

## EEO Public File Report

Period Covered by Report: December 1, 2010 - November 30, 2011

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	10/11/2010	2/14/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	career builders (website)
2	Local Sales Manager	11/23/2010	3/21/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	Dothan Eagle
3	Account Executive	2/16/2011	4/25/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	1	1	MG /WRBL Web Site
4	Account Executive	2/16/2011	4/25/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	1	1	Self Initiated/Walk-in/Employee/Word of Mouth/Other Source
5	IT Support	4/11/2011	6/20/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	7	1	Self Initiated/Walk-in/Employee/Word of Mouth/Other Source
6	Digital Journalist	7/5/2011	8/15/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG /WRBL Web Site
7	Digital Journalist	7/21/2011	9/12/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG /WRBL Web Site
8	Administrative Assistant	8/24/2011	11/21/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	MG /WRBL Web Site
9	Digital Journalist	9/6/2011	10/10/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG /WRBL Web Site
(the # in column F number needs to match the total # on the next two tabs)					30	9	

**EEO Public File Report**  
**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		N
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	Troy State University One University Place, Phenix City, AL 36867	Ellen Harris 334/244-3342		N
9	Army Community Services Employment Readiness Program Bldg. 2624 Soldier's Plaza, Ft. Benning, GA 31905	Mark Mills 706/545-2836		N
10	Art Institute of Atlanta 6600 Peachtree Dunwoody Road, Atlanta, GA 30028	Nicole Langton 770/394-8300		N
11	Dothan Eagle 227 N. Oates St., Dothan, AL 36303	Alice Trawick 334/712-7986	1	N
12	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
13	Talent Dynamics (web site) 600 E Las Colinas Blvd, Ste 100 Irving, TX 75039	Corporate HR 214-630-9590		N
14	GA Dept of Labor - Columbus Career Center 700 Veterans Parkway, Columbus, GA 31902	Phyllis May 706/649-7423		Y
15	Alabama State University, Dept. of Communications P.O. Box 271, Montgomery, AL 36101-0271	A. David Okeowo 334-229-4493		Y
16	Eufaula Tribune 514 E Barbour St., Eufaula, AL 36027	Cindy Paster 334-687-3506		N
17	MG /WRBL Web Site 333 E Franklin St., Richond, VA 23219	Corporate HR 804-649-6000	12	N
18	<a href="http://CareerBuilders.com">CareerBuilders (web site)</a> 200 N LaSalle St., Ste 1100, Chicago, IL 60601	<a href="http://www.CareerBuilders.com">www.CareerBuilders.com</a> 773-527-3600	1	N
19	Self Initiated/Walk-in/Employee/Word of Mouth/Other Source		9	N
20	Internal Employee		1	N
21	Craigs List (web site)	<a href="http://www.Craigslist.org">www.Craigslist.org</a>		N
22	Monster Worldwide, Inc. 622 Third Avenue, 39th Floor New York, NY 10017	<a href="http://www.monster.com">www.monster.com</a>		N
23	MediaLine PO Box 51909 Pacific Grove, CA 93950	<a href="http://www.medialine.com">www.medialine.com</a> 800-237-8073		N
24	<a href="http://Indeed.com">Indeed.com</a> 177 Broad Street 6th Floor, Stamford, CT 06901	<a href="http://www.indeed.com">www.indeed.com</a>	6	N
25	<a href="http://SimplyHired.com">Simply Hired, Inc</a> 2513 Charleston Rd. Sutie 200, Mountain View, CA 94043	<a href="http://www.simplyhired.com">www.simplyhired.com</a>		N

Total	30
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# EEO Public File Report

## Supplemental Recruitment Initiatives

Station: WRBL-TV

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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.	Randy Ingram; GM; Steve Koriath-News Dir.; Kevin Roble Chief Photog; Arthur Shipp-Production Manager; Carlos Williams-Creative Services Dir
2	Mississippi Employment Expo 2011	22-Mar-11	Governors' Job Fair Network	MAB joined the Governor's Job Fair Network for stations to participate in the EEO Job Fair Initiative, mAB statons had one section completely devoted to broadcast.	Ellen Skrmetti, JTV Community Outreach & Event Coordinator; Lakisha Newell, JTV Accounting Clerk
3	Columbus State University Part-time Job Fair and Vendor Extravaganza	17-Aug-11	Part-time Job & Venodr Extravaganza	WRBL joined the Columbus State University Center for Careet Development to participate in a job fair to introduce WRBL's job opportunities, part time as well as full time, to incoming students.	Louise Thomas, HR Generalist and Randy Ingram, General Manager