

EEO Public File Report							
Station: WCBD-TV2 - Charleston, SC							
Period Covered by Report: 8/1/08-7/31/09							
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	Photojournalist	6/26/2008	9/15/2008	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	Walk in/Unsolicited/Self Initiated/Word-of-Mouth
2	Producer	6/5/2008	9/15/2008	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	2	1	WCBD Web Site
3	Account Executive	9/12/2008	10/13/2008	Recruitment Source List Contacted for Specific Vacancies (TV Employment Promotion)	1	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
4	Sales Assistant	11/5/2008	12/1/2008	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	SC Broadcasters Assoc.
				Recruitment Source List Contacted for Specific Vacancies (TV Employment Promotion)			
5	Producer	7/22/2008	12/8/2008	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	2	1	MGBG Web Site
				Recruitment Source List Contacted for Specific Vacancies (TV Employment Promotion)			
6	Producer	10/13/2008	12/8/2008	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	1	1	MGBG Web Site
				Recruitment Source List Contacted for Specific Vacancies (TV Employment Promotion)			
7	Reporter	10/13/2008	12/8/2008	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	1	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
8	Reporter	10/13/2008	1/5/2009	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	2	1	Walk in/Unsolicited/Self Initiated/Word-of-Mouth

9	Local Sales Manager	8/14/0/8	12/1/2008	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	7	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
				Recruitment Source List Contacted for Specific Vacancies (Spots N Dots, TV Employment Promotion, TVJobs.com)			
10	Local Sales Manager	6/10/2009	7/13/2009	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	4	1	Rehire
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Recruitment Sources Contacted for Each Full-Time Vacancy

No.	Recruitment Source	Contact	Name	Total Interviewed	Entitled to Notification
1	SC Employment Security Commission	176 Lockwood Dr., Charleston, SC 29403	Job Services		N
2	NAACP	93 Spring Street, Charleston, SC 29403	Career Services		N
3	NABJ	8701A Adelphi Rd., Adelphi, MD 20783	nabj.org		N
4	Native American Journalist Association	University of South Dakota 414 E. Clark	naja.com		N
5	Asian American Journalist Association	1182 Market Street #320, San Francisco, CA	aaaja.org		N
6	National Association of Hispanic Journalists	1000 National Press Building, Washington, DC	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, DC	ccnma.org		N
9	Trident Urban League	535 King St. #20249-0249, Charleston, SC	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	Career Services		N
12	Charleston Southern University	P.O. Box 118087, Charleston, SC 29423-0877	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	Clafin University	400 Magnolia Street, Orangeburg, SC 29117	Office of Career Services		N
18	Ohio Center of Broadcasting	9000 Sweet Valley Dr., Valley View, OH	Gary James		N
19	Clemson University	403 Strode Tower #314510, Clemson, SC	Career Services		N
20	University of North Carolina	CB #3365, Chapel Hill, NC 27599	Career Services		N
21	University of Georgia	Sanford & Baldwin Street, Athens, GA 30602	Career Services		N
22	Florida State University	Florida State University, Tallahassee, FL 32306-2064	Career Services		N
23	WUFT-TV University of Florida	P.O. Box 118405, Gainesville, FL 32611	G. Stewart Smith		N
24	University of Missouri	120 Neff Hall, Columbia, MO 65211	Career Services		N
25	Northwestern University	1845 Sheridan Rd., Fisk Hall #106, Evanston, IL	Career Services		N
26	SCBA	One Harbison Way #112 Columbia, SC 29201	Karen Nettles	1	N
27	Client Referral				N
No.	Recruitment Source	Contact	Name	Total Interviewed	Entitled to Notification
28	MGBG Web Site	333 E. Franklin St. / Richmond VA 23219	Lisa Mullins	2	N
29	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by			9	N
					N
					N
30	WCBD Web Site	210 W. Coleman Blvd./Mt. Pleasant 29462	Pre'jean Andrews	3	N

31	Walk in/Unsolicited/Self Initiated/Word-of-Mouth			5	N
32	Internal Candidate			3	N
33	Rehire			1	N

Corporate Sources Contacted for Each Vacancy

34	Media Line (web site)	P.O. Box 51909,Pacific Grove, CA 93950	www.medialine.com		N
35	Rice University	6100 Main, Houston, Texas 77005-1827			N
36	Talent dynamics	8828 Stemmons,Suite 510, Dallas, TX 75	www.talentedynamics.com		N

Recruitment Sources Contacted for Specific Vacancies

37	Spots N Dots (for: LSM position)	167 Oakdale Rd. Johnson City, NY 13790	www.spotsndots.com	2	N
40	TV Employment Promotion(for: AE, LSM. Producer,Sales Assistant positions)	210 W. Coleman Blvd., Mt. Pleas, SC 294	Dan Fabrizio		N
41	TVJobs.com (for: LSM position)	P.O. Box 4116,Oceanside, CA 92052	Tvjobs.com		

EEO Public File Report - Supplemental Recruiting Initiatives
Station: WCBD-TV - Charleston, SC
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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	Programs Training	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, Business Manager-Laura Hartin, PJ Ryal-General Sales Manager, Rick Lipps-General Manager