

EEO Public File Report							
Station: WCBD-TV2 - Charleston, SC							
Period Covered by Report: 8/1/10-7/31/11							
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	Account Executive	7/27/2010	8/16/2010	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted	3	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
2	Director of Digital Journalism	6/30/2010	10/11/2010	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (Spots N Dots, TV Employment Promotion, TVJobs.com	4	1	MG/WCBD Website
3	Producer	9/13/2010	10/11/2010	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
4	Account Executive	9/14/2010	10/25/2010	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted	2	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
5	Digital Journalist	8/3/2010	11/1/2010	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	2	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
6	Account Executive	9/22/2010	12/6/2010	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted	3	1	MG/WCBD Website
7	Sales Assistant	11/9/2010	12/6/2010	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	3	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
8	Content Producer	11/16/2010	2/14/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	2	1	MG/WCBD Website
9	Digital Journalist	10/13/2010	4/11/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached)	4	1	Walk in/Unsolicited/Self Initiated/Word-of-Mouth
10	Digital Journalist	3/14/2011	4/25/2011	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
11	Account Executive	5/23/2011	7/5/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (Spots N Dots.)	4	1	MG/WCBD Website
12	Sales Assistant	5/31/2011	7/5/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (Spots N Dots.)	4	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
13	Account Executive	5/23/2011	7/18/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (Spots N Dots.)	3	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
14	Production Technician	5/31/2011	7/25/2011	Recruitment source list (see attached) contacted for each full-time vacancy & corporate list contacted for each vacancy (see attached); Recruitment Source List Contacted for Specific Vacancies (Spots N Dots.)	6	1	MG/WCBD Website
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WCBD-TV Charleston, SC					
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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 29403-5158	Job Services		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	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. 2004	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	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	Clafin 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
19	Clemson University	403 Strode Tower #314510, Clemson, SC 29634	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 30602-3018	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 60208	Career Services		N
26	SCBA	One Harbison Way #112 Columbia, SC 29212	Karen Nettles		N
27	Client Referral				N
No.	Recruitment Source	Contact	Name	Total Interviewed	Entitled to Notification
28	MG/WCBD Web Site	333 E. Franklin St. / Richmond VA 23219		15	N
29	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)			11	N
30	Walk in/Unsolicited/Self Initiated/Word-of-Mouth			9	N
31	Internal Candidate			2	N
32	Indeed.com	177 Broad Street, 6th floor, Stamford, CT 06901		5	N
33	Monster.com	622 Third Ave., 39th floor, New York, NY 10017		3	N
34	Rehire				N
Corporate Sources Contacted for Each Vacancy					
35	Media Line (web site)	P.O. Box 51909, Pacific Grove, CA 93950	www.medialine.com		N
36	Rice University	6100 Main, Houston, Texas 77005-1827			N
37	Talent dynamics	8828 Stemmons, Suite 510, Dallas, TX 75247	www.talentedynamics.com		N
Recruitment Sources Contacted for Specific Vacancies					
38	Spots N Dots (for: Sales positions)	167 Oakdale Rd. Johnson City, NY 13790	www.spotsndots.com		N
39	TV Employment Promotion (for: AE, Sales and Production positions)	210 W. Coleman Blvd., Mt. Pleas, SC 29464	Scott Flannigan		N
40	TVJobs.com (for: DOJ position)	P.O. Box 4116, Oceanside, CA 92052	Tvjobs.com		
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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 - Scott Flannigan, Intern Coordinator - Josh Marthers
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-Scott Flannigan, Business Manager-Laura Galton, Chuck Groome-General Sales Manager, Rick Lipps-General Manager
3	April 5, 2011	Career Fair	South Carolina Broadcast Association Job Fair	Day-long event accepting resumes and talking with students about broadcasting careers. Interstate Career Fair is an annually held job fair targeting graduating students from area colleges and universities. (WSPA represented all Media General properties in the Mid South, NC Markets)	HR Generalist, Meema Vollmer Paul Gourley, Executive Producer