

EEO Public File Report
Station: WJAR-TV Providence, RI/New Bedford, MA
Period Covered by Report: December 1, 2010 to November 30, 2011

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Total # Interviewed	Number Hired	Recruitment Source for Hire
1	Writer/Producer	9/22/2010	12/20/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	www.mediageneral.com
				Recruitment Sources Contacted for Specific Vacancies (see attached)			
2	Assistant News Director	10/15/2010	1/17/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	www.mediageneral.com
				Recruitment Sources Contacted for Specific Vacancies (see attached)			
3	Producer	6/10/2010	2/28/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	Self initiated
				Recruitment Sources Contacted for Specific Vacancies (see attached)			
4	General Manager	6/27/2011	10/3/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	9	1	www.mediageneral.com
				Recruitment Sources Contacted for Specific Vacancies (see attached)			
5	Producer	9/1/2011	11/28/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	www.CareerBuilder.com
				Recruitment Sources Contacted for Specific Vacancies (see attached)			

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Recruitment Sources Contacted for Each Full-Time Vacancy
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No.	Recruitment Source	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	RICJ 80 Washington Street, Room 227 Providence, RI 02903	Toby Ayers 401-467-1712	0	N
2	RI Indian Council 807 Broad Street Providence, RI 02907	Employment Services 401-941-3398	0	N
3	Urban League of RI 246 Prairie Avenue Providence, RI 02907	Employment Services 401-351-5000	0	N
4	SER - Jobs for Progress 164 Bedford Street Fall River, MA 02720	Paula Raposa Executive Director 508- 676-1916	0	N
5	SER - Jobs for Progress 101 Main Street, Suite 302 Pawtucket, RI 02860	Lissa D. Dreyer Executive Director 401-724-1820	0	N
6	Blacks Interested in Communications 1468 Broad Street Providence, RI 02905	George Castro Executive Director 401-941-9370	0	N
7	Vocational Resources/Goodwill Industries 100 Houghton Street Providence, RI 02904	Mark Chute 401-861-2080	0	N
8	Center for Hispanic Policy & Advocacy - CHisPA 421 Elmwood Avenue Providence, RI 02907	Miguel Sanchez-Hartwein 401-467-0111	0	N
9	Salve Regina University 100 Ochre Point Avenue Newport, RI 02840 career@salve.edu	Office of Career Development 401-341-2913	0	Y
10	Bryant University 1150 Douglas Pike Smithfield, RI 02917 ocs@bryant.edu	Career Center 401-232-6000	0	N
11	Roger Williams University One Old Ferry Road Bristol, RI 02809 https://www.myinterfase.com/rwu/employer	Career Center Center for Student Development (401) 254 - 3224	0	N
12	University of Rhode Island 228 Roosevelt Hall Kingston, RI 02881 https://www.myinterfase.com/uri/employer	Audrey Tessier Career Services 401 874-4012	0	N
13	Providence Journal 75 Fountain Street Providence, RI 02903 projo.com / hotjobs.yahoo.com	Classifieds 401-277-7600	0	N
14	Rice University 6100 Main Houston, TX 77005	'cbjob@mailman.rice.edu'	0	N
15	MediaLine Box 51909 Pacific Grove, CA 93950 'mark@medialine.com'	Mark Shilstone 800-237-8073	0	N
16	Talent Dynamics 8828 Simmons, Suite 510 Dallas, TX 72547	'hedding@talentdynamics.com'	0	N
17	Providence Human Relations Commission 400 Westminster Street, 4th Floor Providence, RI 02903	Melba Depena Executive Director	0	N

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18	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 tvjobs.com	Mark Holloway 800-237-8073	0	N
19	RI Department of Labor & Training 1511 Pontiac Avenue Cranston, RI 02920 http://www.dlt.ri.gov/employer.htm	401-462-8000	0	N
20	Media General website/WJAR website	www.mediageneral.com www.turnto10.com	8	N
21	Monster Worldwide, Inc. 622 Third Avenue, 39th Floor New York, NY 10017	www.monster.com 212-351-7000		
22	MG Employee Referral		4	N
23	MG Employee		3	N
24	Internet (Not specified)			N
25	Agency (Not specified)			N
26	Self-initiated/not specified/word of mouth		9	N

No.	Recruitment Sources Contacted for Specific Vacancies	Contact/Telephone #	Total Interviewed by Source	Entitled to Notification
1	Media Recruiter 9457 So. University #303 Highlands Ranch, CO 80126	Art Scott 303-400-5150		N
2	National Association of Black Journalists	careerservices.nabj.org 888-491-8833, Ext. 1005	0	N
3	National Association of Hispanic Journalists	nahj.ihispano.com (888) 252-1220, ext. 702	0	N
4	Asian American Journalists Association 5 Third Street, Suite 1108 San Francisco, CA 94103	aaaja.org 415 346-2051	0	N
5	Indeed 177 Broad Street, 6th Floor Stamford, CT 06901	www.indeed.com	0	N
6	Career Builder 200 N. LaSalle Street, Suite 1100 Chicago, IL 60601	800-638-4212	2	

TOTAL INTERVIEWED FROM ALL SOURCES

26

EEO Public File Report
Supplemental Recruitment Initiatives
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No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1	Internship Program	On-Going	Expose eligible college/high school students to the broadcasting environment	Host students who are either majoring in broadcast related studies or wish to pursue a broadcast career.	General Manager; News, sports & HR management; various other WJAR employees
2	Job Fair	4/6/2011	University of Rhode Island's Internship/Career Fair	Station representatives inform students of job opportunities/internships at WJAR, and explain types of skills needed to pursue broadcast career paths	Joanne Schenck, HR
3	Job Fair	11/8/2011	University of Rhode Island's Internship/Career Fair	Station representatives inform students of job opportunities/internships at WJAR, and explain types of skills needed to pursue broadcast career paths	Lori Needham and other members of RI Broadcasters Association recruited for WJAR interns.
4	Training: Internal Advancement Training	On-going	Internal departmental/employee training	Employees are being cross-trained in different functions as a means of gaining the skills and knowledge necessary for future growth and promotion.	Employees in all departments
5	Training: Media General Leadership Training	1/20-21/2011; 3/14-17/2011; 6/7-8/2011	Leadership Enrichment; Leadership Skills for Non-Managers	Nominated employees attend 1-1/2 to 3-1/2 days of training which provide opportunities to build on personal strengths, network with professionals, develop leadership tools and enhance personal development.	Tim Dumont, Web Editor; Artie Tefft, Assignment Editor; Wally Franco, Director; Joe Doris, Operations Mgr.; additional 17 staff employees
6	Station Activity: Job Shadowing	2/9/2011	Barrington High School - Job Shadowing	Hosted 1 student for a half-day shadowing opportunity in News and Operations.	Jim Taricani, Reporter
7	Station Activity: Job Shadowing	1/5-6/2011; 1/11-12/2011	Roger Williams University's Winter Externship Program	Hosted 2 students for a two-day shadowing opportunity in News and Operations.	Joanne Schenck, HR; Chris Lanni, Content Brand Manager; Joe Doris, Operations Manager; various News/Operations personnel
8	Station Activity: Career Mentoring	October, 2010-May, 2011	Providence College's Executive Career Mentor Program	Student is matched with an executive from WJAR, who will serve as a mentor throughout the student's senior year.	Lisa Churchville, General Manager
9	Station Activity: Speaking Engagement	4/1/2011	Lincoln High School: Careers in Journalism Forum	Station representative discusses the workings of a local TV station, its future as it competes in the digital media environment, various positions, educational requirements and skills needed to pursue a broadcast/media career.	Joseph Doris, Operations Manager