

**WKBN-TV, WYFX-LP, WFXI-CA and employees at WYTV(TV)
EEO PUBLIC FILE REPORT
June 1, 2008 – May 31, 2009¹**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Manager	1-30, 32-48	29
Sales Assistant	1-30, 32-48	47
Account Manager	1-30, 32-48	35
Sports Reporter	1-30, 32-48	33
Account Manager	1-30, 32-48	29

¹ This report provides recruitment data collected from May 22, 2008 through May 21, 2009.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Art Institute of Pittsburgh 420 Boulevard of the Allies Pittsburgh, PA 15219 Contact: Nora Belavic 800-275-2470 www.aip.edu/request zeza507@cs.com	N	0
2	Youngstown Chamber of Commerce 44 Federal Plaza Center Suite 1200 Youngstown, Ohio 44503 Contact: Theresa Pinto 330-746-0330 (fax)	N	0
3	Youngstown State University 1 University Plaza – Career Services Youngstown, Ohio 4455 Contact: Bernie Cummins 330-941-7290 (fax) bcumminis@ysu.edu	N	0
4	Youngstown State University 1 University Plaza – Telecommunications Contact: Dr. Jane Reid, Program Marketing Dept. 330-941-3515 jreid@wcha.ysu.edu	N	0
5	Westminster College Career Services New Wilmington, PA 16172-0001 Contact: Katie Edmiston 712-946-8781 Edmistkj@westminster.edu	N	0
6	Penn State University 135 Boucke Building University Park, PA 16802 Contact: Krista White 814-863-0226	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Edinboro University of PA Edinboro, PA 16412 Contact: Sue Ickes 814-732-2909 ickes@edinboro.edu	N	0
8	Grove City College 100 Campus Drive Grove City, PA 16127 Contact: Diane 724-458-3371 career@gcc.edu	N	0
9	Theil College Greenville, PA 16125 Contact: Joanne Schell 724-589-2014 jschell@theil.edu	N	0
10	Slippery Rock University 103 Malthy Center Slippery Rock, PA 16057-1326 Contact: Deena Edwards, JLD Coord. 724-738-2902 Career.services@sru.edu	N	0
11	Kent State University 4314 Mahoning Avenue NW Telecommunications Warren, Ohio 44483 330-672-2037 lhanson@kent.edu	N	0
12	Kent State University 4314 Mahoning Avenue NW Warren, Ohio 44483 Contact: Workforce Development 330-847-9749	N	0
13	John Carroll University 20700 North Park Blvd. University Heights, Ohio 44118 Contact; Sue Sande 216-397-4348 ssande@jcu.edu	N	0
14	Indiana University of PA Career Services Pratt Hall Indiana, PA 15701 Contact: Maggie Babco, Recruiting 724-357-4079 mmbabco@iup.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Mount Union College 1972 Clark Avenue Alliance, Ohio 44601 Contact: Placement Office 330-829-8737	N	0
16	medialine.com	N	0
17	National Academy of Television Arts 3487 Center Road Brunswick, Ohio 44212 Contact: Jackie Symons 330-220-7914 news@ntacleveland.com	N	0
18	The Potter's Wheel Beatitude House 145 North Glenellen Avenue Youngstown, Ohio 44509 Contact: Sherri Cocco 330-744-3991	N	0
19	Youngstown Employment & Training Corp. 9 West Front Street – Ste 2 Youngstown, Ohio 44503 Contact: Michael Lyons 330-747-5639 carpenterfriend@yahoo.com	N	0
20	American Women in Radio & TV 8405 Greensboro Drive – Ste 800 McLean, VA 22102 Contact: Melissa Lowe 703-506-3290	N	0
21	Clarion University 114 Egbert Hall Clarion, PA 16214 Contact: Career Services 814-393-2054	N	0
22	Ohio/Illinois Center for Broadcasting 900 Sweet Valley Drive Valley View, Ohio 44125 Contact: Gary James 216-447-9117 gary@benoir.com	N	0
23	Youngstown Urban League 1350 5 th Avenue – Ste 300 Youngstown, Ohio 44504 Contact: James Brown 330-744-4111 brown.james@wworldnet.att.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	Westminster College New Wilmington, PA 16172 Contact: Career Services 800-942-2033	N	0
25	Mahoning Valley United Way 255 Watt Street Youngstown, Ohio 44505 Contact: Donald Cagigas 330-746-4525 dcagigas@ymvunitedway.org	N	0
26	ITT Technical Institute 1030 Meridian Road Youngstown, Ohio 44509 Contact: Brenda Spencer 330-270-8333 bspencer@itt-tech.com	N	0
27	602 Communications 6839 Charter Hills Road Charlotte, NC 28277 Contact: Graeme Newell 704-543-1426 gnewell@602communications.com	Y	0
28	The Broadcasting Training Program/MIBTP P.O. Box 67132 Century City CA Contact: Patricia Williams 310-551-1035	N	0
29	WKBN/WYFX Jobs Now (SEU websites) 3930 Sunset Blvd. Youngstown, Ohio 44512	N	10
30	TV Jobs Online P.O. Box 4116 Oceanside, CA 92052 Contact: Mark Halloway 800-374-0119	N	3
31	SBE (Engineering Only) 9247 North Meridian Street Suite 305 Indianapolis, IN 462620 317-846-9120 sbe.org	N	0
32	NAB 1771 N Street Northwest Washington, DC 20036 202-429-4199 Nab.org	N	0
33	Non-Employee Referral	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Internal Transfer/Promotion	N	0
35	Employee Referral	N	8
36	Burdman Group, Inc. 1350 5 th Avenue – Suite 206 Youngstown, Ohio 44504 Contact: Jim Jones 330-480-4390 projectpaycheck@burdmangroup.com	Y	0
37	Turning Gears Thompson-maryann@yahoo.com Contact: Mary Ann Thompson	Y	0
38	Mercyhurst College 501 East 38 th Street Erie, PA 16546 814-824-2070 frizzone@mercyhurst.edu	N	0
39	Monster.com	N	0
40	Careerbuilder.com	N	0
41	Youngstown Vindicator 330-747-1471 Vindy.com	N	0
42	One Stop – Columbiana County 330-424-7313 onestopohio.org	Y	0
43	One Stop – Mahoning County 330-965-1788 Onestopohio.org	Y	0
44	One Stop – Trumbull County 330-675-2008 onestopohio.org	Y	0
45	Ohio Association of Broadcasters www.oab.org	N	0
46	The Senior Employment Center 5500 Market Street Suite 114 Youngstown, Ohio 44512 330-782-0978 rmzamary@yahoo.com	Y	0
47	Trumbull Business College 3200 Ridge Avenue SE Warren, Ohio 44484 330-369-6792 tbc@tbc-trumbullbusiness.com	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	National College 3487 Belmont Avenue Youngstown, Ohio 44505 330-759-0205 nsimmons@national-college.edu	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			24

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host internship program (1)	<p>During the reporting period, the SEU hosted 27 student interns from regional colleges and universities program to assist the news and promotions departments in planning, writing, and producing on-air promotion and news products. The interns were involved from initial concept through final development of station events and projects. During the reporting period, the SEU's News Department hosted 22 interns; its Promotions Department hosted 4 interns; and its Sales Department hosted one intern.</p>
2	Sponsor Scholarship Program (1)	<p>We maintain a yearly scholarship program in cooperation with local area high schools—the Tom Holden Memorial Scholarship—honoring a 30-year veteran anchor. The program is designed to assist students interested in pursuing a career in broadcasting and is open to juniors and seniors at local area high schools. We solicit participants, select the recipients and conduct on-air promotion for this program.</p> <p>This year we had a total of 334 entries from area Juniors and Seniors, the entries were received from 47 area schools and spanned 34 different non-profit organizations. Based upon our evaluation of the students' submissions and their presentations, in March 2009 we presented six scholarship awards –one main scholarship for \$2,000 and five secondary scholarships each a \$100 Savings Bond to other students attending local area high schools.</p>
3	Participate in events or programs sponsored by or in cooperation with educational institutions relating to career opportunities in broadcasting (16)	<p>On May 22, 2009, the SEU's News Director attended a Career Day at Taft Elementary School, where he spoke with the students on the broadcast industry and what the requirements were for a career in the broadcast industry.</p> <p>On July 17 & July 22, 2008, as part of the Youngstown State University Summer Workshop for teachers, the SEU's Meteorologist spoke first with 4th Grade and 7th Grade Teachers about weather forecasting and it entails to become a Meteorologist.</p>

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	<p>On February 17, 2009, the SEU's Meteorologist spoke to students at the Youngstown Christian School about weather and the requirements to be a Meteorologist. He explained to them how his day began and the way the weather was determined to share with the viewers. Paul informed the students of the need to pick a vocation and what education was necessary to become a Meteorologist.</p> <p>On February 24, 2009, the SEU's Meteorologist spoke at Baker Elementary about our weather program and how they gather information to make forecasts. He also spoke with them about the educational process needed to become a Meteorologist.</p> <p>On March 3, 2009, the SEU's Meteorologist spoke at CH Campbell Elementary about our weather program and how they gather information to make forecasts. He also spoke with them about the educational process needed to become a Meteorologist.</p> <p>On March 11, 2009, the SEU's Meteorologist spoke at Lisbon Science Club about our weather program and how they gather information to make forecasts. He also spoke with them about the educational process needed to become a Meteorologist.</p> <p>On March 19, 2009, one of the SEU's Anchor/Reporters was invited to be part of Austintown Middle School Career Day, where he spoke to the students regarding the responsibilities of being an Anchor and a Reporter. He explained to them what a day in a newspersons' life is like. He outlined for the students the educational paths they needed to follow should they want to pursue a career in broadcasting and journalism.</p> <p>On May 1, 2009, one of the SEU's Anchor/Reporters spoke at Summit Academy Career Day educating and enlightening the students on a broadcast career. He gave a summary of the educational direction needed to obtain a position as a reporter or other positions in the broadcast business.</p> <p>On May 7, 2009, one of the SEU's Anchor/Reporters was a participant in Columbiana Middle School Career Day. He spoke to the students regarding his position as an anchor, weatherman and reporter. He explained to them the need to plot their education and follow through. He shared with them the work involved in a day in the life of an Anchor/Reporter.</p> <p>On February 23, 2009, one of the SEU's Reporters spoke to a telecommunications class at Youngstown State University, where he explained to the class his daily routine as a reporter and what was necessary to be a good</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		<p>reporter and the education necessary to succeed.</p> <p>On October 7, 2008, one of the SEU's Meteorologists spoke at Youngstown State University on textbook weather. His presentation included informing the students on the procedures it takes to forecast the weather accurately. His presentation also went into the education required to become successful at this position. He ended the session with questions and answers on weather and education.</p> <p>On October 16, 2009, one of the SEU's Meteorologists spoke to Matthews High School students regarding our weather program. He outlined for them the procedure the weather team goes through to forecast the weather report. He also spoke about the need for the students to pick a career path and explained the requirements needed in the field of broadcasting.</p> <p>On February 25, 2009, one of the SEU's Meteorologists spoke at the Stadium Elementary in Boardman on textbook weather. He explained to the students the method the weather department uses to develop the daily weather reports for television. He also told the students of the need to further their education and the requirements to work as a weather person or journalist. He ended the session with a questions and answer period.</p> <p>On March 9, 2009, one of the SEU's Meteorologists gave a lecture at Campbell Elementary, where he discussed the process of reporting the weather and gathering the information. He also informed the students of the need to do well in school and decide on a vocation when they graduated.</p> <p>On March 27, 2009, one of the SEU's Meteorologists spoke at Badger Elementary in Kinsman regarding his position as a Weatherperson. He explained to the students his job in the weather department, from gathering the information to the broadcasting of the information to the viewers. He ended the program with a questions and answers session and he explained the need for the students to pursue a vocation that they would enjoy.</p> <p>On March 30, 2009, one of the SEU's Meteorologists spoke at the H C Mines School in Howland on weather. He explained the process used by the weather department to determine the weather forecast and the preparation to deliver it to the television viewing audience.</p>
4	Host events or programs sponsored by or in cooperation with educational institutions relating to career opportunities in broadcasting (2)	On October 28, 2008, the SEU's News Director presented an overview of the broadcast industry, job opportunities, and skills need for each position. The

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		<p>group was scheduled to include 60 high school students from various schools in the area and lasted 6 hours.</p> <p>On April 15, 2009, the SEU hosted a reporting class from Kent State University at the station. The SEU's News Director spoke with students about various types of assignments, how to structure stories, and techniques in gathering video and sound. The class also participated in a question and answer session with several news staff members.</p>