

WHIO-TV
Dayton, OH

EEO Public File Report
June 1, 2008 - May 31, 2009

5/28/2009 11:54 AM

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Sources utilized to fill the vacancy (including organizations)	Number Interviewed	Number Hired
#1	Reporter	8/21/08	12/29/2008	TV Jobs.com	1	1
				WHIOTV.com	1	
#2	Internet Sales Account Executive	8/28/08	3/9/2009	Employee referral	2	1
				Dayton Daily News/DDN.com	3	
				WHIOTV.com	2	

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

Information Regarding Recruitment Sources Contacted for Each Vacancy

1	Cedarville College P.O. Box 601 Cedarville, OH 45314 800-233-2784 www.cedarville.edu	Lew Gibbs Career Svcs Director	0	Yes
2	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
3	Central State University 1400 Brush Row Road Wilberforce, OH 45384 937-376-6011 www.centralstate.edu	Lesa Devond Placement Director	0	Yes
4	City of Dayton 101 W. Third St. Dayton, OH 45407 937-333-3636 www.cityofdayton.org	Ms. Rhine L. McLin Mayor	0	Yes
5	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
6	Cox Career Network www.coxenterprises.com	Classifieds Department	0	No
7	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

Information Regarding Recruitment Sources Contacted for Each Vacancy

8	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
9	Dayton Daily News 45 S. Ludlow St. Dayton, OH 45402 937-225-2487 www.daytondailynews.com	Rosa Lee Jones Classifieds Department	3	No
10	Dayton Urban League 907 W. Fifth St. Dayton, OH 45407 937-220-6650 www.daytonurbanleague.org	Anthony Long Placement Director	0	Yes
11	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
12	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
13	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
14	EmmyOnline Job Bank http://jobbank.emmyonline.org	Online customer service	0	No
15	Hotjobs.yahoo.com	Online customer service	0	No

Information Regarding Recruitment Sources Contacted for Each Vacancy

16	Howard University 525 Bryant St. N.W. Washington, D.C. 20059 202-806-6100 www.howard.edu	Deshawn Nelson Career Planning Dept.,	0	Yes
17	International College of Broadcasting 6 S. Smithville Rd. Dayton, OH 45431 937-258-8251 www.icbcollege.com	Gary Doster Placement Director	0	Yes
18	Jewish Vocational Services 4300 Rossplain Drive Cincinnati, OH 45236 513-985-0515 www.jvscinti.org	Stephen C. Barnes Placement Director	0	Yes
19	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
20	Media Recruiter 22102 E. Canyon Place Aurora, CO 80016 303-400-5150 fax 303-400-5063 www.mediarecruiter.com	Art Classifieds Dept.,	0	No
22	Miami University 241 Hoyt Hall Oxford, OH 45056 513-529-1809 www.muohio.edu	Margie Perkins Career Services Director	0	Yes

Information Regarding Recruitment Sources Contacted for Each Vacancy

23	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
24	Ohio Center for Broadcasting 9000 Sweet Valley Valley View, OH 44125 216-447-9117	Gary James Placement Director	0	Yes
25	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
26	Ohio University 1 Park Place Athens, OH 45701 740-593-1000 www.ohio.edu	Holly Jacobs Career Svc Dept.,	0	Yes
27	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
28	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
29	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

Information Regarding Recruitment Sources Contacted for Each Vacancy

30	Springfield News Sun 45 S. Ludlow St. Dayton, OH 45402 937-225-2487 www.springfieldnewssun.com	Rosa Lee Jones Classifieds Department	0	No
31	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
32	TV Jobs P.O. Box 4116 Oceanside, CA 92052 800-374-0119 www.tvjobs.com	Mark Holloway Employment Specialist	1	No
33	University of Cincinnati 2600 Clifton Ave. Cincinnati, OH 45221 513-556-6000 www.uc.edu	Arthur Walton Career Dev. & Placement	0	Yes
34	University of Dayton 300 College Park Dr. Dayton, OH 45469 937-229-2045 fax 937-229-2040	Susan Lucking Career Svc Director	0	Yes
35	WHIO-TV Employee Referral 1414 Wilmington Ave. Dayton, OH 45420 937-259-2191	Employee Referral	2	No
36	WHIO-TV In-House 1414 Wilmington Ave. Dayton, OH 45420 937-259-2191	Eric Zwarg Controller/HR Director	0	No

Information Regarding Recruitment Sources Contacted for Each Vacancy

37	WHIO-TV website 1414 Wilmington Ave. Dayton, OH 45420 937-259-2191 www.whiotv.com	Steve Mehaffie Website Coordinator	3	No
38	Wilberforce University 1055 N. Bickett Rd. Wilberforce, OH 45384 937-376-2911 www.wilberforce.edu	Linda Atwood Career Svc Director	0	Yes
39	Wittenberg University P.O. Box 720 Springfield, OH 45501 800-677-7558 www.wittenberg.edu	Teresa Cantrell Career Svc Dept.,	0	Yes
40	Word of Mouth		0	No
41	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	0	Yes

Prong 3 Longer-Term Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	7/1/08	Central State University	Presentation and discussion of market research career opportunities in television with college students attending a Historically Black College (HBC) .	Provided a solid overview of television research activities	Fantine Kerckaert
2	7/2/08	University of Dayton	Exposed minority University of Dayton student to daily television research responsibilities.	Provided a solid overview of television research activities.	Fantine Kerckaert
3	11/10/08	Job Shadowing	Exposed student to all facets of the meteorologist's daily responsibilities.	Exposure to all areas of meteorology and provided a solid overview on the operation and organization of a television studio.	Jamie Simpson
4	11/20/08	Central State University	Presentation and discussion of market research career opportunities in television with college students attending a Historically Black College (HBC) .	Provided a solid overview of television research activities	Fantine Kerckaert
5	11/28/08	Franklin University	Student interview on the job responsibilities of a television reporter.	Answered specific questions on television interviewing techniques.	Danielle Elias
6	12/16/08	Newton High School	Presentation and discussion on all facets of a meteorologist's daily responsibilities.	Exposed students to all areas of meteorology and provided a solid overview on the operation and organization of a television studio.	Rich Wirdzek

Prong 3 Longer-Term Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
7	12/16/08	West Liberty High school	Presentation and discussion on all facets of a meteorologist's daily responsibilities.	Exposed students to all areas of meteorology and provided a solid overview on the operation and organization of a television studio.	Rich Wirdzek
8	2/12/09	Thurgood Marshall High School	Presentation to students on the field of journalism as a career.	Provided an overview of daily responsibilities of television journalists.	Natasha Williams
9	2/13/09	University of Dayton	Presentation to students on the field of journalism as a career.	Provided an overview of daily responsibilities of television journalists.	Natasha Williams
10	2/20/09	Chaminade Julianne High School	Presentation to students on the field of journalism as a career.	Provided an overview of daily responsibilities of television journalists.	Natasha Williams
11	2/24/09	Bethel Junior High School	Presentation and discussion on all facets of a meteorologist's daily responsibilities.	Exposed students to all areas of meteorology and provided a solid overview on the operation and organization of a television studio.	Rich Wirdzek
12	2/26/2009	Urbana Junior High Mental Disability Unit	Presentation and discussion on all facets of a meteorologist's daily responsibilities.	Exposed students to all areas of meteorology and provided a solid overview on the operation and organization of a television studio.	Rich Wirdzek
13	3/4/09	Ruskin School	Presentation and discussion on all facets of a meteorologist's daily responsibilities.	Exposed students to all areas of meteorology and provided a solid overview on the operation and organization of a television studio.	Rich Wirdzek

Prong 3 Longer-Term Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
14	3/6/09	Dayton Women's Club	Presentation and discussion on all facets of a meteorologist's daily responsibilities.	Exposed club members to all areas of meteorology and provided a solid overview on the operation and organization of a television studio.	Rich Wirdzek
15	3/7/09	NWS Storm Spotter Class Miami Valley Hospital	Presentation and discussion on storm spotting techniques and technologies.	Taught members class about storm spotting techniques and technologies.	Rich Wirdzek
16	3/7/09	University of Dayton's Conference on Women's Leadership	Presentation to participants on the role of women in the field of journalism.	Provided an overview of daily responsibilities of female television journalists.	Letitia Perry
17	3/7/09	Wilberforce University	Keynote speaker at the Wilberforce Scholarship Dinner.	Provided an overview of daily responsibilities of television journalists.	Letitia Perry
18	3/9/09	Ludlow Falls Fire Fighters	Presentation and discussion on storm spotting techniques and technologies.	Taught members class about storm spotting techniques and technologies.	Rich Wirdzek
19	3/10/09	Miami Valley Academy	Presentation and discussion on all facets of a meteorologist's daily responsibilities.	Exposed student to all areas of meteorology and provided a solid overview on the operation and organization of a television studio.	Rich Wirdzek
20	3/13/09	Bethel Local Junior High	Presentation and discussion on all facets of a meteorologist's daily responsibilities.	Exposed student to all areas of meteorology and provided a solid overview on the operation and organization of a television studio.	Rich Wirdzek

Prong 3 Longer-Term Recruitment Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
21	3/13-4/3 (Fridays)	Job Shadow- Green County Career Center	Exposed student to all facets of a television marketing department's daily responsibilities.	Solid overview on the operation and organization of a television marketing department.	Tony Getts Bryan Erdy Nishan Gilmet Caryn Golden Carole Hepp Dan Hamlin
22	3/27/09	Job Shadow	Exposed student to all facets of a television news account executives daily responsibilities.	Solid overview on the operation and organization of a television sales department.	Sarah Banks
23	4/3/09	Job Shadow-Miami University	Exposed student to all facets of a television news account executives daily responsibilities.	Solid overview on the operation and organization of a television sales department.	Deb Purman
24	4/16/09	Upper Valley JVS	Presentation and discussion on all facets of a meteorologist's daily responsibilities.	Exposed students to all areas of meteorology and provided a solid overview on the operation and organization of a television studio.	Rich Wirdzek
25	5/6/09	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
26	5/13/09	Springboro High School Career Day	Presentation and discussion on all facets of a meteorologist's daily responsibilities.	Exposed students to all areas of meteorology and provided a solid over on the operation and organization of a television studio.	Rich Wirdzek
27	5/15/09	Job Shadowing- West Carrollton Middle School	Exposed student to all facets of a television news anchor's daily responsibilities.	Solid overview on the operation and organization of a television studio, including a station tour.	Cheryl McHenry

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28	5/19/09	Scholarship Program Dayton Urban League	Station funds and promotes scholarships, interviews potential candidates and selects recipients in cooperation with the Dayton Urban League.	Station helps to provide higher education opportunities to Dayton minority students.	Harry Delaney Fantine Kerckaert Dayton Urban League
29	Ongoing	Internship Program WHIO-TV	Student interns learn all facets of a television newsroom and marketing operation.	A solid overview of a television news room and marketing operation.	Caryn Golden Tony Getts