

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Sources utilized to fill the vacancy (including organizations)	Number Interviewed	Number Hired
#1	Weather Anchor/Reporter	5/17/07	7/31/2007	Employee Referral	2	1
				TV Jobs.com	1	
#2	Reporter	4/26/07	8/12/2007	TV Jobs.com	1	1
				WHIOTV.com	1	
#3	Internet Sales Coordinator	8/15/07	10/15/2007	WHIOTV.com	1	1
				Employee Referral	1	
				Dayton Daily Newspaper	2	
#4	Payroll/Benefits Coordinator	11/6/07	11/26/2007	WHIOTV.com	1	1
				Employee Referral	2	
				Mergis Group	4	
# 5	Public Affairs Coordinator	2/15/07	12/14/2007	Wright State University website	1	1
				WHIOTV.com	2	
				Dayton Daily News	1	
#6	Promotion Producer	9/17/07	1/28/2008	Columbus Dispatch	1	1
				TV Jobs.com	1	
#7	Reporter	11/29/07	2/11/2008	TV Jobs.com	1	1
				WHIOTV.com	3	
				Word of mouth	1	
#8	Television Maintenance Engineer	5/16/07	2/19/2008	WHIOTV.com	5	1
				Employee Referral	1	
#9	Photographer	8/21/07	3/17/2008	TVJobs.com	2	1
				WHIOTV.com	1	
				Dayton Daily News website	2	
				Employee Referral	2	
				Word of mouth	1	

* See attached list of Recruitment Sources and Contact Information for each vacancy.

Information Regarding Recruitment Sources Contacted for Each Vacancy

No.	Recruitment Source	Contact Name	Total Interviewed	Entitled to Notification
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, NC 27545 919-217-4438 www.602communications.com	Graeme Newell Employment Specialist	0	No
2	Advertising Federation of Columbus P.O. Box 665 Reynoldsburg, OH 43068 614-866-9099 fax 614-866-9515 www.adfedcolumbus.org	Karen Kaiser Administrator	0	No
3	American Women in Radio & Television 5420 Autumn Place Dayton, OH 45414 937-890-8591	Toula Stamm Placement Director	0	No
4	Be On Air 6703 Madison Rd. Cincinnati, OH 45227 513-271-6060 www.beonair.com	Gary James	0	No
5	Cedarville College P.O. Box 601 Cedarville, OH 45314 800-233-2784 www.cedarville.edu	Lew Gibbs Career Svcs Director	0	Yes
6	Central State University- Cosby Communications Center 1400 Brush Row Road Wilberforce, OH 45385 937-376-6011 www.centralstate.edu	John Logan, Jr. Placement Director	0	Yes

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7	Central State University 1400 Brush Row Road Wilberforce, OH 45384 937-376-6011 www.centralstate.edu	Lesa Devond Placement Director	0	Yes
8	Cincinnati Enquirer 312 Elm St. Cincinnati, OH 45202 800-876-4500 www.enquirer.com	Classifieds Department	0	No
9	City of Dayton 101 W. Third St. Dayton, OH 45407 937-333-3636 www.cityofdayton.org	Ms. Rhine L. McLin Mayor	0	Yes
10	Clark State Comm College 100 S. Limestone St. Springfield, OH 45502 937-325-0691 fax 937-328-6133 www.clark.cc.oh.us	Dana Kapp Placement Director	0	Yes
11	Columbus Dispatch 34 S. Third St. Columbus, OH 43215 614-461-5033 www.dispatch.com	Classifieds Department	1	No
12	Cox Career Network www.coxenterprises.com	Classifieds Department	0	No
13	Dayton Area Chamber of Commerce 1 Chamber Plaza Dayton, OH 45402 937-226-1444 fax 937-226-8254 www.dacc.org	R.L. Dick Reardon Member Relations	0	No

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No.	Recruitment Source	Contact Name	Total Interviewed	Entitled to Notification
14	Dayton Chapter NAACP 1528 W. Third Street Dayton, OH 45407 937-222-2172 www.naacpdayton.org	Dr. Robert E. Baines, Jr. Placement Director	0	Yes
15	Dayton Daily News 45 S. Ludlow St. Dayton, OH 45402 937-225-2487 www.daytondailynews.com	Rosa Lee Jones Classifieds Department	5	No
16	Dayton Urban League 907 W. Fifth St. Dayton, OH 45407 937-220-6650 www.daytonurbanleague.org	Anthony Long Placement Director	0	Yes
17	DAY-VEST 1133 S. Edwin C. Moses Blvd. Suite 390 Dayton, OH 45408 937-224-9065 fax 937-225-4183 www.day-vest.org	Mr. Davis Placement Director	0	Yes
18	DeVry Institute of Technology 1350 Alum Creek Drive Columbus, OH 43209 800-426-2206 614-253-7291 www.devry.edu	Maria Rice Career Svc Dept.,	0	Yes
19	Edison State Community College 1973 Edison Dr. Piqua, OH 45356 937-778-7986 www.edison.cc.oh.us	Julie Slattery Career Svc Dept.,	0	Yes

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20	Howard University 525 Bryant St. N.W. Washington, D.C. 20059 202-806-6100 www.howard.edu	Deshawn Nelson Career Planning Dept.,	0	Yes
21	International College of Broadcasting 6 S. Smithville Rd. Dayton, OH 45431 937-258-8251 www.icbcollege.com	Gary Doster Placement Director	0	Yes
22	Jewish Vocational Services 4300 Rossplain Drive Cincinnati, OH 45236 513-985-0515 www.jvscinti.org	Stephen C. Barnes Placement Director	0	Yes
23	Media Line P.O. Box 51909 Pacific Grove, CA 93950 800-237-8073 fax 831-648-5204 www.medialine.com	Mark Shilstone Employment Specialist	0	No
24	Media Recruiter 22102 E. Canyon Place Aurora, CO 80016 303-400-5150 fax 303-400-5063 www.mediarecruiter.com	Art Classifieds Dept.,	0	No
25	Mergis Group 7887 Washington Village Dr. Ste. 200 Dayton, OH 45459 937-439-5501, Ext. 215 www.mergisgroup.com	Scott Peeler Senior Recruiter	4	No
26	Miami University 241 Hoyt Hall Oxford, OH 45056 513-529-1809 www.muohio.edu	Margie Perkins Career Services Director	0	Yes

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No.	Recruitment Source	Contact Name	Total Interviewed	Entitled to Notification
27	My Career Network 12700 Shelbyville Rd. Louisville, KY 40243 502-244-4149 www.mycareernetwork.com	Classifieds Department	0	No
28	NAB Career Center 1771 N. Street N.W. Washington, D.C. 20036 202-429-5300 fax 202-429-4199 www.nab.org	Karen Hunter Career Services Director	0	No
29	Ohio Center for Broadcasting 9000 Sweet Valley Valley View, OH 44125 216-447-9117	Gary James Placement Director	0	Yes
30	Ohio Institute of Photography and Technology 2029 Edgefield Rd. Dayton, OH 45439 937-294-6155, Ext.# 251 fax 298-4398 www.oipt.com	Chris Morgan Career Services Advisor	0	Yes
31	Ohio University 1 Park Place Athens, OH 45701 740-593-1000 www.ohio.edu	Holly Jacobs Career Svc Dept.,	0	Yes
32	Plain Dealer 1801 Superior Ave. E. Cleveland, OH 44114 216-999-5000 www.plaind.com	Classifieds Department	0	No

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No.	Recruitment Source	Contact Name	Total Interviewed	Entitled to Notification
33	RTNDA (Radio & Television News Directors Association) 1025 F Street NW 7th Floor Washington, D.C. 20004 800-807-8632 fax 202-223-4007 www.rtnnda.org	Nicole Newsome Employment Specialist	0	No
34	Sinclair Community College 444 W. Third St. Rm 10315 Dayton, OH 45402 937-512-2772 www.sinclair.edu	Katrina Jordan Career Svc Dept	0	Yes
35	Sinclair Community College 444 W. Third St. Rm 10315 Dayton, OH 45402 937-512-2772 www.sinclair.edu	Mike Imwalle Career Svc Dept.,	0	Yes
36	Sinclair Community College 444 W. Third St. Rm 3120 Dayton, OH 45402 937-512-2772 www.sinclair.edu	W. Terry Maiwurm Engineering Dept	0	Yes
37	Springfield News Sun 45 S. Ludlow St. Dayton, OH 45402 937-225-2487 www.springfieldnewssun.com	Rosa Lee Jones Classifieds Department	0	No

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No.	Recruitment Source	Contact Name	Total Interviewed	Entitled to Notification
38	The Leadership Institute 1101 N. Highland St. Steven P.J. Wood Bldg Arlington, VA 22201 800-827-5323 www.leadershipinstitute.org	Darcy Garthwaite Placement Director	0	Yes
39	TV Jobs P.O. Box 4116 Oceanside, CA 92052 800-374-0119 www.tvjobs.com	Mark Holloway Employment Specialist	6	No
40	TV News www.tvnews.com	Employment Specialist	0	No
41	TV Spy/Vault www.tvspy.com	Employment Specialist	0	No
42	TV Technology 5827 Columbia Pike 3rd Floor Falls Church, VA 22041 800-336-3045, Ext 153 fax 703-671-7409 www.tvtechnology.com	Caroline Freeland Classifieds Department	0	No
43	University of Cincinnati 2600 Clifton Ave. Cincinnati, OH 45221 513-556-6000 www.uc.edu	Arthur Walton Career Dev. & Placement	0	Yes
44	University of Dayton 300 College Park Dr. Dayton, OH 45469 937-229-2045 fax 937-229-2040 www.udayton.edu	Susan Lucking Career Svc Director	0	Yes
45	WHIO-TV Employee Referral 1414 Wilmington Ave. Dayton, OH 45420 937-259-2191	Employee Referral	8	No

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46	WHIO-TV In-House 1414 Wilmington Ave. Dayton, OH 45420 937-259-2191	Eric Zwarg Controller/HR Director	0	No
47	WHIO-TV website 1414 Wilmington Ave. Dayton, OH 45420 937-259-2191 www.whiotv.com	Steve Mehaffie Website Coordinator	14	No
48	Wilberforce University 1055 N. Bickett Rd. Wilberforce, OH 45384 937-376-2911 www.wilberforce.edu	Linda Atwood Career Svc Director	0	Yes
49	Wittenberg University P.O. Box 720 Springfield, OH 45501 800-677-7558 www.wittenberg.edu	Teresa Cantrell Career Svc Dept.,	0	Yes
50	Word of Mouth		2	No
51	Wright State University 3640 Colonel Glenn Highway Fairborn, OH 45435 937-775-2556 fax 937-775-3381 www.wright.edu	Cheryl Krueger Career Svc Director	1	Yes

Prong 3 Longer-Term Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	7/13/07	Job Shadowing	Exposes student to all facets of the meteorologists daily responsibilities	Exposure to all areas of meteorology and gives a solid overview and education of the operation and organization of a the WHIO-TV studio.	Jamie Simpson
2	10/18/07	Dayton Urban League's Young Professionals Employment Fair	Discussion of career opportunities and internships at WHIO-TV	Specific career and internship opportunities at WHIO-TV.	Fantine Kerckaert Eric Zwarg James Cosby Michelle Montague
3	10/31/07	University of Dayton's Cause Marketing Symposium	Presentation and discussion of careers opportunities in television with college students	Presenter	Fantine Kerckaert
4	11/27/07	Northridge High School	Presentation on careers in meteorology to high school students.	Presenter	Rich Wirdzek
5	11/29/07	Central State University	Presentation and discussion of career opportunities in television with college students	Presenter/Discussion Leader	Fantine Kerckaert
6	12/11/07	Fort Recovery Middle School	Presentation on careers in meteorology to middle school students.	Presenter	Rich Wirdzek
7	12/18/07	West Liberty Middle School	Presentation on careers in meteorology to middle school students.	Presenter	Rich Wirdzek
8	1/16/08	Home School Association	Presentation on careers in meteorology to 100+ students (including middle and high school)	Presenter	Rich Wirdzek

Prong 3 Longer-Term Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
9	1/25/08	Waynesville Middle School Career Day	Presentation on careers in sports journalism	Presenter	Margaret Brosko
10	1/28/08	Rotary Club	Presentation on careers focusing	Presenter	Cathy Stelzer
11	2/5/08	Coldwater High School	Presentation on careers in meteorology to high school students.	Presenter	Rich Wirdzek
12	2/29/08	Montgomery County Learning Center Job Fair	Discussion of career opportunities and internships at WHIO-TV	Specific career and internship opportunities at WHIO-TV.	James Robinson
13	3/4/08	Optimists of Kettering Club	Discussion of careers in broadcast journalism.	Presenter	Danielle Elias
14	3/7/08	Sinclair Community College Job Fair	Discussion of career opportunities and internships at WHIO-TV	Specific career and internship opportunities at WHIO-TV.	Eric Zwarg Fantine Kerckaert James Robinson
15	3/11/08	Centerville Kiwanis	Presentation on "Day in the Life of	Presenter	Danielle Elias
16	3/18/08	American Business Women's Association	Presentation of careers in broadcast journalism.	Presenter	Gabrielle Enright
17	3/20/08	Thurgood Marshall High School	Presentation on careers in broadcast journalism.	Presenter	Natasha Williams

Prong 3 Longer-Term Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
18	3/21/08	Dayton Urban League Young Black Professionals Media Day	Presentation on careers in broadcast journalism.	Panel Presenters	Harry Delaney Dave Bennallack James Brown Natasha Williams Fantine Kerckaert
19	4/7/08	Cedarville University	Presentation on careers in meteorology to university students.	Presenter	Rich Wirdzek
20	4/9/08	Central State University	Panel Discussion as a facet of the 13th Annual Communications Week	Panel Member	Letitia Perry
21	4/10/08	Central State University	Presentation and discussion of career opportunities in television with college students.	Presenter/Discussion Leader	Fantine Kerckaert
22	4/12/08	University of Dayton Colors of Leadership Conference	Presentation of the importance of minorities in the field of broadcast journalism	Presenter	Letitia Perry
23	4/23/08	Jefferson High School	Presentation on careers in broadcast journalism	Presenter	Natasha Williams
24	4/26/08	5th Annual Greater Dayton Association of Black Journalist	Annual conference designed to expose underprivileged minority youth to job opportunities in broadcast journalism	Session Leaders. Presented broad descriptions of journalism career, and what it takes to get there.	Natasha Williams Anton Day Brittny McGraw Rich Wirdzek

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25	4/28/08	East Miami Junior High School	Presentation on careers in meteorology to middle school students.	Presenter	Rich Wirdzek
26	4/30/08	Edison State Community College	Presentation and discussion of career opportunities in television with college students	Presenter/Discussion Leader. As part of the required course work, this effort included a complete overview of broadcasting and possible career paths.	Fantine Kerckaert
27	5/8/08	International Public Management Association	Presentation of careers in broadcast journalism	Presenter	Brittany McGraw
28	5/8/08	Scholarship Program Dayton Urban League	Station funds and promotes scholarships, interviews potential candidates and selects recipients in cooperation with Dayton Urban League	Station helps to provide higher education opportunities to Dayton minority students	Harry Delaney Fantine Kerckaert Shaunte Russell Dayton Urban League
29	Ongoing	Internship Program WHIO-TV	Station exposes Intern to all facets of a newsroom operation	Exposure to all areas of the news operation gives a solid overview and education of the operation and organization of a news operation.	Lisa Beutel Newsroom Staff