

Period Covered by Report: December 1, 2012 - November 30, 2013
Station: WRBL-TV - Columbus, GA

Full Time Position	Position Title	Dated Opened	Date Filled	Recruitment Source	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Interactive Sales Manager	9/26/2012	12/3/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG /WRBL Web Site
2	Account Executive	10/23/2012	12/17/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Self Initiated/Walk-in/Employee Referral/Word of Mouth/Other Source
3	Account Executive	10/23/2012	1/28/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Self Initiated/Walk-in/Employee Referral/Word of Mouth/Other Source
4	Account Executive	1/22/2013	3/25/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Self Initiated/Walk-in/Employee Referral/Word of Mouth/Other Source
5	Account Executive	2/22/2013	3/25/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Self Initiated/Walk-in/Employee Referral/Word of Mouth/Other Source
6	Digital Journalist	3/14/2013	5/20/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	MG /WRBL Web Site
7	Digital Journalist	4/11/2013	5/20/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	Job Fair
8	Account Executive	3/21/2013	5/20/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	Self Initiated/Walk-in/Employee Referral/Word of Mouth/Other Source
9	Content Producer	4/9/2013	5/28/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Job Fair
10	Account Executive	4/11/2013	7/22/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Self Initiated/Walk-in/Employee Referral/Word of Mouth/Other Source
11	Account Executive	6/11/2013	7/22/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Self Initiated/Walk-in/Employee Referral/Word of Mouth/Other Source
12	Account Executive	6/7/2013	7/1/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG /WRBL Web Site
13	Anchor, WKDY, AM/Noon	7/24/2013	10/21/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Self Initiated/Walk-in/Employee Referral/Word of Mouth/Other Source
14	Sales Assistant	10/17/2013	11/18/2013	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) Recruitment Sources Contacted for Specific Vacancies (CareerBuilder.com)	5	1	MG /WRBL Web Site

EEO Public File Report
Recruitment Sources Contacted for Each Full-Time Vacancy
Period Covered by Report: December 1, 2012 - November 30, 2013

No.	Recruitment Source	Contact/Telephone #	Total Interviewed By Source	Entitled to Notification
1	Alabama State University Post Office Box 271, Montgomery, AL 36101-0271	Ms. Doris Jenkins 334/229-4156		N
2	University of Alabama Post Office Box 850172, Tuscaloosa, AL 35487	Jim Oakley 205/348-6010		N
3	Art Institute of Atlanta 6600 Peachtree Dunwoody Road, Atlanta, GA 30028	Nicole Langton 770/394-8300		N
4	Alabama State University, Dept. of Communications P.O. Box 271, Montgomery, AL 36101-0271	A. David Okeowo 334-229-4493		N
5	Troy State University One University Place, Phenix City, AL 36867	Ellen Harris 334/244-3342		N
6	NAACP 2034 Metropolitan Parkway, Atlanta GA 30315	Judith Hanson 404/761/1266		N
7	Columbus State University 4225 University Avenue, Columbus, GA 31902	Career Services 706/569-3120		N
8	Columbus Technical College 928 Manchester Expressway, Columbus, GA 31904	Career Center 706/649-1827		N
9	TVJobs (web site) P O Box 4116, Oceanside, CA 92052	www.TVJobs.com Broadcast Employment Svcs		N
10	Talent Dynamics (web site) 600 E Las Colinas Blvd, Ste 100 Irving, TX 75039	Corporate HR 214-630-9590		N
11	MG /WRBL Web Site 333 E Franklin St., Richond, VA 23219	Corporate HR www.mediageneral.com	13	N
12	Self Initiated/Walk-in/Employee Referral/Word of Mouth/Other Source		30	N
13	Internal Employee		1	N
14	Job Fair		5	
No.	Recruitment Source Contacted for Specific Vacancies	Contact/Telephone	Total Interviewed By Source	Entitled to Notification
15	Career Builder (Career Builder.com) 200 N. LaSalle St. Suite 1100, Chicago, IL 60601 (for Sales Assistant)	Executive Director 800-638-4212	2 51	N
	Total			

EEO Public File Report

Supplemental Recruitment Initiatives

Station: WRBL-TV

Period Covered by Report: December 1, 2012 to November 30, 2013

No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1	Training programs	On-going	Training employees to do jobs other than that for which they were hired.	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.	David Hart, GM; Perry Boxx, ND; Kevin Roble-Chief Photog; Arthur Shipp, Marketing Director; Carlos Williams-Creative Services Dir; Kim Byrd, GSM; Snow Logan, ICS
2	College Intern Program	12/1/12 - 11/30/13	College students intern as a part of their college course credit and are exposed to a broadcast	Students from colleges and universities receive training in order to acquire skills needed to secure employment in Broadcasting. Students receive credit hours for participation.	Perry Boxx, ND; Bob Jeswald, Chief Met; Phil Scoggins, Anchor, WKDY Evenings
3	GAB Job Fair @ Georgia Southern	20-Mar-13	GAB Job Fair	Joined other vendors participating in the Georgia Southen Job Fair. Met with soon-to-be college grads and spoke with them about opportunities within Media General.	David Hart, General Manager; Perry Boxx, ND
4	Hiring Our Heros Job Fair	4/9/2013	Spoke with Veterans in attendance about current openings within MG.	Wes Zweibel, HR Generalist; Joshua McComds, Promotions Mgr; Matt Larson;, Community Partnership Mgr; Leslee Lacey, Anchor.	Station representatives inform students of job opportunities at Media General and explained types of skills needed to pursue broadcast career paths. The application site and processes were also discussed as were all the open positions within MG at the time of the job fair.