

EEO Public File Report

Station: **WCMH**
 Period Covered by Report: **6/1/2007 - 5/31/2008**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source for Candidate Hired	Recruitment Source(s) utilized to fill vacancy.	Number Interviewed	Number Hired
1	Reporter	04/04/07	08/06/07	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	3	1
2	Reporter	06/26/07	08/13/07	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	3	1
3	Account Executive	06/20/07	08/20/07	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	5	1
4	CBOC Controller	07/03/07	08/20/07	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	6	1
5	CBOC Controller	07/23/07	08/20/07	Dispatch Printing Co.	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	9	1
6	Weekend Anchor	03/23/07	06/25/07	Media General Website	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	5	1
7	Photojournalist	06/28/07	09/17/07	Media General Website	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	5	1
8	Assignment Editor	02/20/08	03/17/08	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	4	1
9	Promotions Coordr	10/23/07	11/12/07	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	4	1
10	VP/GM	07/20/07	11/12/07	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	7	1
11	Account Executive	11/15/07	12/17/07	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	3	1
12	CBOC Controller	11/13/07	02/04/08	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	9	1
13	Account Executive	11/16/07	02/04/08	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	3	1
14	Assignment Editor	02/27/08	03/17/08	Media General Website	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	5	1
15	WKDY Anchor	03/18/08	04/14/08	MG Employee	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) & Recruitment Source List Contacted for Specific Full-time Vacancy (see attached)	12	1

TOTAL

83

15

* See Attached List of Recruitment Sources for Contact Information

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Recruitment Sources Contacted for All Positions

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Asian American Journalists Association 1182 Market St. Suite 320, San Francisco, CA 94102	Phone: 415-346-2051 Fax 415-346-6343 E-Mail: National@aja.org	0	n
2	National Association of Black Journalists, Univ. of Maryland 8701-A Adelphi Road, Adelphi, MD 20783-1716	Phone: 301-445-7100 Fax: 445-7101 E-Mail: nabj@nabj.org	0	n
3	National Association of Hispanic Journalists 1000 Natinal Press Building, 529 14th Street, NW Washington, DC 20045	Phone: 202-662-7145 Fax: 202-662-7144 (2001) E-Mail: nahj@nahj.org	0	n
4	National Association of Broadcasters	CareersCenter@nab.org Phone: 202-429-5498	0	n
5	Native American Journalists Association 555 Dakota Street, Vermillion, SD 57069	Phone: 605-677-5282 Fax: 866-694-4264 E-Mail: info@naja.com	0	n
6	Radio-Television News Directors Association & Foundation 1600 K Street, NW Suite 700, Washington, DC 20006-2838	Phone: 202-659-6510 Fax: 202-223-4007 Fax: 202-223-4007 E-Mail: rtnda@rtnda.org	0	n
7	The Ohio Dept. of Job & Family Services 30 E. Broad Street, 32nd Floor, Columbus, OH 43215-3414	Phone: 614-466-6282 Fax: 614-466-2815	0	n
8	Ohio/Illinois Center for Broadcasting 9000 Sweet Valey Drive, Valley View, OH 44125	Gary James, Placement Director Phone: 216-447-9117 gary@beonair.com www.beonair.com	0	n

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
9	Ohio Association of Broadcasters 88 East Broad Street, Suite 1180, Columbus, OH 43215-3525	Phone: 866-OAB-5794 Fax: 614-228-8133	0	n
10	WCMH- NBC 4 website	www.nbc4i.com	0	n
11	Media General Website	www.mediageneral.com	31	n
12	WCMH - Job Hotline, Select Option #9	Phone: 614-263-4444	0	n
13	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)		33	n
14	Referral from a Third Party Contact		18	n
Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies				
1	Grame Newell's Marketing, Graeme Newell 602 Communications	gnewell@602communications.com Phone: 704-543-1426 www.602communications.com	0	n
2	External Internet Sites	www.ajb.org www.monster.com	0	n
3	TV Jobs.com (Broadcast Employment Services) P.O. Box 4116, Oceanside, CA 92052	Phone: 800-374-0119 Fax: 760-754-2115 info@jobs.com		n
4	The Dispatch Printing Company, Corporate New Media 62 E. Broad Street, Columbus, OH 43215	woodland@dispatch.com Phone: 614-888-8888 Fax: 614-461-8552	1	n

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
5	Medialine, P.O. Box 51909, Pacific Grove, CA 93950 Mark Shilstone, Manager	Phone: 800-237-8073 Fax: 831-648-5204 E-Mail: medialine@medialine.com	0	n
6	Spots-n-Dots (Web Posting)	alice@spotsndots.com Phone: 888-884-2630 Fax: 607-729-7331 www.spotsndots.com	0	n
7	Collective Talent (Broadcast Employment Services)	www.collectivetalent.com	0	
8	DeVry University DeVry University Career Services Co-op Assistant 1350 Alum Creek Drive Columbus, OH 43209	Chris Sanders (614)253-1713 ext.1614 phone (614)251-6961 fax csanders3@devry.edu	0	
9	Ohio State University	April Calkovsky calkovsky.1@osu.edu	0	
10	Ohio University Scripps College of Communication Ohio University RTVC 484 Athens, OH 45701-2979	Holly L. Jacobs	0	
Total Interviewed			83	

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Supplemental Recruitment Initiatives

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	On-Going	NBC4 Internship Program	There are 8 types of internships each semester throughout various depts. Including television production.	The goal is to help interns gain experience within broadcast environment while enhancing their education inside the classrooms. This station has hired interns from Ohio State University, Otterbein University, University of Ohio & more. Internship program eligibility requirements, descriptions & application procedures can be found on our website at www.nbc4i.com	Department Heads & Human Resources.
2	On-Going	Training Programs & Cross-Training Programs	Train employees for positions other than what they were hired for.	Dept. Heads & employees train employees to gain skills to allow them to obtain promotions or transfers.	Department Heads/ Supervisors & Human Resources
3	2007 & 2008	Ohio University Job Fair; Columbia University Job Fair	HR and or Hiring manager attend the listed job fairs	Attend job fairs; collect resumes and direct them to the appropriate hiring manager for consideration.	HR;Corporate HR
4	Fall/2007; Tour 4/17/08; College presentations:11/14 2007 and 4/5/2008	Educating Students on the inner workings of television	Otterbein College; Ohio University; Ohio State University; Gahanna Lincoln High School	As part of educating students, Jennifer Kiser teaches a class in Otterbein College. All technical managers spent time with Gahanna Lincoln High School students when they toured the facility. Stan Sanders, News Director and Reema Karmi, HR Leader had presented to students in two different colleges about working in a TV station and the skills and training needed to land a job within a TV station in general and NBC 4 in particular.	Department Heads; Managers; HR