

EEO Public File Report

Station: **WCMH-TV, Columbus, Ohio**
 Period Covered by Report: **June 1, 2013 - May 31, 2014**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy.	Number Interviewed	Number Hired	Recruitment Source for Candidate Hired
1	Digital Media Sales Coordinator	05/30/13	07/01/13	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	3	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
2	Digital Sales Manager	05/20/13	07/30/13	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) and Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies (Indeed.com)	4	1	Word of mouth
3	Accountant	07/02/13	08/12/13	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) and Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies (Indeed.com)	3	1	Internet posting: Indeed
4	Account Executive	02/11/13	08/26/13	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) and Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies (Indeed.com, Career Builder.com, BroadcastingCable.com)	20	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
5	Broadcast Operations Controller	08/16/13	09/23/13	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	9	1	Internet posting:
6	Assignment Editor	09/30/13	11/18/13	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	3	1	Self Initiated

7	Photojournalist	11/05/13	12/16/13	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	8	1	Word of mouth
8	Broadcast Operations Controller	11/27/13	01/06/14	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) and Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies (Indeed.com)	7	1	Word of mouth
9	Newscast Producer	11/13/13	01/27/14	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	4	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
10	Anchor, WKDY, Evening	07/31/13	02/03/14	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	4	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
11	Digital Account Executive	12/06/13	02/24/14	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) and Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies (LinkedIn.com, Indeed.com, Monster.com, Careerbuilder.com)	13	1	Other: LinkedIn
12	Investigative/Special Projects Producer	01/15/14	03/03/14	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) and Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies (Careerbuilder.com)	5	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
13	Reporter	01/20/14	03/24/14	Recruitment Source List Contacted for Each Full-time Vacancy (see attached)	5	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
14	Newscast Producer	02/06/14	05/08/14	Recruitment Source List Contacted for Each Full-time Vacancy (see attached) and Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies (Careerbuilder.com)	4	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)

EEO Public File Report
Recruitment Sources Contacted for All Positions

Station: **WCMH-TV, Columbus, Ohio**
 Period Covered by Report: **6/1/2013 - 5/31/2014**

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Minority & Women's Business Development P.O. Box 1001, Columbus, Ohio 43216	Melody Borchers Phone: 614-466-4945		n
2	Columbus Association of Black Journalists P.O. Box 1924, Columbus, Ohio 43216	Alisha Wilkes awilkes@adamh.co.franklin.oh.us		y
3	American Women in Radio & TV 350 East First Ave Ste 100, Columbus, Ohio 43201	Brenda Spencer Phone: 614- 487-1444 ext. 141		n
4	The Ohio Dept. of Job & Family Services 30 E. Broad Street, 32nd Floor, Columbus, OH 43215-3414	Mark Birnrich, Project Manager Ph: 614-466-6282 F: 614-466-2815		n
5	Ohio Center for Broadcasting 5330 E. Main St. Suite 200, Columbus, Ohio 43213	Dave Fogg dfoggW@beonair.com		y
6	Career Transition Institute (Forty Plus of Central Ohio) 1100 King Ave, Columbus, Ohio 43212	Carol Davis Phone: 614-297-0040		y
7	Columbus Urban League 788 Mt Vernon Ave, Columbus, Ohio 43203	Toni Cunningham Phone: 614-372-2319		y
8	Native American Indian Center 67 E. Innis Ave, P.O. Box 07705, Columbus, OH 43207	Mark Welch Phone: 614-443-6120		n
9	Community Refugee and Immigration Services 1925 E. Dublin-Granville Road, Suite 102, Columbus, OH 43229	Angela Plummer 614.880.0114		n
10	Employment for Seniors 4500 E. Broad St., Columbus OH 43213	Martha Cotton jobs@employseniors.org		y
11	Goodwill Columbus 1331 Edgehill Rd. Columbus , Oh 43212	Lori Collins 614.440.3652		n
12	Ohio Association of Broadcasters 88 East Broad Street, Suite 1180, Columbus, OH 43215-3525 preferred: oab@oab.org	Patricia Geary, Director of Operations Phone: 866-OAB-5794 Fax: 614-228-8133		y
13	NAACP 233 S. High Street, Suite 207 Columbus, OH 43215	Noel Williams (614) 464-1108		n
14	Functional Training Services 909 Oakland Park Ave. Columbus OH 43224	Jennifer Bechtel 614.26.9669		n
15	Poynter Institute 801 Third Street South St. Petersburg, FL 33701	Colleen Eddy, Director (727) 553-4711		n
16	RTNDA/RTNDF 529 14th Street,NW,Suite 425,Washington DC 20045	Tara G. Sheehan 202.467.5203		n
17	Ohio State University Career Services 1885 Neil Ave, Columbus OH 43210	Randy Dineen dineen.2@osu.edu 614-688-4522		y
18	Rhema Christian Center, Academy of Performing Arts 1736 Bide-A-Wee Park Columbus, OH 43205	Debbie Worsham 614-471-9673		n
19	Bowling Green State University Career Center 322 Conklin North, Bowling Green, Ohio 43403 http://www.bgsu.edu/offices/career/page20618.html	Connie Mears Phone:419-372-2356 Fax: 419-372-9847 www.bgsu.edu/offices/career		y
20	Central State University, Dept of Humanities 1400 Brush Row Road, Wilberforce, Ohio 45384	Dr. Geoffrey Gidding, Chair Phone:937-376-6029		n
21	Cedarville University Career Services 251 N. Main St. Cedarville OH 45314	Jennifer Flynn 937.766.7868 career@cedarville.edu		n
22	Mount Vernon Nazarene University Counseling and Career Services 800 Martinsburg Rd. Mount Vernon OH 43050	Debbie McLaran 740.392.6868 dmclama@mvtvu.edu		n
23	Kent State University Career Services Center PO Box 5190 261 Schwarts Ctr., Kent OH 44242	Cathy Sandella cscjobs@kent.edu		n
24	Otterbein College Center for Career Planning Otterbein College Westerville OH 43081-2006	Marilyn Williams 614.823.1456 mwilliams@otterbein.edu		n
25	Wittenberg University Career Center WittPath Career Services PO Box 720, Springfield OH 45501	Teresa Cantrell 937.327.5721 www.wittenberg.edu/administration/careers		n

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No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
26	Specs Howard School of Broadcast Arts 19900 W. Nine Mile Rd. Southfield MI 48075	Katie Peters 248.358.9000 kpeters@specshoward.edu		n
27	New Directions Career Center 199 E. Rich St. Columbus ,OH 43215 Columbus OH 43215	Cindy Kazalia 614.849.0028 ckazalia@newdirectionscc.org		n
28	TV Jobs Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	PH (800) 374-0119 FX (760) 754-2115 www.tvjobs.com		n
29	Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, TX 75039 U.S.A.	Sandra Connell, President Phone: 214-640-3139 Fax: 214-951-9610 connell@talentdynamics.com		n
30	MediaLine P.O. Box 51909 Pacific Grove, CA 93950	Mark Shilstone, Manager Phone :800-237-8073 medialine@medialine.com		n
31	NBC4i & Media General Website 333 E. Franklin Street Richmond, VA 23293	www.mediageneral/careers.com	12	n
32	International College of Broadcasting 6 South Smithville Rd, Dayton OH 45431	Gary Doster 800-517-7284		
33	Collective Talent 1721 Richardson Place, Tampa, FL, 33606	Michael Bille (bille@michaelsmedia.com) Phone: 813-254-9695		y
34	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)		28	n
35	Ohio State University, Jobs Board	www.ced.osu.edu/jobboard/board		
36	Smart Recruiters 56 Tehama Street, San Francisco, CA 94105	Phone: 415-508-3755		n
37	Facebook.com	www.facebook.com		n
38	Twitter.com	www.twitter.com		n
39	Ohio Means Jobs	www.ohiomeansjobs.com		n
40	Referral from a Third Party Contact			n
41	Other Unknown Source		20	n
42	Self Initiated/ Word of Mouth		14	n

Recruitment Sources Contacted for SPECIFIC Full-Time Vacancies

1	Monster.com (Digital Account Executive) Monster Worldwide, Inc. 622 Third Avenue, 39th Floor, New York, NY 10017	Phone: (212) 351-7000 Fax: (646) 658-0540	1	n
2	Career Builder.com (Account Executive, Digital Account Executive, Producer) 200 N.LaSalle, Suite 1100 Chicago, IL 60601	Phone: 773-527-3600	4	n
3	Indeed.com (Digital Account Executive, Broadcast Operations Controller, Account Executive, Accountant, Digital Sales Manager) 7501 N Capital of Texas Hwy, Building B, Austin, TX 78731	Phone: 800-462-5842	7	n
4	LinkedIn.com (Digital Account Executive) 2029 Stierlin Court, Mountain View, CA 94043	www.linkedin.com	5	n
5	Broadcasting & Cable (Account Executive) 28 East 28th Street, 12th floor, NY, NY 10016	www.broadcastingcable.com Phone: 212-378-0400	1	n
Total Interviewed			92	

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Supplemental Recruitment Initiatives

Station: WCMH-TV, Columbus, Ohio

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	8/26/13-12/11/13	Introduction to Video Production	16-week course taught at Otterbein University on video production.	Manager served as adjunct professor at local university. In addition to the course curriculum, students were educated on various jobs in the broadcasting industry and station personnel served as guest speakers throughout semester.	Operations Director
2	3/25/14, 10/13/13, 10/17/13, 2/8/14, 2/19/14, 3/29/14, 4/6/14, 5/12/14, 5/16/14, and others	Guest speakers for Broadcast students at various schools, universities and community events	Sr. Leaders from the Production and News departments represent WCMH-TV and what it takes to obtain a job with WCMH-TV. Talents attend schools and other community events to speak about broadcasting and the broadcast industry.	Organizations such as schools and universities ask Sr. Managers or Talents to speak at different functions to teach attendees about careers in Broadcast and about the station.	Various management and on-air staff
3	1/21/2014	Job and Internship Fair	The OSU Arts and Sciences Career Services office hosted a Summer Internship Expo where our organization was among many other companies in Central Ohio recruiting for summer interns who are interested in the broadcast field.	Over 500 students from various colleges stopped by the MG/NBC4 table to ask questions about open positions interested in joining the ranks of WCMH-TV. WCMH-TV representatives answered questions and passed out information about our internship program.	WCMH-TV Human Resources Director, Administrative Assistant and Internship Coordinator for WCMH-TV Content Department.
4	On-Going	NBC4 Internship Program	Internship Programs are available during the year consistently in the News Department and in Marketing and as needed in other departments.	The goal is to help interns gain experience within a broadcast environment while enhancing their education inside the classrooms. This station has hired interns from Ohio State University, Otterbein University, Ohio University, Columbus State more.	Sr. Leaders or Internship Coordinators for each Department; Human Resources Director; and News Administrative Assistant.

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
5	On-Going	Station Informational Tours	Permits High School students to have an informational tour and the opportunity to ask questions about specific jobs and educational background needed to work at a TV station.	Students who are working on school projects or are interested in broadcast or journalism are permitted to request a tour to learn about careers in Broadcast and learn about the station. Human Resources schedules the tours based on the established criteria and hosts the tours along with the Content Distribution Team Leader. In most situations, students get the chance to speak with anchors and reporters and ask questions and experience the studios.	Human Resources Director, Content Distribution Team Leader, and various other station employees.