media’s attorney that focuses on employee law. The HR session reviewed all elements of employee relations.

4. Job Fairs & Related events

- A. WMGA and WXBW attended the Herald Dispatch Job Fair March 31, 2010. We set up a booth, gave out materials and applications for employment. General Manager and Jason Program director worked the event.
- B. WMGA Program Director attend Marshall University Career Fair on October 20, 2010
- C. WXBW Program Director spoke to Marshall’s University Community and Technical Collage in September 2010 regarding the broadcast industry.
- D. WMGA Program Director spoke to Bradley Elementary students in November 2010 regarding the broadcast industry and then recorded their Pledge of Allegiance for broadcast on the station the next day.

Recruitment Source List

<u>Source</u>	<u>Interviews Provided</u>	<u>Full Time Positions</u>
Herald Dispatch Classified Dept 946 5 th Ave Huntington, WV 25701 Phone (304) 526-2711 Fax (304) 526-2866	0	All Positions
WMGA and WXBW On-Air Recruitment	17	All Positions
The Independent Susan Reliford PO Box 311 Ashland, KY 41105 Phone (606) 326-2676 Fax (606) 326-2680	0	All Positions
Workforce West Virginia Vonda Black 2699 Park Ave Suite 240	0	All Positions

Huntington, WV 25704
304-528-5525

www.ALLACCESS.com
Industry Recruitment Website

9

PD Position

<u>Source</u>	<u>Interviews Provided</u>	<u>Full Time Positions</u>
African-American Media Incubator 2164 Wisconsin Ave. NW Washington DC 20007 Phone (202) 342-6661 Fax (202) 342-6667	0	All Positions
American Women in Radio & Television (AWRT) 8405 Greensboro Dr. Suite 800 McLean, VA 22102 Phone (703) 506-3290 Fax (703) 506-3266	0	All Positions
Asian American Journalists Association (AAJA) 1182 Market Street Suite 320 San Francisco, CA 94102 Phone (415) 346-2051 Fax (415) 346-6343	0	All Positions
Black Broadcasters Alliance (BBA) 3474 William Penn Highway Pittsburg, PA 15235 Phone (412) 829-9788 Fax (412) 829-0313	0	All Positions
OAB Job Board www.oab.org Phone (614) 288-4052	0	All Positions
Huntington Jr. College Jim Garrett 900 5 th Ave. Huntington, WV 25701	0	All Positions
Connoisseur Media LLC Web-Site Connoisseurmedia.com Career Opportunities	0	All Positions
University of Rio Grande Career Advisory Resource Dorna Smith Resource Service 218 N College Ave Rio Grande, Ohio 45631 Phone 1-800-282-7201	0	All Positions
Shawnee State University	0	All Positions

Career Advisory Resource
 Steve Gregory
 940 2nd Ave
 Portsmouth, Ohio 45662
 Phone (740) 351-3551

<u>Source</u>	<u>Interviews Provided</u>	<u>Full Time Positions</u>
Ohio University Office of Career Services Bill Fournier 185 Lindley Hall Athens, Ohio 457091-2979	0	All Positions
West Virginia University Al Edwards 300 Campus Drive Parkersburg, WV 26104-8647 Phone (304) 424-8354	0	All Positions
Association for Women in Communications, (AWC) 780 Richie Highway Suite 28-S Severna Park MD 21146 Phone (410) 544-7442 Fax (410) 544-4640 Career Services Center	0	All Positions
Marshall University Sue E. Wright One John Marshall Drive Huntington, WV 25755-3102 Phone (304) 696-5627	0	All Positions
Marshall Career Services E Recruiting Patricia Gallager One John Marshall Drive Huntington, WV 25755-3102 Phone (304) 696-2371	0	All Positions
NAACP Southeastern Branch Jessie Payne 2725 St RT#325 Thurman, Ohio 45685 Phone (740) 245-5216	0	All Positions
West Virginia Broadcast Association Aimee Cantrel 140 7 th Ave South Charleston, WV 25303 (304) 744-2143	0	All Positions
West Virginia Job Opportunities Web-Site	0	All Positions

Aimee Cantrel
www.wva.com
Phone (304) 744-2143

**No recruitment source has requested to be notified of future job openings.