

**EEO Public File Report
WFTV,INC AND WRDQ,INC
October 1 2012 through September 30 2013
Positions Filled**

Full Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Promotion Manager	8/30/2012	10/2/2012	Bethune Cookman College		
				Full Sail		
				NAACP		
				Edward Waters College		
				Rollins College Career Services		
				Professional Employment Network		
				Florida A&M University		
				Vocational Rehabilitation		
				Seminole Community College		
				Stetson university Career Center		
				Sierra Marketing	2	
				Metro Traffic		
				Brevard Community College		
				In-House Bulletin Boards (internal)	2	
				Employee Referral	1	
				Client Referral		
				Walk In / Prospected		
				Other - Craig's List		
				Cox Career Network	1	
				wftv.com		
				Spots N Dots		
				Television Bureau of Advertising		
				Broadcast & Cable		
				Talent Dynamics		
				Napoli Management		
				LinkedIn		
				Career Resource Center UCF		
				602 Communications	4	1

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

Number	Recruitment Source	Telephone Number	Contact	Total Interviewed	Entitled to Notification
1	Bethune Cookman College 640 Cr. Mary McLeod Bethune Blvd. Daytona Beach, FL 32114	386.481.2143	Davita Bonner Director, Career Counseling bonnerd@cookman.edu		y
2	Career Resource Center UCF Adm Bldg. Suite 125 4000 Central Florida Blvd. Orlando, FL 32816	407-823-2361	Xavier Humphrey		y
3	Full Sail 3300 University Blvd. Winter Park, FL 32792	407-679-0100	Tammy Gilbert		n
4	NAACP PO Box 555643 Orlando, FL 32855-5643	352-357-6811	Rufus Brooks		y
5	Edward Waters College Jacksonville, FL 32209	904-355-3030	Human Resources		n
6	Rollins college Career Services Campus Box 2587 Winter Park, FL 32789-4499	407-646-2195	John Gallagher		n
7	Florida A&M University 1668 South MLK Blvd. Tallahassee, FL 32307	850-599-3027	Dean Hawkins		n
8	Vocational Rehabilitation 3191 Maguire Blvd. Suite 243 Orlando, FL 32803	407-897-2700	Don Simpson		y
9	Seminole Community College Career Center 100 Weldon Blvd. Sanford, FL 32773	407-708-4722	Career Center		y
10	Stetson University Career Services 421 North Woodland Blvd. Unti 8395 Deland, FL 32733	407-328-2050	Randy Posky		y
11	Brevard Community College	386-822-7315	Annette Accorto		n

12	Career Center 3865 Wickham Road Melbourne, FL	407-531-1232		y
13	Workforce Central Florida 1563 Florida Mall Ave Orlando, FL 32809	407-822-5910	Renee Driscoll	y
14	In-house Bulletin Boards Employee Referral 490 East South Street Orlando, FL 32801	678-645-0000	Cox Enterprises	n
15	Cox Career Network 6205 Peachtree Atlanta, GA 30319 WFTV.com 490 East South Street Orlando, FL 32801	407-822-5900	Brett Bowman	n

SOURCES USED FOR SPECIFIC OPEN POSITIONS

16	Napoli Management 8844 West Olympic Blvd. Suite 100 Beverly Hills, CA 90211-3697	310-385-8222	Menez Napoli	n
17	Media Recruiter 20456 E. Orchestra Centennial, OH 80016	303-400-5150	Jim Birschbach	n
18	Broadcast & Cable 5700 Wilshire Blvd Los Angeles, CA 90036-5804	323-965-2089		n
19	Spots N Dots 167 Oakdale Road Johnson City, NY	1888-884-2630	Emily Gates	n
20	Ideanet 6839 Charter Hills Road Charlotte, NC	704-543-1426	Graehm Newell	n
21	Talent Dynamics 8828 Stemmons Freeway, Ste. 510 Dallas, TX 75247	214-630-9590	Sandra Cannel	n

22	tvjobs.com Broadcast Employment PO Box 4116 Sierra Marketing 1103 Halcyon Avenue Nashville, TN 37204	760-754-8177	10	n
23	602 Communications 4349 E. Colter Street Phoenix, AZ 85018 LinkedIn	615-712-7605	2	n
24		602-954-8373	4	n
25			11	n

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	College Intern Program	Orlando Television has an ongoing relationship with colleges to offer internship opportunities to qualified students	Host interns from local colleges for broadcasting experience and/or credit hours	Both stations, news, sales, creative services
2	Ongoing	Partnership with Orlando Science Center	Interactive Weather Exhibit that gives community the opportunity to interact with certified Meteorologist	Allows students/adults to gain weather forecasting knowledge and spark interest in a television career	Tom Terry-Chief Meteorologist Bryan Shields-Meteorologist
3	2012/2013	University of Central Florida	Recruitment Outreach Program	Outreach to UCF for interns that are interested in the BRCS business	Susan Falcon Assignment Manager
4	Ongoing	On-Air Talent Search	Searching for qualified diverse on-air personalities for large market	News Director travels to several agencies to scout most qualified and diverse candidates in the market	Matt Parcell, News Director
5	November 1, 2012	SMPS	Designed to give UCF advertising & communication students a chance to speak to businesses for Internships	WRDQ hosted a table with several company representatives giving out information regarding the company and meet students	Omesh Somaru, Jennifer Vendena, Brian Cole
6	March 1, 2013	Mega Television	Began a Hispanic Sub Channel	Giving opportunity to the ever growing hispanic population in Central Florida providing advertising for business growth Success will provide future employment	Shawn Bartel, GM Miguel Rivera, GSM
7	March 4, 2013	Hispanic Chamber of Commerce Job Fair	Job Fair to help the economic development of Hispanic Businesses and people	Hosted table with company representation to pass out company information, gather resumes, etc. WFTV ran local spots for community involvement	Miguel Rivera Jorge Estevez Bob St. Charles

INTERVIEWED APPLICANTS TRACKING LOG

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Position Applied For: Promotion Manager Name of Department: Creative Services

Person Preparing This Report: Sr. Charles Location: WFTV

Date Prepared: 6-25-12 → Name/Title of Hiring Manager: Sr. Charles CSJ

Sample:

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
8/22/1994	Jane Doe	Atlanta NAACP	3
8/22/1994	John Doe/Phone Interview	Cox Career Network	1

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
6-25	Buffy Walsh	Sierra	3
6-25	Michael Penix	Sierra	1
6-25	Randy Alberts	602	1
8-7	David Tallamco	CMG	1
8-14	Dominick Nardo	SLOSAR	1
8-5	Robin Geddie	602	2
8-15	Zoe Placencia	602	1
7-9	Chris Romero	Internal	1
7-9	Chris Stevens	Internal	1
8-1	Josh Combs	Referral	1

- **DISPOSTION
1. Interviews, no offer
 2. Interviews, offer extended and hired
 3. Interview, off extended, but rejected

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Position Applied For: Reporter Name of Department: News

Person Preparing This Report: Matt Parcell Location: Orlando

Date Prepared: _____ Name/Title of Hiring Manager: Matt Parcell

Sample:

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
8/22/1994	Jane Doe	Atlanta NAACP	3
8/22/1994	John Doe/Phone Interview	Cox Career Network	1

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
7/3/2012	Carolyn Ryan	Self	1
6/19/2012	Adam Harding	Talent Dynamics	3
6/22/2012	Dan Cassuto	Talent Dynamics	1
7/20/2012	Saundra Weathers	Renee Stoll	1
8/3/2012	Sheldon Dutes	Talent Dynamics	3
8/1/2012	Tamika Baldwin	Talent Dynamics	1
8/20/2012	Katherine Johnson	Talent Dynamics	3
8/28/2012	Kyla Campbell	Talent Dynamics	3
9/7/2012	Brent Solomon	Talent Dynamics	1
9/17/2012	Myrt Price	Matthew Kingsley	2
9/18/2012	Karla Ray	Brandon Williams	1

****DISPOSTION**

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3. Interview, offer extended, but rejected

*Myrt
Karla*

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Position Applied For: Reporter Name of Department: News

Person Preparing This Report: Matt Parcell Location: Orlando

Date Prepared: _____ Name/Title of Hiring Manager: Matt Parcell

Sample:

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
8/22/1994	Jane Doe	Atlanta NAACP	3
8/22/1994	John Doe/Phone Interview	Cox Career Network	1

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
7/3/2012	Carolyn Ryan	Self	1
6/19/2012	Adam Harding	Talent Dynamics	3
6/22/2012	Dan Cassuto	Talent Dynamics	1
7/20/2012	Saundra Weathers	Renee Stoll	1
8/3/2012	Sheldon Dutes	Talent Dynamics	3
8/1/2012	Tamika Baldwin	Talent Dynamics	1
8/20/2012	Katherine Johnson	Talent Dynamics	3
8/28/2012	Kyla Campbell	Talent Dynamics	3
9/7/2012	Brent Solomon	Talent Dynamics	1
9/17/2012	Myrt Price	Matthew Kingsley	1
9/18/2012	Karla Ray	Brandon Williams	2

**DISPOSTION

- 1. Invterviews, no offer
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Position Applied For: Meteorologist Name of Department: News

Person Preparing This Report: Matt Parcell Location: Orlando

Date Prepared: _____ Name/Title of Hiring Manager: Matt Parcell

Sample:

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
8/22/1994	Jane Doe	Atlanta NAACP	3
8/22/1994	John Doe/Phone Interview	Cox Career Network	1

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
11/13/2012	George Waldenberger	Talent Dynamics	2
11/1/2012	Dave Warren	Liz Sherwin	1
10/29/2012	Derek Beasley	Talent Dynamics	1

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Position Applied For: Reporter Name of Department: News

Person Preparing This Report: Matt Parcell Location: Orlando

Date Prepared: _____ Name/Title of Hiring Manager: Matt Parcell

Sample:

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
8/22/1994	Jane Doe	Atlanta NAACP	3
8/22/1994	John Doe/Phone Interview	Cox Career Network	1

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
12/1/2012	Anthony DiLorenzo	Al Corral	1
11/21/2012	Chris Heath	Nancy Shafrin	2
11/28/2012	Paris Jackson	Talent Dynamics	1
11/26/2012	Sade Malloy	Talent Dynamics	1
12/3/2012	Deneige Broom	Talent Dynamics	1

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Position Applied For: Account Executive Name of Department: WRDQ Sales
 Person Preparing This Report: Jennifer Vandera Location: Orlando TX
 Date Prepared: _____ Name/Title of Hiring Manager: LSM.

Sample:

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
8/22/1994	Jane Doe	Atlanta NAACP	3
8/22/1994	John Doe/Phone Interview	Cox Career Network	1

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
11/20/12	Evann Ebersberger	Amy Neslaw	2
	Chris Sella	Tonija Bowley	1
	Buray Goodman	Carol Glasbender / Sparks+Dots	1
	Marshall Grable	Sue Hanna	1
	Jason Burris	Chelsy Barwick	1
	Kristina Sardisco	Grace Anderson	1
	Sydney England	WCF Sales	1
	Jeff Wallace	Grace Anderson	1
	Brendan Musa	CMG Website	1
	Jillian Krotki	Client referral	1
	Anthony Cervantes	Internet	1

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Position Applied For: FT News Photographer

Department: News

Person Preparing Report: Dave Sirak

Station: WFTV

Name/Title of Hiring Manager: Dave Sirak

Date Prepared: 9/12/2013

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION
7/29/2013	Mateo Bachini	O. Issac - WFTV	2=Interviewed, offered, hired
8/30/2013	Edward Coker	TVJobs.com	1=Interviewed, no offer
8/29/2013	Roger Benedict	Former Employee	1=Interviewed, no offer
8/23/2013	Eric Hopes	D. Sirak Referral	1=Interviewed, no offer
8/6/2013	Adam Strand	TVJobs.com	1=Interviewed, no offer
6/15/2013	Dan Stewart	D. Criswell Referral	1=Interviewed, no offer
5/10/2013	Robert Garlock	WHIO - CMG	1=Interviewed, no offer

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Position Applied For: News Producer Name of Department: News

Person Preparing This Report: Marilyn Vaca Location: Orlando

Date Prepared: 3/29/2013 Name/Title of Hiring Manager: Matt Parcell/News Director

Sample:

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
8/22/1994	Jane Doe	Atlanta NAACP	3
8/22/1994	John Doe/Phone Interview	Cox Career Network	1

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
3/29/2013	Matthew Longfellow	wftv.com posting	1
4/22/2013	Olivia Dickinson	wftv.com posting	3
5/31/2013	Sarah McCranie	wftv.com posting	2

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Position Applied For: Ignite Director Department: News

Person Preparing Report: Tim Aldinger (Senior Director) Station: WFTV

Name/Title of Hiring Manager: Tim Aldinger (Senior Director) Date Prepared: 8/28/13

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION
3-12-13	Robert Marshall	Bethune	Phone Interview, no offer
5-15-13	Ricardo Vargas III	Wftv.com	Phone Interview, no offer
5-15-13	Timothy Senavitis	Tvjobs.com	Phone Interview, no offer
5-16-13	Patrick Snider	Coxcareer.com	Phone Interview, no offer
6-26-13	Timothy Senavitis	Tv.jobs.com	In person Interview, no offer
7-4-13	Tourenieum Saythavy	Wftv.com	Phone Interview, no offer
7-5-13	Robert Marshall	Bethune Cookman	In person Interview, no offer
7-5-13	Timothy Senavitis	Tvjobs.com	Phone Interview, offer, accepted



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Position Applied For: Digital Account manager Department: Sales
 Person Preparing Report: Dan Prudhomme Station: WFTV
 Name/Title of Hiring Manager: Dan Prudhomme Date Prepared: 4/22/13
Digital Sales Director

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION
<u>SAMPLE</u> 9/21/11	Jane Doe	Atlanta NAACP	Interviewed, no offer
<u>SAMPLE</u> 9/20/11	John Doe (Phone Interview)	Cox Career Network	Interviewed, offer, accepted

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION
<u>3/5/13</u>	<u>James Duff</u>	<u>LinkedIn</u>	<u>Interviewed, no offer</u>
<u>3/1/13</u>	<u>Tanya Clay</u>	<u>wftv.com</u>	<u>Interviewed, no offer</u>
<u>3/15/13</u>	<u>Richard D. Pilla</u>	<u>LinkedIn</u>	<u>Interviewed, no offer</u>
<u>2/18/13</u>	<u>John Gomez</u>	<u>ena</u>	<u>Interviewed, no offer</u>
<u>3/13/13</u>	<u>Rick Dixon</u>	<u>LinkedIn</u>	<u>Interviewed, no offer</u>
<u>3/31/13</u>	<u>Brandon Wright</u>	<u>Employee</u>	<u>Interviewed, no offer</u>
<u>4/15/13</u>	<u>Darleen Mahoney</u>	<u>Employee</u>	<u>Interviewed, offer</u>
<u>4/17/13</u>	<u>Yolanda Doruch</u>	<u>LinkedIn</u>	<u>Interviewed, no offer</u>
<u>4/29/13</u>	<u>Dante Dix</u>	<u>ena</u>	<u>Interviewed, no offer</u>
<u>5/4/13</u>	<u>Olivia Frazier</u>	<u>Employee</u>	<u>Interviewed, no offer</u>



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Position Applied For: FT News Photographer Department: News

Person Preparing Report: Dave Sirak Station: WFTV

Name/Title of Hiring Manager: Dave Sirak Date Prepared: December 12, 2012

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION
11/16/2012	Kevin Benoit	C. Romano - Referral	2=Interviewed, offered, hired
10/16/2012	Brian Bachman	TVJobs.com	1=Interviewed, no offer
10/25/2012	Kila Peoples	TVJobs.com	1=Interviewed, no offer
10/22/2012	Walter Pendergrass	TVJobs.com	1=Interviewed, no offer



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Position Applied For: FT News Photographer

Department: News

Person Preparing Report: Dave Sirak

Station: WFTV

Name/Title of Hiring Manager: Dave Sirak

Date Prepared: 9/12/2013

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION
5/17/2013	Renee Lavine	M. Nguyen - WFTV	1=Interviewed, no offer
4/12/2013	Maria Ruiz	TV Job.com	2=Interviewed, offered, hired
7/5/2013	Jason Freymann	O. Issac - WFTV	1=Interviewed, no offer
7/29/2013	Mateo Bachini	O. Issac - WFTV	1=Interviewed, no offer
8/30/2013	Edward Coker	TVJobs.com	1=Interviewed, no offer
8/29/2013	Roger Benedict	Former Employee	1=Interviewed, no offer
8/23/2013	Eric Hopes	D. Sirak Referral	1=Interviewed, no offer
8/6/2013	Adam Strand	TVJobs.com	1=Interviewed, no offer
6/15/2013	Dan Stewart	D. Criswell Referral	1=Interviewed, no offer
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Position Applied For: FT News Editor Department: News

Person Preparing Report: Dave Sirak Station: WFTV

Name/Title of Hiring Manager: Dave Sirak Date Prepared: March 4, 2013

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION
3/4/2013	Sharonda Pierce	TVJobs.com	2=Interviewed, offered, hired
1/11/2013	Jennifer Polanco	TVJobs.com	1=Interviewed, no offer
1/31/2013	Adam Dolgoff	TVJobs.com	3=Interviews, offered, rejected
1/30/2013	Alicha Porter	TVJobs.com	1=Interviewed, no offer

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Position Applied For: Reporter Name of Department: News

Person Preparing This Report: Matt Parcell Location: Orlando

Date Prepared: 8/31/2013 Name/Title of Hiring Manager: Matt Parcell

Sample:

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
8/22/1994	Jane Doe	Atlanta NAACP	3
8/22/1994	John Doe/Phone Interview	Cox Career Network	1

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
5/28/2013	• Angela Jacobs	Self	1
7/26/2013	• Eric Rasmussen	Parcell	1
5/1/2013	• Katie Coronado	Self	1
7/25/2013	• Robin Kanady	Talent Dynamics	1
7/31/2013	• Mario Boone	Talent Dynamics	1
8/8/2013	• Julie Salamone	TV Jobs	2
8/9/2013	• Sephani Bertini	Greg Willinger	1
8/20/2013	• Rogelio Mares	Self	1

- **DISPOSTION**
1. Invterviews, no offer
 2. Interviews, offer extended and hired
 3. Interview, off extended, but rejected

INTERVIEWED APPLICANTS TRACKING LOG

Please read: Use this form to record all applicants interviewed for a position in your organization, (via telephone or in person). Identify all applicants by name, referral source and disposition of the candidate's application. This form should be maintained in the Job Recruitment File. This data is for purposes of tracking the pool of interviews applicants as required by the Federal Communications Commission and must be kept in a confidential file separate from resume and employment applications. It must not be used in any employment-related decision. Please be sure to have all candidates complete and sign an employment application as well as an Interviewed Applicant Referral Source Sheet.

Position Applied For: Digital Acct mgr Name of Department: Sales

Person Preparing This Report: Dan Prudhomme Location: WFTV/WFTV.com

Date Prepared: 6/20/13 Name/Title of Hiring Manager: Dan Prudhomme / DSD

Sample:

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
8/22/1994	Jane Doe	Atlanta NAACP	3
8/22/1994	John Doe/Phone Interview	Cox Career Network	1

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
5/16/13	olivia frazier	Employee	1
5/20/13	christina Dugg	WCF	2
6/11/13	James Dugg	cmg	1

- **DISPOSTION**
- 1. Invterviews, no offer
 - 2. Interviews, offer extended and hired
 - 3. Interview, off extended, but rejected



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Position Applied For: Research Analyst Department: Research

Person Preparing Report: Keenan Pendergrass Station: WFTV

Name/Title of Hiring Manager: Keenan Pendergrass/Director of Research Date Prepared: 9/13/13

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION
3/22/13	Jeff Phillips	Indeed.com	Phone Interview, no offer
3/27/13	Alexandra Lillig	Tvjobs.com	Phone Interview, no offer
3/18/13	Pritam Shah	Wftv.com	Phone Interview, no offer
3/18/13	Everlyne Misati	Cmgcareers.com	In person Interview, no offer
3/19/13	Tatianna Irizarry	Spotsndots.com	In person Interview, no offer
3/20/13	Ashley Benchina	Cmgcareers.com	In person Interview, no offer
8/9/13	Samantha Koste	Spotsndots.com	Phone Interview, no offer
8/13/13	Rebecca Menditto	Wftv.com	In person Interview, no offer
8/12/13	Maria Fernandez	Linkedin.com	Phone Interview, offer, accepted



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Position Applied For: FT News Photographer

Department: News

Person Preparing Report: Dave Sirak

Station: WFTV

Name/Title of Hiring Manager: Dave Sirak

Date Prepared: 9/12/2013

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION
6/5/2013	Jason Freymann	O. Issac - WFTV	2=Interviewed, offered, hired
4/29/2013	Mateo Bachini	O. Issac - WFTV	1=Interviewed, no offer
4/30/2013	Edward Coker	TVJobs.com	1=Interviewed, no offer
4/29/2013	Roger Benedict	Former Employee	1=Interviewed, no offer
4/23/2013	Eric Hopes	D. Sirak Referral	1=Interviewed, no offer
4/8/2013	Adam Strand	TVJobs.com	1=Interviewed, no offer
4/15/2013	Dan Stewart	D. Criswell Referral	1=Interviewed, no offer
4/10/2013	Robert Garlock	WHIO - CMG	1=Interviewed, no offer

INTERVIEWED APPLICANTS TRACKING LOG

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Position Applied For: Reporter Name of Department: News

Person Preparing This Report: Matt Parcell Location: Orlando

Date Prepared: 8/31/2013 Name/Title of Hiring Manager: Matt Parcell

Sample:

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
8/22/1994	Jane Doe	Atlanta NAACP	3
8/22/1994	John Doe/Phone Interview	Cox Career Network	1

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION**
5/28/2013	Angela Jacobs	Self	1
7/26/2013	Eric Rasmussen	Parcell	1
5/1/2013	Katie Coronado	Self	1
7/25/2013	Robin Kanady	Talent Dynamics	1
7/31/2013	Mario Boone	Talent Dynamics	2

- **DISPOSTION**
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Position Applied For: FT News SNG ENG Tech

Department: News

Person Preparing Report: Dave Sirak

Station: WFTV

Name/Title of Hiring Manager: Dave Sirak

Date Prepared: 9/12/2013

DATE	NAME OF APPLICANT	REFERRED BY	DISPOSITION
8/30/2013	Edward Coker	TVJobs.com	1=Interviewed, no offer
8/29/2013	Roger Benedict	Former Employee	1=Interviewed, no offer
8/23/2013	Eric Hopes	D. Sirak Referral	2=Interviewed, offered, hired
8/6/2013	Adam Strand	TVJobs.com	3=Interviewed, offered, rejected
6/15/2013	Dan Stewart	D. Criswell Referral	3=Interviewed, offered, rejected
5/10/2013	Robert Garlock	WHIO - CMG	1=Interviewed, no offer