

EEO Public File Report

Station: **WJAR(TV)**

Period Covered by the Report: **06/26/2006-11/20/2006**

This report is a complete listing of all full-time jobs filled by station's employment unit since its acquisition by Media General Communications, Inc, on June 26, 2006, identified by title.

Full-time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy (including organizations entitled to notifications)*	Total Interviewed	Number Hired	Recruitment Source for Hire
1	News Producer	03/24/2006	08/04/2006	<ul style="list-style-type: none"> • See Recruitment Source Analysis • GE Careers • Internal 	0	1	Internal

Recruitment Source Analysis

To be placed in the Public File annually

Station: WJAR(TV)
Year: 6/26-11/20/2006

Total number of persons
interviewed for full-time
vacancies: 4

Organization Name	Address	Address1	City	State	Name	Title	Address	Address1	City	State	Posta Code	Work Phone
America's Job Bank	www.ajb.dni.us				Name Unknown		www.ajb.dni.us					
American Women in Radio & Television	WMJX, Magic 106.7	55 Morrissey Blvd	Boston	MA	Name Unknown	Career Counselor	WMJX, Magic 106.7	55 Morrissey Blvd	Boston	MA	02125	(617) 822-6324
Asian American Journalists Association	1182 Market Street	Suite 320	San Francisco	CA	Name Unknown	Career Counselor	1182 Market Street	Suite 320	San Francisco	CA	94120	
Blacks Interested in Communications	1468 Broad Street		Providence	RI	Mr. George Castro	Executive Director	1468 Broad Street		Providence	RI	02905	(401) 941-9370
Brown University	Box 1926	164 Angell Street	Providence	RI	Name Unknown	Planning Services	Box 1926	164 Angell Street	Providence	RI	02912	(401) 941-9370
Bryant College	1150 Douglas Pike		Smithfield	RI	Ms. Judith Clare	Placement Office	1150 Douglas Pike		Smithfield	RI	02917	(401) 232-6090
CHisPA Community College of RI	421 Elmwood Avenue	East Avenue	Providence	RI	Name Unknown	Executive Director	421 Elmwood Avenue	East Avenue	Providence	RI	02903	(401) 467-0111
Eastern New Mexico University	1200 W. University		Portales	NM	Name Unknown	Career Services	1200 W. University		Portales	NM	88130	(505) 562-1011
Hispanic Chamber of Commerce	2175 K Street NW	Suite 100	Washington	DC	Name Unknown	Career Counselor	2175 K Street NW	Suite 100	Washington	DC	20037	(202) 842-1212
Howard University	6th & Bryant Sts., NW		Washington	DC	Name Unknown	Service Manager	6th & Bryant Sts., NW		Washington	DC	20059	(202) 806-6100
Lesley College	29 Everett Street		Cambridge	MA	Mr. John R. Foran	Career Counselor	29 Everett Street		Cambridge	MA	02138	2790

Organization Name	Address	Address1	City	State	Name	Title	Address	Address1	City	State	Posta Code	Work Phone
Massachusetts Communication College	10 Brookline Place West		Brookline	MA	Name Unknown	Director of Placement Services	10 Brookline Place West		Brookline	MA	02445 7295	(617) 267-7910
Medialine	Box 51909		Pacific Grove	CA	Mark Shilstone	Owner/Manager	Box 51909		Pacific Grove	CA	93950	(800) 237-8073
Monster National Association of Hispanic Journalists	www.monster.com				Name Unknown		www.monster.com					
National Association of Black Accountants	1000 National Press Building	529 14th Street, NW	Washington	DC	Name Unknown	Career Counselor	1000 National Press Building	529 14th Street, NW	Washington	DC	20045 2001	(202) 662-7145
National Association of Black Journalists, Inc.	P.O. Box 809132		Chicago	IL	Name Unknown	Career Counselor	P.O. Box 809132		Chicago	IL	60680 9132	
National Association of Black Sales Professionals	8701-A Adelphia Road		Adelphi	MD	Name Unknown	Career Services	8701-A Adelphia Road		Adelphi	MD	20783 1716	(301) 445-7100
National Black MBA Associations	503 S. Oak Park Avenue		Oak Park	IL	Name Unknown	Career Counselor	503 S. Oak Park Avenue		Oak Park	IL	60304	
National Black Media Coalition	1738 Elton Road	Suite 1515	Chicago	IL	Name Unknown	Career Counselor	1738 Elton Road	Suite 1515	Chicago	IL	60601	(312) 236-2622
National Council of Hispanic Women	5905 Darlene Drive	Suite 314	Silver Spring	MD	Carmen Marshall		5905 Darlene Drive	Suite 314	Silver Spring	MD	20903	(301) 445-2600
National Hispanic Media Coalition	2514 South Grand Avenue		Los Angeles	CA	Name Unknown	Ms. Elia Mendoz	2514 South Grand Avenue		Los Angeles	CA	90007	(213) 746-6988
Native American Journalists Association	University of South Dakota	414 E. Clark St.	Vermillion	SD	Name Unknown	Career Counselor	University of South Dakota	414 E. Clark St.	Vermillion	SD	57069	(612) 874-8833
Network of Hispanic Communicators	P.O. Box 22313		Dallas	TX	Name Unknown	Career Services	P.O. Box 22313		Dallas	TX	75222 2313	

Organization Name	Address	Address1	City	State	Name	Title	Address	Address1	City	State	Posta Code	Work Phone
New England Institute of Technology			Warwick	RI	Name Unknown	Career Counselor			Warwick	RI	02886	
Promax Providence	2029 Century Park East	Suite 555	Los Angeles	CA	Career Counselor		2029 Century Park East	Suite 555	Los Angeles	CA	90067	
Human Relations Commission			Providence	RI	Name Unknown	Career Counselor			Providence	RI	02903	(401) 421-3708
RI College	600 Mount Pleasant Avenue		Providence	RI	Name Unknown	Career Services	600 Mount Pleasant Avenue		Providence	RI	02908	(401) 456-8000
RI Indian Council	The Algonquin House	807 Broad St.	Providence	RI	JPTA Name	Career Counselor	The Algonquin House	807 Broad St.	Providence	RI	02905	(401) 941-3398
RI People of Color in Media	P.O. Box 40845		Providence	RI	Name Unknown	Career Counselor	P.O. Box 40845		Providence	RI	02940	
Roger Williams University	One Old Ferry Road		Bristol	RI	Name Unknown	Placement Office	One Old Ferry Road		Bristol	RI	02809	(401) 254-3448
SER - Jobs for Progress	164 Bedford Street		Fall River	MA	Ms. Paula Raposa		164 Bedford Street		Fall River	MA	02720	(508) 676-1916
SER - Jobs for Progress	172 Taunton Avenue		Providence	RI	Ms. Marie Fonseca	Career Counselor	172 Taunton Avenue		Providence	RI	02814	(401) 438-2822
SER - Jobs for Progress	421 Elmwood Avenue		Providence	RI	Name Unknown	Career Counselor	421 Elmwood Avenue		Providence	RI	02907	(401) 785-3190
Society of Professional Journalists	Eugene S. Pulliam National Journalism Center	3909 N. Meridian St.	Indianapolis	IN	Ms. Heather Gilbert	Career Counselor	Eugene S. Pulliam National Journalism Center	3909 N. Meridian St.	Indianapolis	IN	46208	(317) 927-8000
Spots & Dots University of Rhode Island	167 Oakdale Road		Johnson City	NJ	Alice Riehl	Publisher	167 Oakdale Road		Johnson City	NJ		(607) 729-7331
Urban League of Rhode Island	90 Lower College Road	Suite 4	Kingston	RI	Ms. Bobbi Koppel	Career Services	90 Lower College Road	Suite 4	Kingston	RI	02882	(401) 874-2311
Vocational Resources	246 Prairie Avenue		Providence	RI	Name Unknown	Career Counselor	246 Prairie Avenue		Providence	RI	02905	(401) 351-5000
Wheaton College	100 Houghton Street		Providence	RI	Ms. Jacqueline Dumais	Director - Human Resources	100 Houghton Street		Providence	RI	02904	(401) 861-2080
	Filene Center for Work & Learning		Norton	MA	Mr. Edward Cohen	Special Project Coordinator	Filene Center for Work & Learning		Norton	MA	02766	(508) 286-8200

II. Outreach Initiatives

For every full-time opening, notices are disseminated to community groups and minority and women organizations. Advertisements are also placed in the DMA's largest newspaper. On-air notices are also scheduled following several different newscasts (including the station's highest rated newscast) and are broadcast 5-7 times per week for as long as there are full-time vacancies. Postings are also placed on turnto10.com and on the station's toll-free job line.

Annually the station places an advertisement in the largest local newspapers notifying community groups that they may request to receive notices of our full-time vacancies. This notice and required form (Community Organization Notification Request Form) is also available on WJAR's website.

WJAR has participated in several broad outreach initiatives over the last two years under previous ownership. Since the acquisition date, initiatives have included:

- **Continued partnership in the Emma Bowen Foundation for Minority Interests in Media:** WJAR is an active participant in this foundation. It was established by the media industry to help increase access to permanent job opportunities for minority students. The Foundation's program is unlike other intern programs in that students work for participating companies during summers and school breaks from high school until they graduate from college. Corporations have an opportunity to guide and develop minority students at a relatively low cost with the option of permanent placement upon completion of their college degree. Students in the program receive an hourly wage, as well as matching compensation to help pay for college tuition and expenses. Mentoring from selected staff at WJAR is also a key element of the program. The station hired a qualified minority female student from Cranston West High School in June, 2004, and she returned for her third period of employment in July and August, 2006. Participation in this program allows the opportunity for the station to grow a future workforce.
- **Job Shadowing Opportunities:**
 - Two students from Coventry High School (October, 2006)
 - Two students from Providence Summerbridge at the Wheeler School attended a half-day of shadowing with News and Operations personnel (July, 2006)
- **Internship Program**

WJAR continues to maintain an active internship program with various colleges, universities and high schools.

The station continues to seek out new opportunities to ensure widest dissemination of its position vacancies.