

EEO Public File Report

Period Covered by Report: December 1, 2006 - November 30, 2007

Station: WRBL-TV - Columbus, GA

1

Full Time Position	Position Title	Dated Opened	Date Filled	Recruitment Source	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Local Sales Manager	10/3/2006	12/14/2006	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	Walkin/employee referral/previous employee referral/client referral
2	HR Coordinator	8/22/2006	2/26/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	MGBG /WRBL Web Site
3	Account Executive	3/2/2007	3/12/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	Walkin/employee referral/previous employee referral/client referral
4	Writer/Producer	2/1/2007	4/9/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	1	1	MGBG /WRBL Web Site
5	Editor	4/10/2007	4/30/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	TV Jobs
6	General Sales Manager	12/1/2006	5/7/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	8	1	TV Jobs
7	Videographer	3/2/2007	5/14/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	TV Jobs
8	Assignment Editor	4/4/2007	6/11/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	1	1	AAJA Student Workshop
9	Sales Assistant	5/29/2007	7/2/2007	Recruitment Sources Contacted for Specific Vacancies (see attached) Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Walkin/employee referral/previous employee referral/client referral
10	Videographer	1/28/2007	7/9/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Walkin/employee referral/previous employee referral/client referral
11	Account Executive	3/2/2007	7/23/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	Walkin/employee referral/previous employee referral/client referral
12	Reporter	3/2/2007	8/6/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	Walkin/employee referral/previous employee referral/client referral
13	Anchor	2/1/2007	8/6/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	Walkin/employee referral/previous employee referral/client referral

14	Marketing Director	5/8/2007	8/20/2007	Recruitment Sources Contacted for Specific Vacancies (see attached)	5	1	Internal candidate
				Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)			
15	Anchor/Executive Producer	8/2/2007	9/3/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	MGBG /WRBL Web Site
16	Writer/Producer	6/5/2007	11/5/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	Internal candidate
17	Writer/Producer	8/28/2007	11/5/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	MGBG /WRBL Web Site
18	Videographer	8/28/2007	11/12/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	5	1	Internal candidate
19	Photographer	10/3/2007	11/12/2007	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	Walkin/employee referral/previous employee referral/client referral
					60	19	

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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	Judith Hanson 404/761/1266		N
2	Opelika-Auburn News 3505 Pepperell Parkway, C	Sam Williar (334) 737-2514	1	N
3	Columbus State University Career Services 4225 University Avenue, C			
4	Alabama State University Post Office Box 271, Mont	Ms. Doris Jenkins 334/229-4156		N
5	Georgia Department of Labor Post Office Box 390, Colu	Career Serv. fax 706/649-1827	1	N
6	Columbus Technical College 928 Manchester Expressw	Career Center 706/649-1827		N
7	University of Alabama Post Office Box 850172, T	Jim Oakley 205/348-6010		N
8	Columbus Times 2230 Buena Vista Road, F	Tanya Williams 706/324-0401		N
9	Troy State University One University Place, Phe	Ellen Harris 334/244-3342		N
10	Army Community Services Employment Readiness Program Bldg. 2624 Soldier's Plaza	Mark Mills 706/545-2836		N
11	Art Institute of Atlanta 6600 Peachtree Dunwoody	Nicole Brad 770/394-8300	2	N
12	Dothan Eagle	Alice Trawick		

	227 N. Oates St., Dothan, , 334/712-7986		N
13	TVJobs (web site) www.TVJobs	5	N
14	Media Line (web site) www.Medialine.com		N
15	Talent Dynamics (web site Corporate HR		N
16	GA Dept of Labor - Colum Walter A. Pollock, Jr. 700 Veterans Parkway, Co 706/649-7423		Y
17	Alabama State University, A. David Okeowo P.O. Box 271, Montgomer 334-229-4493		Y
18	MG Web Site Corporate H Walkin/employee/previou s employee referral/client	14	
19	referral	21	N
20	Internal Employee AAJA Atlanta Student	9	
21	Workshop	2	
Total		55	

EEO Public File Report
Recruitment Sources Contacted for Specific Vacancies
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No.	Recruitment Source	Contact/ Telephone #	Total Interviewed By Source	Entitled to Notification
1	Graeme Newell Marketir	Sandy Lizil slizik@602communications.com	0	N
2	Craigslist	post.craigsl ist.org	0	N
3	Columbus Ledger Enquirer	Jewel Brow. 17 W 12th Street Columbu	1	N
4	Sierra Marketing	Becky Oster 859-441-1062	4	N
Total			5	

EEO Public File Report
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 aquire 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

3	AJA Atlanta Student Worksh	3/31/2007	Served on a number of panels designed to help and instruct students and grads interested in Journalism careers.	Attended the Asian-American Journalist Association's Student Workshop which is geared towards college students and recent graduates who are trying to break into the business; served on a number of panels; handed out open position information to attendees and received resumes of potential job candidates.	Christine Tanaka-News Dir.
4	AUSA Job Fair	5/17/2007	Handed out open position information to attendees	At Job Fair held at Fort Benning 5/17/07 - handed out open position information to attendees - many of which were retired or retiring military personnel as well as college students who were seeking employment in the broadcast industry.	Candace Culver-HRC; Arthur Shipp-Production Manager
5	AIA Spring Portfolio Show	6/15/2007	Handed out open position information to attendees	Attended the Art Institue of Atlanta Spring Portfolio Show held in Atlanta 6/15/07 - viewed portfolios of graduating students and handed out open position information; received resumes of potential job candidates. - hundreds of which are college students who are seeking to land their first job in broadcast marketing and production.	Shelly Matthews-Marketing Dir.