

## EEO Public File Report

Period Covered by Report: December 1, 2008 - November 30, 2009

Station: WRBL-TV - Columbus, GA

Full Time Position	Position Title	Dated Opened	Date Filled	Recruitment Source	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Account Executive	3/23/2009	4/13/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) and Sources for Specific Vacancies (see attached)	6	1	employee/previous employee referral
2	Weather Anchor	5/19/2009	8/31/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) and Sources for Specific Vacancies (see attached)	1	1	Walk-in/Self Initiated
3	Digital Journalist	8/4/2009	9/14/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) and Sources for Specific Vacancies (see attached)	3	1	Walk-in/Self Initiated
4	Digital Journalist	8/4/2009	11/16/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) and Sources for Specific Vacancies (see attached)	4	1	MG Website

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Recruitment Sources Contacted for Specific Vacancies

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No.	Recruitment Source	Contact/Telephone #	Total Interviewed By Source	Entitled to Notification
1	MediaLine (Positions 2, 3, 4) PO Box 51909 Pacific Grove, CA 93950	<a href="http://www.medialine.com">www.medialine.com</a> 800-237-8073	0	N
2	Craigslist (Position 1) 1381 9th Ave., San Francisco, CA 94122	post.craigslist.org	1	N
<b>Total</b>			<b>1</b>	

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**Recruitment Sources Contacted for Each Full-Time Vacancy**  
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No.	Recruitment Source	Contact/Telephone #	Total Interviewed By Source	Entitled to Notification
1	NAACP 2034 Metropolitan Parkway, Atlanta GA 30315	Judith Hanson 404/761/1266		N
2	Opelika-Auburn News 3505 Pepperell Parkway, Opelika, AL 36801	Sheila Haydel (334) 737-2514		N
3	Columbus State University 4225 University Avenue, Columbus, GA 31902	Career Services 706/569-3120		
4	Alabama State University Post Office Box 271, Montgomery, AL 36101-0271	Ms. Doris Jenkins 334/229-4156		N
5	Georgia Department of Labor Post Office Box 390, Columbus, GA 31902	Career Services fax 706/649-1827		N
6	Columbus Technical College 928 Manchester Expressway, Columbus, GA 31904	Career Center 706/649-1827		N
7	University of Alabama Post Office Box 850172, Tuscaloosa, AL 35487	Jim Oakley 205/348-6010		N
8	Columbus Times 2230 Buena Vista Road, Ft. Benning, GA 31905	Tanya Williams 706/324-0401		N
9	Troy State University One University Place, Phenix City, AL 36867	Ellen Harris 334/244-3342		N
10	Army Community Services Employment Readiness Program Bldg. 2624 Soldier's Plaza, Ft. Benning, GA 31905	Mark Mills 706/545-2836		N
11	Art Institute of Atlanta 6600 Peachtree Dunwoody Road, Atlanta, GA 30028	Nicole Langton 770/394-8300		N
12	Dothan Eagle 227 N. Oates St., Dothan, AL 36303	Alice Trawick 334/712-7986		N
13	TVJobs (web site) Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	<a href="http://www.TVJobs.com">www.TVJobs.com</a> 800-374-0119		N
14	Talent Dynamics (web site) 600 E Las Colinas Blvd, Ste 100 Irving, TX 75039	Corporate HR 214-630-9590		N
15	GA Dept of Labor - Columbus Career Center 700 Veterans Parkway, Columbus, GA 31902	Phyllis May 706/649-7423		Y
16	Alabama State University, Dept. of Communications P.O. Box 271, Montgomery, AL 36101-0271	A. David Okeowo 334-229-4493		Y
17	Eufaula Tribune 514 E Barbour St., Eufaula, AL 36027	Alice Trawick 334/712-7986		N
18	MGBG /WRBL Web Site 333 E Franklin St., Richond, VA 23219	Corporate HR 804-649-6000	4	
19	CareerBuilders (web site) 200 N LaSalle St., Ste 1100, Chicago, IL 60601	<a href="http://www.CareerBuilders.com">www.CareerBuilders.com</a> 773-527-3600		N
20	Walk-in/Self Initiated		3	N
21	Employee/previous employee referral		4	N
22	Client referral		2	N
<b>Total</b>			<b>13</b>	

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## Supplemental Recruitment Initiatives

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No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1	Training programs	On-going	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 transfers to larger markets.	Otis Picket-Pres/GM; Christine Tanaka-News Dir.; Megan Hannigan/Shelly Matthews-Marketing Dir; Kevin Roble-Chief Photog; Arthur Shipp-Production Manager; Carlos Williams-Creative Services Dir
2	Intern Program	On-going	Expose eligible college students to the broadcasting environment.	Host interns from area colleges as part of their course credit who are majoring in broadcast journalism or broadcast production.	Otis Picket-Pres/GM; Christine Tanaka-News Dir.; Megan Hannigan/Shelly Matthews-Marketing Dir; Kevin Roble-Chief Photog; Arthur Shipp-Production Manager; Carlos Williams-Creative Services Dir