

WDTN, WBDT*
EEO PUBLIC FILE REPORT
June 1, 2014 - May 31, 2015

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, 5, 7-8, 10-12, 14-23	3
Digital Director	1-2, 4-5, 7-8, 12, 15, 18-20, 22-23	4
Multimedia Journalist - Bureau	1, 3, 5, 7-8, 11, 15, 17-20, 22-23	22
Multimedia Journalist - Bureau	1, 3, 5, 7-8, 11, 15, 17-20, 22-23	3
Investigation MPJ	1, 5, 7-8, 11, 15, 18-20, 22-23	22
Weekend Anchor / MPJ	1, 3, 5, 7-8, 11, 15, 18-20, 23	3
Photographer	1, 3, 5, 7-8, 11, 15, 18-20, 23	3
Producer	1, 3, 5, 7-8, 11, 15, 18-20, 23	3
Creative Photographer & Editor	1, 5, 7-8, 15, 18-20, 22-23	22
Local Sales Assistant	1-2, 5, 7-8, 11, 15, 18-20, 22-23	2
Account Executive	1, 3, 5-8, 11-12, 15, 18-20, 22-23	12
Account Executive	1, 3, 5-8, 11-12, 15, 18-20, 22-23	12
Account Executive	1, 3, 5-8, 11-12, 15, 18-20, 22-23	3
Account Executive	1, 3, 5-8, 11-12, 15, 18-20, 22-23	22
Assignment Editor	1, 3, 5, 7-8, 11, 15, 18-20, 22-23	3
Creative Photographer & Editor	1, 5, 7-8, 11, 13-15, 18-20, 22-23	14
Newscast Producer	1, 3, 5, 7-8, 11, 15, 18-20, 22-23	3
News Photographer	1, 3, 5, 9, 11, 15, 18-20, 22-23	3
National Sales Assistant **	3	3

* JSA

** The SEU utilizes two programs for its hiring practices, Broadcast 1 Source for FCC EEO compliance and ADP for compliance with other regulations. Due to a clerical error, this position was posted to ADP, but not Broadcast 1 Source. The station has taken affirmative steps to ensure that the error is not repeated.

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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	Dayton Daily News Cox Ohio Publishing P.O. Box 643157 Cincinnati, Ohio 45264 Julia Wallace Manual Posting	N	4
3	Employee Referral	N	17
4	Non-Employee Referral	N	1
5	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
6	Indeed.com 1770 Broad Street 6th Floor Stanford, Connecticut 06901 Phone : 2033282691 Paul Forster Manual Posting	N	3
7	ITT Tech - Dayton 3325 Stop 8 Rd Dayton, Ohio 45414 Email : skalb@itt-tech.edu Susan Kalb	Y	0
8	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

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9	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
10	Job Board Wright State University Job Board	N	1
11	LIN Media/Media General website posting http://www.mediageneral.com Manual Posting	N	0
12	Linkedin 2029 Stierlin Ct Mountain View, California 94043 Phone : 6506873600 Jeff Weiner Manual Posting	N	6
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	Non-Employee Referral	N	3
15	Ohio Center for Broadcasting 9885 Rockside Road #160 Valley View , Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hardy	Y	0

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16	Spots 'n Dots [COMBINE w/ SOURCE 17] 1635 Old Highway 41 NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-884-2630 Url : www.spotsndots.com Career Service Manual Posting	N	1
17	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
18	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
19	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
20	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
21	Walk-in/Self-referral	N	1

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22	WDTN.com 4595 S. Dixie Drive Dayton, Ohio 45439 Phone : 937-293-8668 Email : jlainhart@wdtn.com Jackie Lainhart	N	8
23	YWCA Dayton 141 West 3rd Street Dayton, Ohio 45402 Phone : 937-222-6333 Url : http://www.ywca.org/site/pp.asp?c=eLVJiP8H&b=5915 Fax : 1-937-222-0610 Carol Hinton	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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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	6/1/2014-5/31/2015	Establishment of an intern program designed to assist members of the community	WDTN hosted 12 interns in our News, Creative, and Living Dayton Departments from Lipscomb University, Ohio University, Kent State, University of Dayton, International College of Broadcasting, & Wright State University. The interns are unpaid and receive credit. These 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.	4	Creative Services Director Brand manager Producer	1.00
2	1/27/2015 5/13/2015	Participation in events or programs sponsored by educational institutions	Tara Hastings spoke at Dixie High School on January 27, 2015 and Lake Ridge New Tech Middle School on May 13 about her career as a meteorologist, while fielding questions of finding employment in the broadcasting industry.	1	Meteorologist	0.5
3	5/19/2015	Establishment of training programs for station personnel	The Sales department conducts formal sales training once per week for the entire calendar year. The trainings cover the follow topics: 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	14	Director of Sales Local Sales Manager Digital Sales Manager Account Executive	1.00

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4	5/27/2015	Establishment of training programs for station personnel	At the Media General BA Summit - a two-day training session on May 27-28, 2015 the Media General Business Administrators convened in Indianapolis 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
TOTAL POINTS:						3.5