

**EEO Public File Report**  
**Station: WCBD-TV2 News**  
**Period Covered by Report: 8/1/05-7/31/06**

| <b>Full-Time Position</b> | <b>Position Title</b>       | <b>Date Open</b> | <b>Date Filled</b> | <b>Recruitment Source(s) Utilized to fill vacancy (including organizations entitled to notification)</b> | <b>Number Interviewed</b> | <b>Number Hired</b> | <b>Hire Recruitment Source</b> |
|---------------------------|-----------------------------|------------------|--------------------|--|---------------------------|---------------------|--------------------------------|
| 1                         | Operations Engineer         | 11/22/2005       | 1/30/2006          | Recruitment Source List  | 4                         | 1                   | Walk-In                        |
| 2                         | Operations Engineer         | 7/11/2005        | 8/2/2005           | Recruitment Source List<br>(See Attached)  | 1                         | 1                   | Employee Referral              |
| 3                         | Local Sales Manager         | 3/16/2005        | 9/6/2005           | Recruitment Source List  | 6                         | 1                   | Employee Referral              |
| 4                         | Local Sales Assistant       | 8/17/2004        | 11/15/2004         | Recruitment Source List  | 4                         | 1                   | Trident Tech                   |
| 5                         | Sales Assistant             | 6/28/2005        | 11/14/2005         | Recruitment Source List  | 3                         | 1                   | Employee Referral              |
| 6                         | Account Executive           | 4/7/2005         | 8/15/2005          | Recruitment Source List  | 3                         | 1                   | Employee Referral              |
| 7                         | Anchor                      | 9/6/2005         | 10/3/2005          | Recruitment Source List  | 1                         | 1                   | Employee Referral              |
| 8                         | Executive Producer          | 4/20/2006        | 6/6/2006           | Recruitment Source List  | 1                         | 1                   | Rehire                         |
| 9                         | Photojournalist             | 2/28/2006        | 5/15/2006          | Recruitment Source List  | 1                         | 1                   | Clafin University              |
| 10                        | Producer                    | 5/3/2006         | 6/19/2006          | Recruitment Source List  | 2                         | 1                   | University of South Carolina   |
| 11                        | Producer                    | 3/23/2006        | 6/5/2006           | Recruitment Source List  | 1                         | 1                   | Internal Candidate             |
| 12                        | Reporter                    | 2/8/2006         | 6/26/2006          | Recruitment Source List  | 4                         | 1                   | MGBG Website                   |
| 13                        | Account Executive           | 2/21/2006        | 6/5/2006           | Recruitment Source List  | 7                         | 1                   | Employee Referral              |
| 14                        | Account Executive           | 7/11/2005        | 3/6/2005           | Recruitment Source List  | 5                         | 1                   | Employee Referral              |
| 15                        | Human Resources Coordinator | 2/8/2006         | 6/26/2006          | Recruitment Source List  | 6                         | 1                   | Post & Courier                 |
| 16                        | Reporter                    | 9/1/2005         | 12/5/2005          | Recruitment Source List  | 1                         | 1                   | Unsolicited                    |
| 17                        | Producer                    | 11/21/2005       | 1/3/2006           | Recruitment Source List  | 5                         | 1                   | Employee Referral              |

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**Recruitment Sources Contacted for Each Full-Time Vacancy**

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| No. | Recruitment Source   | Contact   | Name   | Total Interviewed | Entitled to Notification |
|-----|--|---|--|-------------------|--------------------------|
| 1   | SC Employment Security Commission  | 176 Lockwood Dr., Charleston, SC 29403-5158                       | Job Services   | 0                 | N                        |
| 2   | NAACP  | 93 Spring Street, Charleston, SC 29403                            | Career Services  | 1                 | N                        |
| 3   | NABJ   | 8701A Adelphi Rd., Adelphi, MD 20783-1716                         | nabj.org   | 0                 | N                        |
| 4   | Native American Journalist Association   | University of South Dakota 414 E. Clark St., Vermillion, SD 57069 | naja.com   | 0                 | N                        |
| 5   | Asian American Journalist Association  | 1182 Market Street #320, San Francisco, CA 94102                  | aaaja.org  | 0                 | N                        |
| 6   | National Association of Hispanic Journalist  | 1000 National Press Building, Washington, D.C. 20045-2001         | nahj.org   | 0                 | N                        |
| 7   | National Association of Broadcasting   | 1771 N. Street NW, Washington, D.C. 20036                         | nab.org/bcc  | 0                 | N                        |
| 8   | Emma L. Bowen Foundation   | 1299 Pennsylvania Ave., NW 11th floor, Washington, D.C.           | ccnma.org  | 0                 | N                        |
| 9   | Trident Urban League   | 535 King St. #20249-0249, Charleston, SC 29402                    | Career Services  | 0                 | N                        |
| 10  | College of Charleston  | 66 George Street, Charleston, SC 29424                            | Career Services  | 0                 | N                        |
| 11  | University of South Carolina   | University of South Carolina, Columbia, SC 29202                  | Career Services  | 1                 | N                        |
| 12  | Charleston Southern University   | P.O. Box 118087, Charleston, SC 29423-8087                        | Career Services  | 0                 | N                        |
| 13  | Frances Marion University  | P.O. Box 100547, Florence, SC 29501-0547                          | Career Services  | 0                 | N                        |
| 14  | Trident Technical College  | P.O. Box 10367, Charleston, SC 29411                              | Career Services  | 0                 | N                        |
| 15  | Newberry College   | 2100 College Street, Newberry, SC 29108                           | Office of Career Services  | 0                 | N                        |
| 16  | SC State University  | P.O. Box 7068, Orangeburg, SC 29117                               | Career Services  | 0                 | N                        |
| 17  | Clafin University  | 400 Magnolia Street, Orangeburg, SC 29115                         | Office of Career Services  | 1                 | N                        |
| 18  | Ohio Center of Broadcasting  | 9000 Sweet Valley Dr., Valley View, OH 44125                      | Gary James   | 0                 | N                        |
| 18  | Clemson University   | 403 Strode Tower #314510, Clemson, SC 29634                       | Career Services  | 0                 | N                        |
| 19  | University of North Carolina   | CB #3365, Chapel Hill, NC 27599                                   | Career Services  | 0                 | N                        |
| 20  | University of Georgia  | Sanford & Baldwin Street, Athens, GA 30602-3018                   | Career Services  | 0                 | N                        |
| 21  | Florida State University   | Florida State University, Tallahassee, FL 32306-2064              | Career Services  | 0                 | N                        |
| 22  | WUFT-TV University of Florida  | P.O. Box 118405, Gainesville, FL 32611                            | G. Stewart Smith   | 0                 | N                        |
| 23  | University of Missouri   | 120 Neff Hall, Columbia, MO 65211                                 | Career Services  | 0                 | N                        |
| 24  | Northwestern University  | 1845 Sheridan Rd., Fisk Hall #106, Evanston, IL 60208             | Career Services  | 0                 | N                        |
| 25  | TV Week  | Eric Chasko echasko@crain.com                                     | Eric Chasko  | 0                 | N                        |
| 26  | Broadcast & Cable  | Neil/Yuki fax 646-746-6954  | Yuki Atsumi  | 0                 | N                        |
| 27  | Post & Courier   | Cherry Brown 843-937-5424   | Cherry Brown   | 6                 | N                        |
| 28  | The State Paper  | P.O. Box 1333 Columbia, SC 29202                                  | Jane Brunson   | 0                 | N                        |
| 29  | Florence Morning News  | 843-317-7290  | N/A  | 0                 | N                        |
| 30  | TVJobs.com   | <a href="http://www.tvjobs.com">www.tvjobs.com</a>                | <a href="#">Mark Holloway</a>  | 0                 | N                        |
| 31  | Media Line (web site)  | <a href="http://www.medialine.com">www.medialine.com</a>          | <a href="http://www.medialine.com">www.medialine.com</a>             | 0                 | N                        |
| 32  | Talent dynamics  | 8828 Stemmons, Suite 510, Dallas, TX 75247                        | <a href="http://www.talentedynamics.com">www.talentedynamics.com</a> | 0                 | N                        |
| 33  | SCBA   | One Harbison Way #112 Columbia, SC 29212                          | Karen Nettles  | 0                 | N                        |
| 34  | Spots N Dots   | 167 Oakdale Rd. Johnson City, NY 13790                            | <a href="http://www.spotsndots.com">www.spotsndots.com</a>           | 2                 | N                        |
| 35  | Client Referral  |   |  | 8                 | N                        |
| 36  | MGBG Web Site  | Corp HR   |  | 9                 | N                        |
| 37  | MG Employee (employee was interviewed or the person interviewed was referred by a person working for MG) |   |  | 14                | N                        |
| 38  | WCBD Web Site  | Corp HR   |  | 0                 | N                        |
| 39  | Walk in/Unsolicited  |   |  | 9                 | N                        |
| 40  | Internal Candidate   |   |  | 2                 | N                        |
| 41  | Rehire   |   |  | 2                 | N                        |

**EEO Public File Report**  
**Supplemental Recruitment Initiatives**  
**Station: WCBD - Charleston, SC**  
**Period Covered by Report: 8/1/05-7/31/06**

| 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 College who are majoring in broadcast production, promotions, journalism or advertising, allowing them to gain hands-on knowledge while obtaining college credit.   | Kathryn Bonfield - News Director, Mark Bradley - Mkt Dir; Lindi Hughes - HR Coordinator; PJ Ryal - GSM |
| 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- Kathryn Bonfield, Marketing Director Mark Bradley                                       |
| 3  | 7/14/2006 | Intern Program    | Recruitment  | Attended University of South Carolina job fair to speak with students regarding broadcast internships and careers in broadcast television.  | Kathryn Bonfield - News Director   |