

WTVP PUBLIC FILE REPORT 2005 – 2006

Description of Long-term Initiatives

Participation in Job Fairs: Our Studio Supervisor, Abbi Look, who is responsible for entry-level hiring, manned two full-day recruitment booths during the year. The first job fair was the “Part-time Employment Expo 2005” held at the Smith Career Center at Bradley University, Peoria, IL on August 23, 2005. The second event was the “IBA-U Career Fair” held by the Illinois Broadcasters Association on September 30, 2005 at Illinois State University in Bloomington, IL. The focus of the job fairs is recruitment for various crew positions. These positions provide training in camera operation, lighting and sound, set preparation and remote productions. The experience gained has been successful in preparing crewmembers for full-time employment in television either at WTVP or elsewhere.

Internship Programs: A program has been initiated for internships in the Development Department, Production Department and Information Technology. Development is interviewing candidates to assist with research and member contacts. Production will be interning prospective Producer/Director candidates to assist with numerous local productions. Bringing our IT Department in-house will give another intern the opportunity to participate in web-design and computer maintenance.

Internship programs have been established with Bradley University, Illinois State University and Illinois Central College. These internships have reiterated that broadcast television is still a viable employment opportunity and have attracted a wide range of part-time employees.

Training Program for Station Personnel: Our Traffic Manager, Mark Lasswell, continues a training program established in 2004. Mark has cross-trained several willing Technical Specialists from our Operations Department as back up to his position in Traffic. This training benefits both the station and the employee. We can cover the Traffic position during vacations and emergencies and employees can gain advanced skills for future advancement. One employee in particular has the opportunity for career advancement as a result of cross training.

Part-time crewmembers are also being cross-trained for more production responsibility and for Master Control responsibilities. A physically challenged crewmember is being trained to produce on-air promotions and to do editing. Another crewmember trained in Master Control in preparation for a permanent part-time position there. These programs encourage those in our entry-level positions to learn new skills in preparation for possible careers.

Participation in Other Activities to Disseminate Employment Information: Another means of obtaining entry-level employees is through our relationship with certain community organizations specializing in underserved populations. In addition to being notified of specific job openings at WTVP, these organizations are encouraged to refer job hunters to WTVP to apply for entry-level positions. Examples of these organizations are Carver community Center and The Community action Agency, both in Peoria, IL and Carver Community Action Agency in Galesburg, IL.

Our Senior Producer, Todd Pilon, participated in a robotics competition for teams of high school and college students. Todd not only created a production highlighting the competition, but he also assisted the students in documenting their own efforts on tape. For the students, the experience paired scientific ability with the technical aspects of video production and presentation. Scientifically gifted students were introduced to an alternative choice of career, which would utilize their strengths.

Sponsorship of Community Events: WTVP encourages tours of our facility by school groups, community agencies and the general public. Over 50,000 people have visited our facility over the past three years. During tours, we emphasize broadcasting as a career choice and WTVP's specific need for talented and interesting individuals. This has resulted in a significant and varied pool of applicants. Some of these applicants have gone on to be employed by the station in various capacities.

Full-time Job Vacancies Filled August 1, 2005-July 31, 2006

**POSITION JOB VACANTY #1:
FULL-TIME CORPORATE SUPPORT MANAGER
SUCCESSFUL APPLICANT REFERRED BY: EMPLOYEE REFERRAL
(WWW.WTVP.ORG)**

(Note: List all sources that referred applicants first, then list all sources contacted that did not refer applicants. Recruitment sources that requested notification of job vacancies should be identified and listed separately from those that licensee chose to use.)

List of Recruitment Sources that Referred Applications for This Position:

Recruitment Source:

Name: Employee Referral

of total applicants generated for vacancy: 1

Recruitment Source:

Name: WTVP web site (www.wtvp.org)

Address: 101 State Street, Peoria, IL 61602

Contact Person: Personnel

Phone Number: 309-677-4747

of total applicants generated for vacancy: 1

Recruitment Source:

Name: Peoria Journal Star/Classified

Address: 1 News Plaza, Peoria, IL 61614

Contact Person: Personnel

Phone Number: 309-686-3060

of total applicants generated for vacancy: 5

Recruitment Source:

Unknown

of total applicants generated for vacancy: 12

List of Recruitment Sources that Asked to be Contacted for Vacancies

Recruitment Source:

Name: WTVP on-air position announcement spots

Address: 101 State Street, Peoria, IL 61602

Contact Person: Personnel

Phone Number: 309-677-4747

of total applicants generated for vacancy: 0

Recruitment Source:
Name: WTVP Internal Bulletin Board Postings/Annex office
Address: 101 State Street, Peoria, IL 61602
Contact Person: Personnel
Phone Number: 309-677-3524
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Bradley University Personnel Office
Address: 1501 W. Bradley Ave, 239 Sisson Hall, Peoria, IL 61625
Contact Person: Jennifer Smith
Phone Number: 309-677-3223
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Illinois Central College
Address: Job Placement Office, L221, East Peoria, IL 61635
Contact Person: Mrs. Mick Gerkin
Phone Number: 309-694-5321
of total applicants generated for vacancy: 0

Recruitment Source:
Name: City of Peoria Workforce Development
Address: 211 Fulton St., 3rd floor, Peoria, IL 61602
Contact Person: Marla Byrd
Phone Number: 309-495-8900
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Illinois Local Job Service
Address: 406 Elm, Peoria, IL 61605
Contact Person: Hope Glasgow
Phone Number: 309-671-3113
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Midstate College
Address: 411 W. Northmor Rd., Peoria, IL 61614
Contact Person: Rhonda Durban
Phone Number: 309-692-4092
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Tri-County Peoria Urban League
Address: 317 S. MacArthur Highway
Contact Person: Wayne Cannon
Phone Number: 309-673-7474
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Peoria Veterans Center
Address: 3310 N. Prospect Rd., Peoria, IL 61603
Contact Person: Thomas Jackson
Phone Number: 309-671-7300
of total applicants generated for vacancy: 0

Recruitment Source:

Name: Carver Community Action Agency
Address: 235 E. Main, Galesburg, IL 61402-0028
Contact Person: Jeanie Shelton
Phone Number: 309-342-0158
of total applicants generated for vacancy: 0

Recruitment Source:

Name: Mid Central Community Action Center
Address: 923 E. Grove, Bloomington, IL 61701
Contact Person: Personnel
Phone Number: 309-829-0691
of total applicants generated for vacancy: 0

Recruitment Source:

Name: McLean County Dept. of Human Services
Address: 501 W. Washington, Bloomington, IL 61701
Contact Person: Rita Beyer
Phone Number: 309-451-6000
of total applicants generated for vacancy: 0

Recruitment Source:

Name: ISU/Communications Dept.
Address: 434 Fell Hall, Normal, IL 61790
Contact Person: Ms. Karin Schwanbeck
Phone Number: 309-438-3671
of total applicants generated for vacancy: 0

Recruitment Source:

Name: Early Head Start
Address: 1314 S. Adams, Peoria, IL 61605
Contact Person: Sandra Burke
Phone Number: 309-671-3960
of total applicants generated for vacancy: 0

Recruitment Source:

Name: University of Illinois at Springfield/Human Resources
Address: P.O. Box 19243, Springfield, IL 62799-9243
Contact Person: Personnel
Phone Number: 217-206-6222
of total applicants generated for vacancy: 0

Recruitment Source:

Name: Carver Community Center
Address: 710 W. Third, Peoria, IL 61605
Contact Person: Percy Baker
Phone Number: 309-674-9219
of total applicants generated for vacancy: 0

Recruitment Source:

Name: Community Action Agency
Address: 711 W. McBean, Peoria, IL 61605
Contact Person: Connie Johnson
Phone Number: 309-671-3900
of total applicants generated for vacancy: 0

**POSITION JOB VACANTY #2: PRODUCER/DIRECTOR
SUCCESSFUL APPLICANT REFERRED BY: PEORIA JOURNAL STAR**

(Note: List all sources that referred applicants first, then list all sources contacted that did not refer applicants. Recruitment sources that requested notification of job vacancies should be identified and listed separately from those that licensee chose to use.)

List of Recruitment Sources that Referred Applications for This Position:

Recruitment Source:

Name: Peoria Journal Star/Classified
Address: 1 News Plaza, Peoria, IL 61614
Contact Person: Personnel
Phone Number: 309-686-3060
of total applicants generated for vacancy: 3

Recruitment Source:

Name: WTVP web site (www.wtvp.org)
Address: 101 State Street, Peoria, IL 61602
Contact Person: Personnel
Phone Number: 309-677-4747
of total applicants generated for vacancy: 6

Recruitment Source:

Name: CURRENT, The Newspaper About Public Television & Radio
Address: 1612 K Street, NW, Suite 704, Washington, DC 20006
Contact Person: Danielle Mungin
Phone Number: 202-463-7055 Ext. 36
of total applicants generated for vacancy: 1

List of Recruitment Sources that Asked to be Contacted for Vacancies

Recruitment Source :

Name: WTVP Internal Bulletin Board Postings/Annex office
Address: 101 State Street, Peoria, IL 61602
Contact Person: Personnel
Phone Number: 309-677-4747
of total applicants generated for vacancy: 0

Recruitment Source:

Name: WTVP on-air position announcement spots
Address: 101 State Street, Peoria, IL 61602
Contact Person: Personnel
Phone Number: 309-677-4747
of total applicants generated for vacancy: 0

Recruitment Source:

Name: Bradley University Personnel Office
Address: 1501 W. Bradley Ave, 239 Sisson Hall, Peoria, IL 61625
Contact Person: Jennifer Smith
Phone Number: 309-677-3223
of total applicants generated for vacancy: 0

Recruitment Source:

Name: Illinois Central College
Address: Job Placement Office, L221, East Peoria, IL 61635
Contact Person: Mrs. Mick Gerkin
Phone Number: 309-694-5321
of total applicants generated for vacancy: 0

Recruitment Source:
Name: City of Peoria Workforce Development
Address: 211 Fulton St., 3rd floor, Peoria, IL 61602
Contact Person: Marla Byrd
Phone Number: 309-495-8900
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Illinois Local Job Service
Address: 406 Elm, Peoria, IL 61605
Contact Person: Hope Glasgow
Phone Number: 309-671-3113
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Tri-County Peoria Urban League
Address: 317 S. MacArthur Highway
Contact Person: Wayne Cannon
Phone Number: 309-673-7474
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Midstate College
Address: 411 W. Northmoor Rd., Peoria, IL 61614
Contact Person: Rhonda Durban
Phone Number: 309-692-4092
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Peoria Veterans Center
Address: 3310 N. Prospect Rd., Peoria, IL 61603
Contact Person: Thomas Jackson
Phone Number: 309-671-7300
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Carver Community Action Agency
Address: 235 E. Main, Galesburg, IL 61402-0028
Contact Person: Jeanie Shelton
Phone Number: 309-342-0158
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Mid Central Community Action Center
Address: 923 E. Grove, Bloomington, IL 61701
Contact Person: Personnel
Phone Number: 309-829-0691
of total applicants generated for vacancy: 0

Recruitment Source:

Name: McLean County Dept. of Human Services
Address: 501 W. Washington, Bloomington, IL 61701
Contact Person: Rita Beyer
Phone Number: 309-451-6000
of total applicants generated for vacancy: 0

Recruitment Source:
Name: ISU/Communications Dept.
Address: 434 Fell Hall, Normal, IL 61790
Contact Person: Ms. Karin Schwanbeck
Phone Number: 309-438-3671
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Early Head Start
Address: 1314 S. Adams, Peoria, IL 61605
Contact Person: Sandra Burke
Phone Number: 309-671-3960
of total applicants generated for vacancy: 0

Recruitment Source:
Name: University of Illinois at Springfield/Human Resources
Address: P.O. Box 19243, Springfield, IL 62799-9243
Contact Person: Personnel
Phone Number: 217-206-6222
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Carver Community Center
Address: 710 W. Third, Peoria, IL 61605
Contact Person: Percy Baker
Phone Number: 309-674-9219
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Community Action Agency
Address: 711 W. McBean, Peoria, IL 61605
Contact Person: Connie Johnson
Phone Number: 309-671-3900
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Job Fair
Address: Springfield, IL
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Employee Referral
of total applicants generated for vacancy: 0

Recruitment Source:
Name: Galesburg Register Mail
Address: 140 S. Prairie Street, Galesburg, IL
Contact Person: Karen Paton/Classifieds
Phone Number: 343-7181
of total applicants generated for vacancy: 0