

# EEO Public File Report

Station: WCWJ-TV

Renewal Filing Deadline: 10/1/07

Anniversary of Renewal Application Filing Deadline: 10/1/06-9/30/07

This report is a complete listing of all full-time jobs filled by station's employment unit during previous year, identified by title

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy (including organizations entitled to notification)*	Total # Interviewed	Number Hired	Recruit-ment Source for Hire
1	Sales Assistant	10/24/2006	11/27/2006	Recruitment Source List (see attached)	6	1	Employee Referral
2	Account Manager	8/28/2006	1/2/2007	Recruitment Source List (see attached)	3	1	Word of mouth
3	General Manager	1/3/2007	2/19/2007	Recruitment Source List (see attached)	3	1	Employee Referral
4	Account Manager	12/21/2006	2/26/2007	Recruitment Source List (see attached)	2	1	Word of mouth
5	Sales Manager	1/15/2007	3/26/2007	Recruitment Source List (see attached)	5	1	Networking
7	General Sales Manager	4/13/2007	5/21/2007	Recruitment Source List (see attached)	4	1	Networking
8	Regional Controller	6/1/2007	7/9/2007	Recruitment Source List (see attached)	4	1	Broadcast Cable Financial Mgmt. Assoc.
9	Sales Assistant	4/30/2007	7/9/2007	Recruitment Source List (see attached)	4	1	<a href="http://www.mycw17.com">www.mycw17.com</a>
10	Senior Accountant	6/28/2007	8/20/2007	Recruitment Source List (see attached)	13	1	Internet search
<b>Total</b>					<b>44</b>	<b>9</b>	

# Recruitment Source Analysis

This form is to be placed in the public file annually

Station: WCWJ Total No. of Persons  
 Year: 10/1/06 to 9/30/07 Interviewed for full-time  
 vacancies \_\_\_\_\_

## Recruitment Source Information - Sources Contacted for all New Hires

No.	Recruitment Source	Address	Contact Person	Telephone No.	Total Interviewed by Source	Entitled to Notification
1	Jacksonville Urban League	233 W. Duval St. Jacksonville, FL 32202	Sharon McLendon	(904) 356-4066		N
2	FCCJ - South Campus	11901 Beach Blvd., Jacksonville, FL 32216	N. Karnes	(904) 646-2283		N
3	Work Source	215 N. Market Street, Jacksonville, FL 32202	Kathy	(904) 359-6080		N
4	FCCJ - North Campus	4501 Capper Road, Jacksonville, FL 32218	Student Employment	(904) 766-6718		N
6	Work Source - Job Junction	10769-12 Beach Blvd. Jacksonville, FL 32246	Laurie Thomas	(904)359-6690 ext. 110		N
7	Jacksonville University	2800 University Blvd. N. Jacksonville, FL 32211	Barbara Vick	(904) 256-7184		N
8	Harris Enterprises & Video	P. O. Box 2745, Jacksonville, FL 32203	Alonso Harris	(904) 764-3586		N
9	University of North Florida- Communications Dept	4567 St. Johns Bluff Rd., Jacksonville, FI 32216	Joe Lesem	(904) 620-2903		N
10	Edward Waters College	1658 Kings Road, Jacksonville, FL 32209	Personnel Director	(904) 336-2750		N
11	National Council of Negro Women	927 W. Beaver Street, Jacksonville, FL 32204	Gertrude Peele	(904) 634-0367		N
12	NAACP/Jacksonville Chapter	5422 Soutel St., Jacksonville, FL 32219	Secretary	(904) 764-7578		N
13	First Coast Black Business	218 W. Adams Street, Jacksonville, FL 32201	Tony Nelson	(904) 634-0543		N
14	Asian American Journalists Assoc.	1182 Market St., Suite 320, San Francisco, CA 94103		(415) 346-2051		N
15	Emma L. Bowen Foundation for Minority Interests	1299 Pennsylvania Ave., NW 11th floor, Washington, DC 20004		(202) 637-4495		N
16	Goodwill Industries	4527 Lenox Ave., Jacksonville, FL 32225	Valerie Baham	(904) 384-1361		N
17	Meganet Job Bank	<a href="http://www.themeganet.com">www.themeganet.com</a>				N
18	Media Recruiter	<a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>	Art Scott	(303) 368-5900		N
19	TVJobs.com	12999 E. Jamison Circle, Englewood, CA	Mark Holloway	(877) 988-9808		N
20	WCWJ-TV	<a href="http://www.mycw17.com">www.mycw17.com</a>			5	Y
21	NAB Jobline	<a href="http://www.nab.org/bcc">www.nab.org/bcc</a>	nab.org	(202) 429-5497	1	N

22	University of Florida Journalism Dept.	P. O. Box 11840, Gainesville, FL	Patricia Dunn-White	(352) 392-5968		N
23	American Women in Radio & Television	8405 Greensboro Dr., Suite 800, McLean, VA 22102		(703) 506-3290		N
24	National Assoc. of Hispanic Journalists	1000 National Press Building, Washington, DC 20045		(202) 662-7145		N
25	Native American Public Telecommunications	P O Box 83111, Lincoln, NE 68501		(402) 472-3522		N
26	Walk-in or cold call				2	N
27	Employee referrals				3	N
28	Client Referral					N
29	Flagler College	flaglercollege.jobdirect.com	Paul Carpino	(904) 819-6286		N
30	Former employee referrals					N
31	Unknown source				1	N
32	Networking				2	N
33	Internal Candidate				4	Y
34	Word of Mouth				3	Y
35	Friend				1	N
36	Internet Search				5	N
37	Media General website	<a href="http://www.mediageneral.com">www.mediageneral.com</a>				Y
38	Trade Publication					N
39	Former intern					N
<b>Total - sources contacted for hires</b>					<b>27</b>	

*Recruitment sources contacted for specific vacancies*

	<b>Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Phone #</b>	<b>Total Interviewed by Source</b>	<b>Entitled to Notification</b>
1	WorkJacksonville.com	<a href="mailto:sale@workjacksonville.com">sale@workjacksonville.com</a>	Dave	(904) 513-6722		N
2	Sierra Marketing	8 Cherry Hill Lane, Hilton Head, SC 29926	Debi Carter	(843) 682-4260		N
3	Spots 'N' Dots	FAX (607) 729-7331	Patrick	(888) 584-2630	1	N
4	Florida Times-Union	P. O. Box 1949, Jacksonville, FL	Mary Walsh	(904) 359-4321	13	N
5	Broadcasting & Cable	245 W. 17th St. New York, NY 10011	Yuki Atsume	(212) 337-6960		N
6	Broadcast Cable Financial Mgmt. Assoc.	<a href="http://www.BCFM.com">www.BCFM.com</a>	online process	(888) 491-8833	3	N
<b>Total specific sources contacted:</b>					<b>17</b>	

## Supplemental Outreach Initiatives

This form is to be placed in the Public File Annually

Station: WCWJ-TV

Year: 10/01/06 TO 9/30/07

	Initiative	Description	Date	Personnel Involved by Title	Scope of Station Participation
1)	Internet Job Banks for WCWJ, NAB, Media General, Flagler College. www.mediarecruiter.com	Job postings of all open positions for employment	On-going	Ginny Routzahn, HRC/Executive Assistant	All open positions are posted on internet web sites specifically to reach and recruit a broad spectrum of qualified broadcasting applicants.
2)	Intern Program	Expose eligible college students to a broadcasting environment where they will get hands-on experience in their chosen field of study	On-going	Ginny Routzahn, HRC, David Hall, Prod. Supv., Jeff Halfon, Marketing Director, George Birnbaum, Operations Mgr.	Host interns from area colleges who are majoring in communications for credit hours.
3)	Jacksonville University Fall Career Day	Local job fair hosted by Jacksonville University	October 24, 2006	Ginny Routzahn, HRC & George Birnbaum, Operations Manager	Participated in order to recruit for open positions at the time of the fair and future interns
4)	Flagler College Career Fair 2007	Flagler College, St. Augustine, FL	February 13, 2007	Ginny Routzahn, HRC & Dave Hall, Production Supervisor	Participated in order to recruit for open positions at the time of the fair and future interns
5)	Jacksonville University Spring Career Day	Jacksonville University, Jacksonville, FL	March 6, 2007	George Birnbaum, Operations Manager & Ginny Routzahn HRC	Participated in order to recruit for open positions at the time of the fair and future interns
6)	WCWJ Scholarship Program	(2) annual \$1,500 scholarships for high school seniors for their first year at college/university - awarded on May 1, 2007	On-going annual award	Ginny Routzahn, HRC & Jeff Halfon, Marketing Director	Scholarship program open to high school seniors who are interested in pursuing a career in communications