

**EEO Public File Report**  
**Station: WJAR-TV Providence, RI/New Bedford, MA**  
**Period Covered by Report: December 1, 2008 to November 30, 2009**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Account Executive	9/10/2008	1/5/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	8	1	Internet posting: Spotsndots.com
				Recruitment Sources Contacted for Specific Vacancies (see attached)			
2	Business Manager	10/5/2009	11/30/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	9	1	Internet posting: hotjobs.com
				Recruitment Sources Contacted for Specific Vacancies (see attached)			

**EEO Public File Report**  
**Recruitment Sources Contacted for Each Full-Time Vacancy**  
**Station: WJAR-TV - Providence, RI/New Bedford, MA**  
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No.	Recruitment Source	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	<b>RICJ</b> 80 Washington Street, Room 227 Providence, RI 02903	Toby Ayers 401-467-1712	0	N
2	<b>RI Indian Council</b> 807 Broad Street Providence, RI 02907	Allison Greene 401-941-3398	0	N
3	<b>Urban League of RI</b> 246 Prairie Avenue Providence, RI 02907	Employment Services 401-351-5000	0	N
4	<b>SER - Jobs for Progress</b> 164 Bedford Street Fall River, MA 02720	Paula Raposa Executive Director 508- 676-1916	0	N
5	<b>SER - Jobs for Progress</b> 101 Main Street, Suite 302 Pawtucket, RI 02860	Lissa D. Dreyer Executive Director 401-724-1820	0	N
6	<b>Blacks Interested in Communications</b> 1468 Broad Street Providence, RI 02905	George Castro Executive Director 401-941-9370	0	N
7	<b>Vocational Resources/Goodwill Industries</b> 100 Houghton Street Providence, RI 02904	Mark Chute 401-861-2080	0	N
8	<b>Center for Hispanic Policy &amp; Advocacy - CHisPA</b> 421 Elmwood Avenue Providence, RI 02907	Miguel Sanchez-Hartwein 401-467-0111	0	N
9	<b>Northeastern University</b> 360 Huntington Avenue Boston, MA 02115 <a href="mailto:husky@neu.edu">husky@neu.edu</a>	Alumni Career Link 617-373-4249	0	N
10	<b>Salve Regina University</b> 100 Ochre Point Avenue Newport, RI 02840 <a href="mailto:career@salve.edu">career@salve.edu</a>	Office of Career Development 401-341-2913	0	Y
11	<b>Bryant University</b> 1150 Douglas Pike Smithfield, RI 02917 <a href="mailto:ocs@bryant.edu">ocs@bryant.edu</a>	Career Center 401-232-6000	0	N
12	<b>Roger Williams University</b> One Old Ferry Road Bristol, RI 02809 <a href="https://www.myinterfase.com/rwu/employer">https://www.myinterfase.com/rwu/employer</a>	Career Center Center for Student Development (401) 254 - 3224	0	N
13	<b>University of Rhode Island</b> 228 Roosevelt Hall Kingston, RI 02881 <a href="https://www.myinterfase.com/uri/employer">https://www.myinterfase.com/uri/employer</a>	Audrey Tessier Career Services 401 874-4012	0	N
14	<b>Providence Journal</b> 75 Fountain Street Providence, RI 02903 <a href="http://projo.com/hotjobs.yahoo.com">projo.com / hotjobs.yahoo.com</a>	Classifieds 401-277-7600	6	N
15	<b>Rice University</b> 6100 Main Houston, TX 77005	'cbjob@mailman.rice.edu'	0	N
16	<b>MediaLine</b> Box 51909 Pacific Grove, CA 93950 'mark@medialine.com'	Mark Shilstone 800-237-8073	0	N
17	<b>Talent Dynamics</b> 8828 Simmons, Suite 510 Dallas, TX 72547	'hedding@talentdynamics.com'	0	N
18	<b>Providence Human Relations Commission</b> 400 Westminster Street, 4th Floor Providence, RI 02903	Melba Depena Executive Director	0	N
19	<b>Broadcast Employment Services</b> P.O. Box 4116 Oceanside, CA 92052 <a href="http://tvjobs.com">tvjobs.com</a>	Mark Holloway 800-237-8073	0	N
20	<b>RI Department of Labor &amp; Training</b> 1511 Pontiac Avenue Cranston, RI 02920 <a href="http://www.dlt.ri.gov/employer.htm">http://www.dlt.ri.gov/employer.htm</a>	401-462-8000	0	N
21	<b>Media General website/WJAR website</b>	<a href="http://www.mediageneral.com">www.mediageneral.com</a> <a href="http://www.turnto10.com">www.turnto10.com</a>	0	N
22	MG Employee Referral		3	N
23	MG Employee			N
24	Internet (Career Builder.com)	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	1	
25	Internet (Not specified)			N
26	Agency (Not specified)			N
27	Self-initiated/not specified		6	N

No.	Recruitment Sources Contacted for Specific Vacancies	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	Spots 'n Dots (www.spotsndots.com)	Emily McKay 800-978-7635	1	N

TOTAL INTERVIEWED FROM ALL SOURCES

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**EEO Public File Report**  
**Supplemental Recruitment Initiatives**  
**Station: WJAR, Providence, RI/New Bedford, MA**  
**Period Covered by Report: December 1, 2008 through November 30, 2009**

No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1	Internship Program	On-Going	Expose eligible college/high school students to the broadcasting environment	Host students who are either majoring in broadcast related studies or wish to pursue a broadcast career.	General Manager; News, sports & HR management; various other WJAR employees
2	Job Fair	11/4/2009	University of Rhode Island's Internship/Career Fair	Station representatives inform students of job opportunities/internships at WJAR, and explain types of skills needed to pursue broadcast career paths	Lori Needham and other members of RI Broadcasters Association
3	Job Fair	10/22/2009	Johnson & Wales University's Sports, Entertainment & Events Career Fair	Station representatives inform students of job opportunities/internships at WJAR, and explain types of skills needed to pursue broadcast career paths	Joanne Schenck, HR
4	Job Fair	9/23/2009	Miami University Career Fair	Station representatives inform students of job opportunities/internships at WJAR, and explain types of skills needed to pursue broadcast career paths	Reema Kami, WCMH HR, recruited for WJAR internships
5	Internal Advancement Training	On-going	Internal departmental/employee training	Employees are being cross-trained in different functions as a means of gaining the skills and knowledge necessary for future growth and promotion.	Employees in News, Operations, Marketing
6	Station Activity: Job Shadowing	5/28/2009	Central High School - Job Shadowing Day	Hosted 2 students for a half-day shadowing opportunity in News and Operations.	Jim Martin, Managing Editor; Joe Doris, Operations Manager; various News/Operations personnel
7	Station Activity: Career Mentoring	October, 2008-May, 2009	Providence College's Executive Career Mentor Program	Student is matched with an executive from WJAR, who will serve as a mentor to her throughout the student's senior year.	Lisa Churchville, General Manager
8	Station Activity: Senior Project Mentoring	October, 2008-May 2009	Narragansett High School's Senior Project	Student is matched with a mentor from her area of interest who assists with final project. Mentor exposes the student to his field, offers support and guidance, and encourages the student to achieve her maximum learning potential.	Gary Ley, Weather Anchor
9	Station Activity: Speaking Engagement	10/20/2009	Northeast Regional Public Health Leadership Institute's NEPHLI Scholars Conference	Station representatives discuss the workings of a local TV station, various positions, educational requirements and skills needed to pursue a broadcast career.	Jim Martin, Managing Editor
10	Station Activity: Speaking Engagement	10/8/2009	Providence College's "Leaders on Leadership"	Station representatives discuss the workings of a local TV station, various positions, educational requirements and skills needed to pursue a broadcast career.	Lisa Churchville, General Manager
11	Station Activity: Speaking Engagement	4/29/2009	Classical High School	Station representatives discuss the workings of a local TV station, various positions, educational requirements and skills needed to pursue a broadcast career.	Harry Cicma, Sports Reporter
12	Station Activity: Speaking Engagement	3/26/2009	Junior Achievement/Barrington High School	Station representatives discuss the workings of a local TV station, various positions, educational requirements and skills needed to pursue a broadcast career.	Harry Cicma, Sports Reporter
13	Station Activity: Speaking Engagement	3/26/2009	Rhode Island College	Station representatives discuss the workings of a local TV station, various positions, educational requirements and skills needed to pursue a broadcast career.	Lisa Churchville, General Manager