

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2008 to May 22, 2009.

1) Employment Unit: LIN Television, Dayton, OH

2) Unit Members (Stations and Communities of License):

WDTN-TV – Dayton, OH

3) EEO Contact Information for Unit Member:

Mailing Address: 4595 S. Dixie Avenue Dayton, OH 45439	Telephone Number: (937) 424-1500
	Contact Person: Sharon D. Howard
	E-mail Address: Sharon.howard@wdtn.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.
[RECRUITMENT SOURCES USED IN BRACKETS]

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1. Newscast Producer	Wdtn.com
2. Creative Photographer & Editor	Internal Candidate
3. Assignment Editor	Internal Candidate
4. Design Director	Internal Candidate
5. Local Sales Manager	Other (Referral)
6. Internet Project Manager	Internal Candidate
7. Receptionist	Other (Noble Staffing Solutions)

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4) Full-Time Job Vacancies Filled by Each Station. (cont.)
[RECRUITMENT SOURCES USED IN BRACKETS]

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
8. Graphic Artist	Ohio Institute of Photography & Technology
9. Administrative Assistant	Dayton Daily News

5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Adult Basic Education	Job Placement Director	2013 West Third Street Dayton, Ohio 45417 (937) 542-6982	0	No	7, 9
Cedarville University Career Planning and Placement		P.O. Box 601 Cedarville, Ohio 45314 (937) 766-2211	0	No	7, 9
Central State University		www.Centralstate.edu	0	No	2, 6, 7, 8, 9
Asian American Journalists Association		www.Aaja.org	0	No	0
Ohio Bureau of Employment Services		P.O. Box 187 Xenia, Ohio 45385	0	No	7, 9
American Women in Radio & Television		www.Awrt.com	0	No	6
RTNDA		www.Rtnda.org	0	No	0
Dayton Weekly News		www.daytonweek@aol.com	0	No	7, 9
The Job Center		1111 S. Edwin C. Moses Blvd Dayton, Ohio 45420 (937) 496-6720	0	Yes	2,6,7,9
Medialine.com			0	No	1-6, 8
Miami University		www.Muohio.com	0	No	2, 6-9
NAACP		1528 W. 3 rd Street Dayton, Ohio 45407 (937) 222-2173	0	No	6-9
National Association of Broadcasters		www.Nab.com	0	No	0
National Association of Hispanic Journalists		www.Nahj.org	0	No	0

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Dayton Urban League		907 W. Fifth Street Dayton, Ohio 45406 (937) 220-6650	0	Yes	6-9
Sinclair Community College		www.Sinclair.edu	0	No	2, 6- 9
DAYVEST		P.O. Box 1822 Dayton, Ohio 45401	0	No	6, 7, 9
University of Dayton		www.Udayton.edu	0	No	2, 6-9
Wilberforce University		www.Wilberforce.edu	0	No	2, 6-9
International College of Broadcasting	Job Placement Director	6 S. Smithville Road Dayton, Ohio 45431 (937) 258-8251		Yes	2, 4, 5, 6, 8, 9
Wdtn.com			14	No	All
Graeme Newell 602 Communications			2	No	2, 4,

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Spotsndots.com				No	5
Other (i.e., Referral, Walk-in, Former Client, etc.)			4	No	5, 7, 8
Wright State University		www.Wright.edu	0	No	2, 6-9
Dayton Daily News		1611 S. Main Street Dayton, Ohio 45409 (937) 223-1515	12	No	7, 9
TVJobs.com			10	No	1-6; 8
NABJ.org			0	No	0
Internal Candidates			0	No	1-4; 6, 9
Ohio Institute of Photography & Technology		www.dayton.oipt.com	3	No	6, 8

6) Total # of Interviewees Referred: For the period from 5/23/08 to 5/22/09 this Employment Unit interviewed 45 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: _WDTN Internship Program

The program hosted (15) students over the reporting period from the following colleges and universities: Lincoln University, Ohio University, University of Kentucky, University of Dayton, Central State University, Miami University, Wilmington College, Central State University, Wilberforce University and Notre Dame. Internships typically last three months (or college semester). Interns received college course credits for their participation; notice of availability is on our website and students are selected on a “first come/first serve” basis (based on college concentration). All interns studied and worked in our News Department.

(b) Initiative: Scholarship Program

News Reporter Jim Bucher, through WDTN-TV, has established and promotes the Wahid Abdullah Scholarship Program through the Dayton Foundation; the fund supports graduating high school students who are interested in a writing career. Yearly, recipients selected by a panel comprised of WDTN and Dayton Foundation employees receive \$500.00 in scholarship money through the African-American Fund of the Foundation. To be eligible for consideration, applicants must be a graduating senior from a high school in Montgomery County and have a minimum 3.0 GPA. Students must also have a financial need and plan to major in Communications or Journalism.

(c) Initiative: Programs by Education Institutions Relating to Career Opportunities in Broadcasting

Meteorologist Erik Zarnitz made a presentation on “weather & science” at Indian Riffle Elementary School in Kettering, OH on 10/28/08.

News Anchor Marsha Bonhart gave a “career talk” at Meadowdale High School in Dayton on 11/07/08.

New Anchor Dan Edwards and Promotion Producer Jill Drury spoke to a journalism class at Centerville High School on 12/12/08.

Meteorologist Erik Zarnitz made a presentation on “weather & science” at Spinning Hills Middle School in Riverside on 1/20/09.

Reporter Sonu Wasu gave a “career day” speech at Northwestern High School in Springfield on 4/01/09.

News Producer Tiffany Oliphant gave a “career day” talk at Wilberforce University on 4/03/09.

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Meteorologist Jamie Jarosik gave a “weather and science” talk for Bethel Schools on 5/20/09

News Anchor Kennan Oliphant participated in a “career day” event at Wright State University for its Upward Bound Program on 5/13/09.

(d) Initiative: Career Fair

News Anchor Marsha Bonhart participated in the “Journalism Boot Camp,” hosted by the Dayton Association of Black Journalists at the University of Dayton on 4/25/09.

The following WDTN employees participated as speakers at the “Communication Week/Career Fair” event hosted by Central State University: News Anchor/Reporter Kennan Oliphant, News Director Steve Diorio and Reporter Sonu Wasu, 4/06 – 4/09/08.

(e) Initiative: Job Fair Co-sponsorship

On April 23, 2009, LIN Television Corporation co-sponsored the National Association of Broadcasters Education Foundation (NABEF), Broadcast Education Association (BEA) and the Radio Television News Directors Association (RTNDA) Career Day at the 2009 NAB Show in Las Vegas, NV. One of the goals of the Career Fair is to promote diversity and increase the pool of qualified applicants in the broadcast industry. The Career Fair attracted over 1,100 attendees, from entry level to executive level prospects. Jean Benz, Senior Regulatory Counsel, represented LIN Television Corporation. Ms. Benz has substantial responsibility in the making of hiring decisions. Ms. Benz collected resumes and discussed job opportunities available at the 27 television stations LIN Television Corporation operates, including vacancies for this Employment Unit.