

WDTN
EEO PUBLIC FILE REPORT
June 1, 2015 - May 27, 2016

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
Digital Account Executive	1, 6, 8-12, 14, 16-20	19
Digital Account Executive	1, 6, 8-12, 14, 16-20	19
Multi Media Journalist	1-2, 6, 8-11, 14, 16-20	19
Promotions Producer	1-2, 4, 6, 8-10, 12, 14, 16-20	4
Promotions Producer	1-2, 4, 6, 8-10, 12, 14, 16-20	4
Promotions Producer	1-2, 4, 6, 8-10, 12, 14, 16-20	4
Account Executive	1, 4, 6-10, 14, 16-20	7
Chief Photographer	1-3, 6-9, 12-20	19
Living Dayton Co-Host	1, 3, 6-9, 12-20	19
Research Director	1, 5-6, 8-9, 11, 14, 16-20	5
Newscast Producer	1, 6, 8-9, 11, 14, 16, 18-20	19
Editor	1, 5-6, 8-9, 14, 16-20	5
Photographer	1, 6, 8-9, 11, 14, 16-20	19
Account Executive	1, 6, 8-9, 14, 16-20	19
Web Content Producer	1-2, 6, 8-9, 11, 14, 16-20	2
Executive Producer	1, 6, 8-9, 11, 14, 16-20	19
Producer/Breaking News Anchor/Multimedia Journalist	1-2, 6, 8-9, 11, 14, 16-20	2
Producer/Breaking News Anchor/Multimedia Journalist	1-2, 6, 8-9, 11, 14, 16-20	2
Account Executive	1, 6, 8-9, 11, 14, 16-20	19
Newscast Producer	1, 6, 8-9, 11, 14, 16-20	19
Creative Services Producer/Photographer/Editor*	4, 19	4

** Upon review of the EEO report for annual filing, it was discovered that a user error in Broadcast 1 Source inadvertently caused the vacancy notification to not be sent for this vacancy. The cause of the error has been identified for future vacancies.

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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	Current Employee	N	8
3	Dayton Daily News Cox Ohio Publishing P.O. Box 643157 Cincinnati, Ohio 45264 Julia Wallace Manual Posting	N	0
4	Employee Referral	N	5
5	Former Employee	N	2
6	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
7	Indeed.com 1770 Broad Street 6th Floor Stanford, Connecticut 06901 Phone : 2033282691 Paul Forster Manual Posting	N	2
8	International College of Broadcasting 6 South Smithville Road Dayton, Ohio 45414 Phone : 937-258-8251 Email : swackkid@yahoo.com Career Services	Y	0
9	ITT Tech - Dayton 3325 Stop 8 Rd Dayton, Ohio 45414 Phone : na Email : mjeffery@itt-tech.edu Melissa Jeffery	Y	0

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10	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
11	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
12	Linkedin 2029 Stierlin Ct Mountain View, California 94043 Phone : 6506873600 Jeff Weiner Manual Posting	N	1
13	Monster.com 11845 W. Olympic Blvd. Suit 500 Los Angeles, California 900064 Phone : 310-893-5567 Url : www.monstertrak.com Nichole Scire Manual Posting	N	0
14	Ohio Center for Broadcasting 9885 Rockside Road #160 Valley View , Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hardy	Y	0
15	Spots 'n Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Career Service Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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16	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
17	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	0
18	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
19	WDTN.com 4595 S. Dixie Drive Dayton, Ohio 45439 Phone : 937-293-8668 Email : jlainhart@wdtn.com Jackie Lainhart	N	29
20	YWCA Dayton 141 West 3rd Street Dayton, Ohio 45402 Phone : 937-222-6333 Url : http://www.ywca.org/site/pp.asp?c=elLVJiP8H&b=5915 Fax : 1-937-222-0610 Carol Hinton	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			47

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/1/2015	Establishment of an intern program designed to assist members of the community	WDTN hosted 7 Interns in our News, Creative, and Living Dayton Departments from Wright State University, University of Dayton, Whittenburg University, Ohio University, and Clark State Community College throughout a 12 month period beginning June 1, 2015. The interns learned how to write and produce newscasts, topicals, promos, and PSA's among other essential skills in broadcasting. All interns go through and interview process and are required to complete an internship application.	3	Brand Manager Producer News Director
2	7/22/2015	Participation in events or programs sponsored by educational institutions	On July 22, 2015 Katie Ussin hosted a sixth grade student from Beavercreek City Schools that wanted to job shadow a news anchor to see what schooling they needed to become a journalist and a behind the scenes look at how a newsroom operates.	1	Anchor
3	9/2/2015	Establishment of training programs for station personnel	Business Administrator attended a webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that overviewed and explained the FCC's Equal Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator
4	11/5/2015	Participation in events or programs sponsored by educational institutions	Kelley King spoke with a group of students at Vandalia-Butler High School on 11/5/2015	1	Newscast Producer
5	12/8/2015	Participation in events or programs sponsored by educational institutions	On December 8, 2015 Kelly King spoke with a group of student at the University of Dayton regarding her career in broadcasting and the path she took to get into the industry.	1	Producer
6	3/9/2016	Participation in events or programs sponsored by educational institutions	On March 9, 2016 Tara Hasting spoke to a group of 30-40 9th thru 12th grade students at Milton Union High School about the college education she needed to become a meteorologist and her career as a meteorologist.	1	Meteorologist

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7	3/15/2016	Participation in events or programs sponsored by educational institutions	On March 15, 2016 Tara Hastings hosted a job shadow student from Ohio University, so that he could see what a meteorologist does on a daily basis.	1	Meteorologist
8	4/11/2016	Participation in events or programs sponsored by educational institutions	ON April 11, 2016 Tara Hastings spoke with approximately 70 6th graders about weather, her education and career as a meteorologist.	1	Meteorologist
9	4/20/2016	Participation in events or programs sponsored by educational institutions	On April 20, 2016 Tara Hastings spoke at Northridge High School Leadership Summit to about 35 student leaders about her career as a meteorologist.	1	Meteorologist
10	4/23/2016	Participation in events or programs sponsored by educational institutions	On April 23, 2016 Tara Hastings hosted a 9th grade student from a local high school in the weather department explaining what her job entails on a daily basis.	1	Meteorologist
11	4/25/2016	Participation in events or programs sponsored by educational institutions	On April 25, 2016 Brooke Moore spoke at Baker Middle School in Fairborn, Ohio on her career as a journalist and news anchor and what schooling she needed to obtain a job in her field.	1	Morning Anchor
12	4/27/2016	Establishment of training programs for station personnel	On April 27, 2016 Business Administrator attended webinar training provided by Media General, Inc. Associate General Council Henry Gola that overviewed and explained the FCC's Equal Opportunity rules and policies. The training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator
13	5/13/2016	Participation in events or programs sponsored by educational institutions	On Friday, May 13, 2016 Tara Hastings hosted an 8th grade student from West Carrollton Middle School during a weather and news program and explained her daily duties.	1	Meteorologist
14	5/17/2016	Participation in events or programs sponsored by educational institutions	On May 17, 2016 Brooke Moore judged a public speaking class at Baker Middle School in Fairborn, Ohio	1	Anchor