



EEO Public File Report

For the period: June 1, 2015 to May 31, 2016

Report for:

Southeastern Ohio Broadcasting, Inc.
Southeastern Ohio Television System

(DBA- WHIZ TV, WHIZ AM, WHIZ FM, WZVL FM)

The purpose of this EEO Public File Report is to comply with Section 73.2080© (6) of the FCC's 2003 EEO Rule. This report has been prepared on behalf of the stations **WHIZ TV, WHIZ AM, WHIZ FM, WZVL FM, all located in Zanesville, Ohio.** The report is required to be placed in the public inspection files of these stations and posted on their websites, if applicable.

The information contained in this report covers the time period beginning June 1, 2015 and ending May 31, 2016

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 WHIZ, WZVL Station(s) during the applicable period.
- 2) For each such vacancy, the recruitment sources 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), identified by name, address, contact person and telephone number.
- 3) The recruitment source that referred the employee 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.
- 5) A list and brief description of the initiatives undertaken pursuant to section 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 in 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 purposes of this report, a vacancy was deemed “filled”, not when the offer was extended, but when the employee began employment. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone, or by e-mail.

Appendix 1

ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 6/1/15-5/31/16

Section 1: Vacancy Information

Stations comprising report: WHIZ TV, WHIZ AM, WHIZ FM, WZVL FM

Full Time positions filled by job title (name)	Date Open	Date Filled	Recruitment Sources (See Appendix 2)	Referring Source	Interviews for position
TV Production John Cox	3/1/15	6/1/15	1-44, 8a, 9a, 10a	9a	3
Weather/Reporter Emily McGuire	5/22/15	8/3/15	1-44, 8a, 9a, 10a	10a	2
Sports Reporter/Anchor Morgan Oversbay	7/8/15	8/3/15	1-44, 8a, 9a, 10a	9a	2
Radio Personality Christopher Sparks	8/10/15	9/7/15	1-44, 8a, 9a, 10a	9a	5
Sports Reporter/Anchor Matthew Ryan	10/8/15	11/23/15	1-44, 8a, 9a, 10a, 12a	10a	2
Reporter/Anchor Brittany Clark	8/26/15	11/2/15	1-44, 8a, 9a, 10a, 12a	Verbal referral	2
Reporter/Weather Carmel Victor	9/21/15	11/23/15	1-44, 8a, 9a, 10a, 12a	10a	4
Meteorologist Ross Caruso	10/21/15	11/16/15	1-44, 8a, 9a, 10a, 12a	10a	2
Videographer Karysa Kent	12/17/15	12/31/15	1-44, 8a, 9a, 10a, 12a	Verbal referral	3
Accounting Assistant Elizabeth Garey	12/23/15	1/18/16	1-44, 8a, 9a, 10a, 13a	9a	6
Computer Systems Engineer Albert Brown	12/29/14	2/22/16	1-44, 3a, 8a, 9a, 10a, 12a	9a	10
Commercial Producer Aaron Yerian	4/18/16	4/27/16	1-44, 8a, 9a, 10a, 12a	9a	3
Reporter/Anchor David Kinder II	3/15/16	5/3/16	1-44, 8a, 9a, 10a, 12a	9a	2
Maintenance Engineer Tera Norman	12/19/14	10/5/15	1-44, 3a, 8a, 9a, 10a, 12a	9a	9

Part time production asst. Natalie Tyo	12/28/15	1-9-16	1-44, 9a, 12a	9a	3
Part time production asst. Devin Crist	4-11-16	4-26-16	1-44,9a, 12a	9a	4
Part time production asst. Sara Davis	4-18-16	4-29-16	1-44, 9a, 12a	9a	3
Part time production asst. Robert Baird	9-23-15	12-8-15	1-44, 9a, 12a	25	4
Videographer Chase Flowers	1/13/16	1/18/16	1-44, 8a, 9a, 10a, 12a	Verbal referral	3

Total number of persons interviewed during this applicable period: 72

Appendix 2

ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM 6/1/15-5/31/16

Stations comprising the report are WHIZ TV, WHIZ AM, WHIZ FM, WZVL FM

Section 2: Recruitment Source Information

	First & Last Name	Title or Department	Company/Organization	Address/Phone	Interviews referred by source
1	Maria E Brennan	Executive Director	American Women in Radio & TV / aka Alliance of Women in Media	8405 Greensboro Dr, Suite 800 McLean, VA 22102 703-506-3290	
2	Nicole Wroten-Craw	Communications Dept.	Antioch College	1 Mogan Place YellowSprings, OH45387 937-767-2341	
3	Gretchen Dworzniak	Chair of Journalism & Digital Media Dept.	Ashland University	401 College Ave. Ashland, OH 44805 419-289-4142	
4	Albert Lee	Prof Programs Coordinator	Asian American Journalists Assoc	1182 Market St, Suite 320 San Francisco, Ca 94102 415-346-2051	
5		Career Development Center	Bluffton College	1 University Dr, Box 30 Bluffton, OH 45817 419-358-3000	
6			Bowling Green State University	Telecommunications Dept Bowling Green, OH43403 419-372-2531	
7	Dan Heaton	Electronic Media & Film	Capitol University	1 College & Main Columbus, OH 43209 614-236-6011	1
8	Dr Derrick Green	Communications Dept Chair	Cedarville University	251 N Main St Cedarville, OH 45314 937-766-7700	
9		Placement Director	Central Ohio Technical College	1179 University Dr Newark, OH 43055 740-366-9494	
10	Dr Susan Kogler-Hill	Communication Dept.	Cleveland State University	1983 East 24th St Cleveland, OH 44115 216-687-2000	
11			Columbus State Community College	550 E. Spring St, Nestor Hall, Rm 119 Columbus, OH 43215 614-287-5353	
12	Abdullahi Gallab	Department of Communication	Hiram College	P. O. Box 67 Hiram, OH 44234 330-569-3211	
13	Sr. Mary Ann Flannery	Dept. of Communications	John Carrol University	20700 North Park Blvd. University Hts., OH 44118 216-397-1886	

14	Gary Hanson	Asst. Professor	Kent State University	School of JMC D-102MSP Kent, OH 44242 330-672-3000	
15	Dr. Charles Fair	Chair Dept. of Mass Media	Marietta College	215 Fifth St Marietta, OH 45750 740-376-4600	
16	Mark Still	Digital Media Production	Mid East Career & Tech Center	400 Richards Rd Zanesville, OH 43701 740-454-0101	
17	Bruce E. Drusher	Area Director	Miami University	140 Williams Hall Oxford, OH 45056 513-529-1809	
18	William E. Coleman	Dept. of Communications	Mount Union College	1972 Clark Ave Alliance, OH 44601 800-992-6682	
19	Dr. Mervin Ziegler		Mount Vernon Nazarene College	800 Martinsburg Road Mt. Vernon, OH 43050 740-392-6868	
20	Jeff Harmon	Speech Comm. Dept.	Muskingum College	College Dr New Concord, OH 43762 740-826-8211	
21			Muskingum County Branch NAACP	928 Jackson St. Zanesville, OH 43701 740-454-3755	
22			National Assn of Black Journalists Career Center	8800 Lakewood Dr #117 Windsor, CA 95492 626-792-3846	
23			National Association of Hispanic Journalists	1050 Connecticut Ave NW, 10 th Floor Washington, DC 20036	
24	Jeff Harjo	Executive Director	Native American Journalists Association % University of Oklahoma Gaylord Cllg	395 W. Lindsey Norman, OK 73019 405-325-1649	
25	Justy Cordray	Job Developer	Ohio Means Jobs of Muskingum Co.	445 Woodlawn Ave Zanesville, OH 43701 740-454-6211	
26	Alvis Moore	Career Service Director	Ohio Center for Broadcasting (now- The Ohio Media School)	5330 E Main St, Suite 200 Columbus, OH 43213 614-423-4945	2
27		Communication & Media Studies	Ohio Northern Broadcasting	525 S. Main St Ada, OH 45810 419-772-1194	
28	Kathy Krendl	Dean	Ohio University	RTVC 483B Athens, OH 45701 740-593-1000	1
29	Emily Long	Director	Ohio University-Zanesville	1425 Newark Rd Zanesville, OH 43701 740-453-0762	2

30	Dr. Jeff Demas	Communication Department	Otterbein College	One Otterbein College Westerville, OH 43081 614-890-3000	
31	Roy Flynn		University of Dayton	St. Joseph Hall Room 121 Dayton, OH 45469 937-229-1000	
32		Placement Service	University of Dayton	St. Joseph Hall Room 121 Dayton, OH 45469 937-229-1000	
33		Communications Department	University of Findlay	1000 North Main St Findlay, OH 45840 419-422-8313	
34	David E. Tucker	Broadcasting Adviser	University of Toledo	2801 West Bancroft Toledo, OH 43606 800-586-5336	
35		Placement Director	Wilberforce University	1005 N. Bickett Rd Wilberforce, OH 45384 937-376-2911	
36	Dorothy Gurtzweiler	Assoc. Prof. & Dept. Chair	Wilmington College	685 Fife Ave Wilmington, OH 45177 800-341-9318	
37	Dr Mary Rucker Updated 8/19	Dept. of Communication	Wright State University	3640 Colonel Glenn Highway Dayton, OH 45435 937-775-3333	
38	David L. Smith	Director, Television Center	Xavier University	3800 Victory Parkway Cincinnati, OH 45207 513-745-3000	
39	Fred Owens	Professor, Dept. of Comm.	Youngstown State University	One University Plaza Youngstown, OH 44555 877-468-6978	
40	Howard Stewart		Zanesville Civic League	928 Jackson St Zanesville, OH 43701 740-452-7401	
41	Bob Martin	Career Placement	Penn State University	210 Carnegie Bldg University Park, PA 16802 814-865-4700	
42		Human Resources	Hocking College	3301 Hocking Parkway Nelsonville, Ohio 45764 740-753-3591	
43	Diane Carney	Registrar	Pittsburgh Art Institute	420 Boulevard of the Allies Pittsburgh, PA 15219 412-263-6600	
44	Dwayne Todd	Dean of Students	Columbus College of Art & Design	107 N Ninth St Columbus, Ohio 43215 614-224-9101	
45	WHIZ TV & Radio	Human Resources	WHIZ TV WHIZ AM & FM WZVL FM	629 Downard Rd Zanesville, OH 43701 740-452-5431	

Section 2a: Online/Internet Recruitment Sources

#	Organization	E-mail/Website address	Interviews referred by source
1a	National Association of Broadcasters	www.nab.org/bcc	
2a	American Women in Radio and Television	www.awrtdawn@aol.com	
3a	Ohio Association of Broadcasters	www.oab@oab.org	
4a	Bowling Green State University	www.bgsu.edu/departments/placement.htm	
5a	National Association of Hispanic Journalists	www.nahj@nahj.org	
6a	Broadcast Executive Directors Association	www.career.org/jobbank/	
7a	Regionalhelpwanted.com	www.regionalhelpwanted.com	
8a	Medialine	www.medialine.com	
9a	WHIZ Media Group	www.whiznews.com	35
10a	TVjobs.com	www.tvjobs.com	18
11a	Society of Broadcast Engineers	www.sbe.org	
12a	Ohio Means Jobs Veteran's Rep for Workforce Development – Jon Cannon	Jon.Cannon@jfs.ohio.gov	
13a	Ohio University Zanesville – Christine Shaw, Marketing & Public Info Officer	shaw@ohio.edu	

Appendix 3

ANNUAL EEO PUBLIC FILE REPORT COVERING THE PERIOD FROM 6/1/15-5/31/16

Stations comprising the report:
WHIZ TV, WHIZ AM, WHIZ FM

Sections 3: Supplemental (Non-Vacancy Specific) Recruitment Activities undertaken by: WHIZ TV, WHIZ AM, WHIZ FM, WZVL FM

Classification	Type of Activity	Description
7	MLK Scholarship Breakfast 2016	Participation in the scholarship program designed to assist students interested in pursuing a career in broadcasting.
5	Internship Program 2015 & 16	Assist students interested in pursuing a career in broadcasting
4	Career Day Workshop 2015 & 16	Mid-East Career & Tech Center Employability Expo & Speaking Eng
2-3	Job/Career Fairs 2015 & 16	Hosted/sponsored a job fair with another broadcast outlet and 5 local organizations focused on job placement in our region 10/1/15 Hosted/sponsored a job fair Muskingum County Welcome Center 3/29/16 with Ohio Means Jobs. Ohio Media School 1/14/16 – Ryan & Duke
4	Mentorship Program / Job Shadow 2015-16	John Glenn HS–helped students with producing social studies project 9/28/15-Ryan Sara on Advisory board at Mid East Career & Tech Ctr 10/16/15 & 3/30/16 Mid East Career Ctr – advised junior students 5/17/16-Ryan
14	Staff Training 2015 & 16	Of all station executives, managers & office staff to be sure they had knowledge of recruitment guidelines requirements. Public file Webinar 3/2/16-Hank,Ronda,Elizabeth
5	Internship for TEAM Consulting LLC	Established an internship program specifically for TEAM Consulting which is an organization helping those with minor disabilities gain on-the- job experience and develop skills needed in the workplace. Focused on film production and editing.

ANNUAL EEO PUBLIC FILE REPORT

Stations comprising the report are WHIZ TV, WHIZ AM, WHIZ FM, WZVL FM

Report filed by:

Ronda L. Osborne
Administrative Assistant
WHIZ Media Group
629 Downard Rd.
Zanesville, OH 43701
740-452-5431
www.whiznews.com