

WDTN, WBDT (JSA)
EEO PUBLIC FILE REPORT
June 1, 2013 - May 31, 2014

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1, 3-4, 9, 12, 14-17, 20-21	16
Account Executive	1, 3-4, 9, 12, 14-17, 20-21	3
Promotions & Living Dayton Producer	1, 4, 9, 12, 14-17, 20-21	16
Digital Sales Director	1, 3-4, 9, 12, 14-17, 20-21	3
Account Executive	1-2, 4, 9, 12, 14-17, 20-21	2
Account Executive	1, 4, 9, 12, 14-17, 20-21	20
Account Executive	1, 3-4, 9, 12, 14-17, 20-21	20
Creative Photographer & Editor	1, 3-4, 9, 12, 14-17, 20	3
Assistant News Director	1, 4-6, 9, 12, 14-17, 20-21	16
Digital Account Executive	1, 3-6, 9, 12, 14-17, 20-21	3
Digital Account Executive	1, 3-6, 9, 12, 14-17, 20-21	3
Newscast Producer	1, 4-6, 9-10, 12, 14-17, 20-21	20
Anchor/Reporter	1-6, 9-10, 12, 14-17, 19-21	2
Anchor/Reporter	1-6, 9-10, 12, 14-17, 19-21	19
General Sales Manager	1-2, 4-6, 9-10, 12, 14-17, 20-21	2
Account Executive	1, 3-6, 8-9, 11-18, 20-21	3
Account Executive	1, 3-6, 8-9, 11-18, 20-21	13
Multimedia Journalist	1, 4-6, 9, 12, 14-17, 20-21	16
Promotions Producer	1, 4-5, 7, 11, 15-17, 20-21	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Clothes That Work 1133 S. Edwin C. Moses Suite 392 Dayton, Ohio 45417 Phone : 937-222-3778 Fax : 1-937-222-3781 Libby Webster	N	0
2	Internal Transfer/Promotion	N	3
3	Employee Referral	N	13
4	Goodwill Easter Seals Miami Valley 1511 Kuntz Road Dayton, Ohio 45404 Phone : 937-461-4800 Url : http://www.gesmv.org/index.cfm Email : careers@gesmv.org Fax : 1-937-461-1414 Jefferson Alcott	N	0
5	ITT Tech - Dayton 3325 Stop 8 Rd Dayton, Ohio 45414 Email : skalb@itt-tech.edu Susan Kalb	Y <i>(as of Sept. 2013)¹</i>	0
6	ITT Technical Institute 1030 North Meridian Road Youngstown, Ohio 44509 Phone : 330-779-1236 Url : www.itt-tech.edu Email : BVarner@itt-tech.edu Brenda Varner	N	0
7	ITT Technical Institute 1030 North Meridian Road Youngstown, Ohio 44509 Phone : 330-779-1236 Url : www.itt-tech.edu Email : BVarner@itt-tech.edu Brenda Varner	N	0
8	Job Board Wright State University Job Board	N	1

¹ To the best of the station employment unit's knowledge, Source No. 5 was added as an Entitled Source in September 2013. Vacancies that did not utilize Source No. 5 posted before September 2013.

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9	LIN Media One West Exchange Street, Suite 5A Providence, Rhode Island 2903 Phone : 401-454-2880 Url : http://www.linmedia.com Email : WDTN_TV@linmedia.com Claudia Balcewicz	N	0
10	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Email : info@linkedin.com Fax : 1-650-687-3600 Jeff Weiner	N	0
11	Non-Employee Referral	N	2
12	Ohio Center for Broadcasting 9885 Rockside Road #160 Valley View , Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hardy	Y	0
13	Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Fax : 1-607-729-7331 Career Service	N	1
14	Spots and Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw , Georgia 30152 Phone : 888-884-2630 Email : ads@spotsndots.com Career Services	N	0
15	The Job Center 1111 Edwin C Moses Blvd Dayton, Ohio 45422 Phone : 937-225-5627 Url : http://www.thejobcenter.org/ Fax : 1-937-225-4183 Human Resources	N	0

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16	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	9
17	United Rehabilitation Services 4710 Old Troy Pike Dayton, Ohio 45424 Phone : 937-233-1230 Url : http://www.ursdayton.org/ Email : metherington@ursdayton.org Fax : 1-937-236-8930 Miranda Etherington	N	0
18	Unknown Referral Source	N	1
19	Walk In/Self-Referral	N	1
20	Station Website - WDTN.com	N	13
21	YWCA Dayton 141 West 3rd Street Dayton, Ohio 45402 Phone : 937-222-6333 Url : http://www.ywca.org/site/pp.asp?c=eILVJiP8H&b=5915 Fax : 1-937-222-0610 Carol Hinton	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			44

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/1/2013	Establishment of an intern program designed to assist members of the community	WDTN hosted 17 interns in our News, Creative, and Living Dayton Departments from Lipscomb University, University of Cincinnati, Xavier University, Ohio University, & Wright State University. The interns are unpaid and receive credit. The interns learned how to write and produce newscasts, topicals, promos, and PSAs among other essential skills in broadcasting. All interns go through an interview process and are required to complete an internship application.	17	Brand Manager News Director Living Dayton Creative Director	1.00
2	6/1/2013	Establishment of training programs for station personnel	At the LIN Media BA Summit - a two day training session on May 28-29, 2014 the LIN Business Administrators convened in Austin, TX to receive training on employment and labor law relations, as well as other business matters. This training enables professional development and growth for the company's Business Administrators.	1	Business Administrator	1.00
3	9/23/2013	Participation in events or programs sponsored by educational institutions	<p>On Nov. 14, 2013, one of our meteorologists spoke at Franklin High School.</p> <p>On Sept. 23, 2013, our sports director and anchors gave a talk at Wittenberg University</p> <p>On Mar. 24, 2014, our sports director and anchor spoke at Career Day at West Carrolton Middle School.</p> <p>In 2014, our chief meteorologist spoke at Troy Christian Schools.</p> <p>Our talent participated in these various classes and career days speaking about their careers in journalism and what opportunities exist for students looking to work in the broadcast TV industry.</p>	2	Sports Sports Weather Weather	1.00

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4	1/1/2014	Establishment of training programs for station personnel	<p>The Sales department conducts formal sales training once per week for the entire calendar year. The trainings cover the follow topics:</p> <p>Sales 101 Review our online corporate accelerate sales training digital SEM/SEO Training Negotiation Training Cold Call training Collections Training Presentation Training Round Table Client Solutions Training ROI Training Client Needs Analysis Training</p>	12	Local Sales Manager Regional Sales Manager Senior Account Executive Senior Account Executive	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.00