

EEO Public File Report							
Station: WCBD-TV2 - Charleston, SC							
Period Covered by Report: 8/1/07-7/31/08							
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) Utilized to fill vacancy (including organizations entitled to notification)	Number Interviewed	Number Hired	Hire Recruitment Source
1	News Director	5/11/2007	12/17/2007	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	3	1	MG Employee/Employee Referral
				Recruitment Source List Contacted for Specific Vacancies (see attached list)			
2	SNG Operator	4/18/2007	7/20/2007	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	2	1	WCBD Website
3	Weather Anchor Weekend	11/14/2007	2/18/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	1	1	MG Employee/Employee Referral
				Recruitment Source List Contacted for Specific Vacancies (see attached list)			
4	National Sales Assistant	1/14/2008	4/28/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	3	1	Post & Courier Newspaper
5	Executive Producer	9/20/2007	2/18/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	3	1	MG Employee/Employee Referral
				Recruitment Source List Contacted for Specific Vacancies (see attached list)			
6	Sales Assistant	10/24/2007	1/7/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	1	1	WCBD Website
7	General Manager	7/3/2007	10/1/2007	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	11	1	MGBG Website
				Recruitment Source List Contacted for Specific Vacancies (see attached list)			
8	Sports Anchor Weekend	9/4/2007	10/1/2007	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	3	1	MGBG Website
				Recruitment Source List Contacted for Specific Vacancies (see attached list)			
9	Sales Assistant	4/7/2008	6/16/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	5	1	WCBD Website
10	Photojournalist	10/17/2007	1/7/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	1	1	MG Employee/Employee Referral
11	Account Executive	12/17/2007	1/7/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	2	1	Walk in/Unsolicited/Self Initiated/Word-of-Mouth
				Recruitment Source List Contacted for Specific Vacancies (see attached list)			

12	Account Executive	1/7/2008	4/28/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	4	1	Walk in/Unsolicited/Self Initiated/Word-of-Mouth
				Recruitment Source List Contacted for Specific Vacancies (see attached list)			
13	Local Sales Manager	7/24/2007	10/1/2007	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	4	1	MG Employee/Employee Referral
				Recruitment Source List Contacted for Specific Vacancies (see attached list)			
14	Account Executive	12/7/2007	3/3/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	4	1	Post & Courier Newspaper
				Recruitment Source List Contacted for Specific Vacancies (see attached list)			
15	Photojournalist	6/6/2008	7/7/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	2	1	SC Employment Security Commission
16	Assignment Editor	6/17/2008	7/14/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	4	1	Walk in/Unsolicited/Self Initiated/Word-of-Mouth
17	Assignment Editor	6/17/2008	7/21/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	4	1	WCBD Website
18	Account Executive	3/3/2008	7/28/2008	Recruitment Source List Contacted for Each FT Vacancy (see attached list)	8	1	Walk in/Unsolicited/Self Initiated/Word-of-Mouth
				Recruitment Source List Contacted for Specific Vacancies (see attached list)			

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Recruitment Sources Contacted for Each Full-Time Vacancy

Station: WCBD-TV2					
Period Covered: 8/1/2007 - 7/31/08					
No.	Recruitment Source	Contact	Name	Total Interviewed	Entitled to Notification
1	SC Employment Security Commission	176 Lockwood Dr., Charleston, SC 29403-5158	Job Services	3	N
2	NAACP	93 Spring Street, Charleston, SC 29403	Career Services		N
3	NABJ	8701A Adelphi Rd., Adelphi, MD 20783-1716	nabj.org		N
4	Native American Journalist Association	University of South Dakota 414 E. Clark St., Vermillion, SD	naja.com		N
5	Asian American Journalist Association	1182 Market Street #320, San Francisco, CA 94102	aaaja.org		N
6	National Association of Hispanic Journalist	1000 National Press Building, Washington, D.C. 20045-2001	nahj.org		N
7	National Association of Broadcasting	1771 N. Street NW, Washington, D.C. 20036	nab.org/bcc		N
8	Emma L. Bowen Foundation	1299 Pennsylvania Ave., NW 11th floor, Washington, D.C.	ccnma.org		N
9	Trident Urban League	535 King St. #20249-0249, Charleston, SC 29402	Career Services		N
10	College of Charleston	66 George Street, Charleston, SC 29424	Career Services		N
11	University of South Carolina	University of South Carolina, Columbia, SC 29202	Career Services		N
12	Charleston Southern University	P.O. Box 118087, Charleston, SC 29423-8087	Career Services		N
13	Frances Marion University	P.O. Box 100547, Florence, SC 29501-0547	Career Services		N
14	Trident Technical College	P.O. Box 10367, Charleston, SC 29411	Career Services		N
15	Newberry College	2100 College Street, Newberry, SC 29108	Office of Career Services		N
16	SC State University	P.O. Box 7068, Orangeburg, SC 29117	Career Services		N
17	Claflin University	400 Magnolia Street, Orangeburg, SC 29115	Office of Career Services		N
18	Ohio Center of Broadcasting	9000 Sweet Valley Dr., Valley View, OH 44125	Gary James		N
18	Clemson University	403 Strode Tower #314510, Clemson, SC 29634	Career Services		N
19	University of North Carolina	CB #3365, Chapel Hill, NC 27599	Career Services		N
20	University of Georgia	Sanford & Baldwin Street, Athens, GA 30602-3018	Career Services		N
21	Florida State University	Florida State University, Tallahassee, FL 32306-2064	Career Services		N
22	WUFT-TV University of Florida	P.O. Box 118405, Gainesville, FL 32611	G. Stewart Smith		N
23	University of Missouri	120 Neff Hall, Columbia, MO 65211	Career Services		N
24	Northwestern University	1845 Sheridan Rd., Fisk Hall #106, Evanston, IL 60208	Career Services		N
25	TVJobs.com	www.tvjobs.com	Mark Holloway		N
26	Media Line (web site)	www.medialine.com	www.medialine.com		N
27	SCBA	One Harbison Way #112 Columbia, SC 29212	Karen Nettles		N
28	Client Referral				N
29	MGBG Web Site	Corp HR		15	N
30	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)			9	N
31	WCBD Web Site	Corp HR		23	N
32	Walk in/Unsolicited/Self Initiated/Word-of-Mouth			10	N
33	Internal Candidate				N
34	Rehire				N

Recruitment Sources Contacted for Specific Vacancies

35	Spots N Dots	167 Oakdale Rd. Johnson City, NY 13790	www.spotsndots.com		N
36	TV Week	Eric Chasko echasko@crain.com	Eric Chasko		N
37	Broadcast & Cable	Neil/Yuki fax 646-746-6954	Yuki Atsumi		N
38	Talent dynamics	8828 Stemmons, Suite 510, Dallas, TX 75247	www.talentedynamics.com		N
39	Post & Courier	Cherry Brown 843-937-5424	Cherry Brown	5	N
40	The State Paper	P.O. Box 1333 Columbia, SC 29202	Jane Brunson		N

EEO Public File Report - Supplemental Recruiting Initiatives					
Station: WCBD-TV - Charleston, SC					
Period Covered by Report: 8/1/07 - 7/31/08					
No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	on-going	Intern Program	Expose Eligible College Students to a broadcast environment	Host interns from Colleges who are majoring in broadcast production, promotions, journalism or advertising, allowing them to gain hands-on knowledge while obtaining college credit.	News Director - Dan Fabrizio, Intern Coordinator - Tara Higgerson
2	on-going	Training Programs	Training employees to do jobs other than what they were hired for.	Department heads are continually training their employees on other desks to enable current station personnel to acquire skills that will assist them in obtaining internal promotions or realize their personal career goals and even transfer to larger markets.	News Director-Dan Fabrizio, Marketing Director- Mark Bradley
3	1/22/2008	Aim 2 Career Fair, Mt. Pleasant SC	Attend career fair to meet candidates for open positions and internships - expose community to our organization	Department heads attend career fair to screen potential employees, collect resumes, meet potential interns and market our organization. Resumes are collected and marketing info is handed out to attendees.	News Director-Dan Fabrizio, Marketing Director- Mark Bradley, General Sales Manager - PJ Ryal, Local Sales Manager - Karen Simms, General Manager - Rick Lipps
4	4/7/2008	SCBA Job Fair	Attend job fair for soon to graduate students.	Attended two-hour South Carolina Broadcasters Association Job Fair to talk with students from South Carolina Colleges and Universities about careers in broadcasting, during which we accepted resumes and answered individual questions. (represented - CBD, SPA, BTW, VTM and IMD)	News Director-Dan Fabrizio, Marketing Director- Mark Bradley,