

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2008 to May 31, 2009.

1) Employment Unit Location/Name: Wilks Broadcast – Columbus

2) Unit Members (List all station call signs and communities of license):
WLVQ –Columbus Ohio
WHOK – Columbus Ohio
WNKK – Columbus Ohio

3) EEO Contact Information for Employment Unit:

Mailing Address: Wilks Broadcast Group LLC 280 N High St. Suite 10 Columbus, Ohio 43215	Telephone Number 614-222-8431
	Contact Person: Lisa Mannon
	E-mail Address: lmannon@wilkscolumbus.com

4) List all Full-Time Job Vacancies Filled by Each Station:

Job Title	Recruitment Source Referring Hire
1. Promotions Assistant	Promoted Within
2. Account Executive	Station Website
3. Account Executive	Internal Referral
4. Traffic	Monster.com
5. Account Executive	Monster.com
6. Account Executive	Monster.com
7. Chief Engineer	AllAccess.com
8. Business Manager	Monster.com
9. Business Manager	Monster.com
10. Sales Assistant	Promoted Within
11. Account Executive	Industry Referral
12. Production Director	AllAccess.com
13. Account Executive	Industry Referral
14. Market Manager	Industry Referral
15. Promotions Director	Internal Referral
16. Account Executive	Internal Referral
17. Market Manager	AllAccess.com
18. Program Director/On-Air	Industry Referral

Stations WLVQ/WHOK/WNKK are Equal Opportunity Employers.

5) All Fulltime openings listed in Section 4 were filled from notifications sent to the following sources:

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Columbus State Community College	Charles Dawson	550 E Spring St. Columbus, Oh 43215	(614) 287-2400	N
Ohio State University Branch Newark	Jane Williams	1179 University Dr Newark, Ohio 43055	(740) 366-9453	N
Ohio University Lancaster	Sandy Foster	1570 Granville Pike Lancaster, Ohio 43130	(740)654-6711	N
Ohio University Athens	Betty Johnson	185 Lindley Ave Athens, Ohio 43211	(740)593-2909	N
Eastland Career Center	Lisa Parlin	4465 S Hamilton Rd Groveport, Ohio 43125	(614)836-5725	N
The Columbus Urban League	Sharon Miller	788 Mount Vernon Ave Columbus, Ohio 43215	(614)257-6316	N
Urban Policy Institute	Ray Miller	17 S High St 1015 Columbus Ohio 43215	Mail Only	N
Otterbein College	John Buckles	Otterbein College Westerville, Ohio 43081	(614)890-3000	N
Human Services Dept of Franklin County	Ruth Ann Bess	80 E. Fulton St Columbus, Ohio 43215	(614)225-6939	N
The Career Center	Job Placement Director	1151 college Ave Columbus, Ohio 43209	(614)237-9675	N
OSU Career Services	Job Placement Director	1151 College Ave Columbus, Ohio 43209	(614)237-9675	N
Ohio Association Broadcasters	Phyllis Bucanan	242 W 18 th Ave Columbus, Ohio 43210	(614)228-4052	N
Bradford School	Placement Coordinator	2469 Steltzer Rd Columbus, Ohio 43219	(614)416-6200	N
Ohio Bureau Of Employment Services	Charlie Howard	3723 S High St Columbus, Ohio 43207	(614)492-6996	N
Office of Minority Affairs OSU University	Director of Administration	1000 Lincoln Tower 1800 Cannon dr Columbus, Ohio 43210	(614)292-0964	N
Devry Institute	Dave Fogg	1350 Alum Creek Dr Columbus, Ohio 43232	(614)253—1525	N
International College of Broadcasting	Tom Michaels	6 S Smithville Rd Dayton Oh 43209	(937)258-8251	N
Franklin University	Student Services Center	201 S Grant Ave Columbus, Ohio 43215	(614)797-4700	N
Capital University	Eric Anderson	2199 E Main St Columbus Oh 43215	(614)236-6606	N

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
Columbus Association of Black Journalists	Director	P O Box 1924 Columbus, Ohio 43216	(614)224-3632	N
League of Women Voters	Scott Britton	17 S High St Suite 650 Columbus, Ohio 43215	(614)469-1506	N
Martin League Complex	Zorava Ross	867 Mt Vernon Ave Columbus, Ohio 43115	(614)645-5464	N
United Way of Franklin County	Human Resource Director	360 S 3 rd St Columbus, Ohio 43215	(614)227-2700	N

6) Total # of Interviewees Referred by Each Source: For the period from **June 1, 2008 to May 31, 2009.**

This Employment Unit interviewed 123 Interviewees for full time job vacancies except for the ones where the person was promoted from within. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) Promotions from within Company	17
(2) Internal Referrals	25
(3) Monster.Com	23
(4) Station Websites	16
(5) Client Referral	0
(6) AllAccess.com	14
(7) Industry Referral	28

7) Supplemental Recruitment Measures.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. WLWQ/WHOK/WNKK, Websites Have made contributions to our career Website which contains information to Inform general public of our various Career opportunities.	ONGOING	Business Manager/Webmaster
2. OHIO ASSOCIATION OF BROADCASTERS WEBSITE	ONGOING	Business Manager/Webmaster

4. OHIO UNIVERSITY JOB FAIR	FALL 2008	Business Manager Sales Manager Promotions
5. OHIO UNIVERSITY COMMUNICATIONS CAREER DAY	FALL 2008	Business Manager Sales Managers

(a) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. JOB FAIRS <ul style="list-style-type: none"> • OSU Job Fair 	Ongoing	Business Manager/Market Manager
2. Internship Program <ul style="list-style-type: none"> • Promotions • Traffic • Business 	Ongoing	Website Master Business Managers /Sales Managers
3. Website	Ongoing	Webmaster

(d) Training Management Personnel.

Description of Supplemental Recruitment Measure:	Date: (EEO Training Provided)	Personnel Involved: (Position)
1. EEO guidelines and requirements are discussed at monthly Manager's Meetings for all managers. Provided to each manager beginning a new hire process. This is designed to ensure compliance with the EEO rules and prevent discrimination.	Monthly	General Sales Managers Promotions Directors Business Managers Program Directors
2 Business Manager participated in corporate conference call with FCC Attorney and Wilks Broadcasting Employment Attorney to review methods of ensuring equal opportunity	1/5/09	Controller Business Manager

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