

Annual EEO Public File Report Form

WTWO

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprises of the following station: WTWO, Terre Haute, Indiana and is required to be placed in the public inspection files of this station and posted on our website.

The information contained in this Report covers the time period beginning April 1, 2007 to and including March 31, 2008 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public File Report

Covering the Period from April 1, 2007 to March 31, 2008

Station Comprising Station Employment Unit: WTWO

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Date Full-Time Position Filled	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
1	Account Executive	4/30/07	Employee Referral	3
2	Videographer	5/21/07	Vincennes University	1
3	Production Assistant	6/11/07	Employee Referral	5
4	Reporter	6/25/07	WTWO Intern	2
5	Late News Producer	6/25/07	Employee Referral	2
6	Videographer	7/2/07	Employee Referral	1
7	Custodian/Maintenance	7/10/07	WorkOne-Linton	4
8	Production Assistant	7/16/07	Employee Referral	9
9	Reporter	8/2/07	TVJobs.com	5
10	Account Executive	8/6/07	WTWO website	6
11	Account Executive	9/10/07	Tennessee State University	2
12	Account Executive	9/10/07	WTWO website	2
13	Production Assistant	9/10/07	Employee Referral	3
14	Production Assistant	9/17/07	WTWO website	1
15	Business/Traffic Assistant	9/20/07	WTWO website	5
16	Master Control Operator	10/7/07	simplyhired.com	1
17	Morning Weather Anchor/Host	10/5/07	Employee Referral	2
18	Master Control Operator	10/8/07	WTWO website	3
19	Master Control Operator	10/8/07	WTWO website	2
20	Account Executive	10/29/07	WTWO website	3
21	Production Assistant	10/29/07	Internal Posting	1

Appendix 2 to

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Covering the Period from April 1, 2007 to March 31, 2008

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Section 1: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source was Utilized
A	WTWO website	38	10
	PO Box 299, Terre Haute, IN 47808		
B	Employee Referral	30	12
	PO Box 299, Terre Haute, IN 47808		
C	Nexstar Broadcasting Group	1	0
	www.nexstar.tv		
D	Internal Posting	3	3
	PO Box 299, Terre Haute, IN 47808		
E	Vincennes University	1	1
	1200 N. 2nd Street, Vincennes, IN 47591		
F	Indiana University	1	0
	625 N. Jordan Avenue, Bloomington, IN 47405		
G	Illinois Center for Broadcasting	1	0
	55 W. 22nd St., Ste. 240, Lombard, IL 60148		
H	Simply Hired	1	1
	www.simplyhired.com		
I	TVJobs.com	4	0
	www.admin@tvjobs.com		
J	Work One	2	1
	PO Box 69, Linton, IN 47441		

K	Indiana Broadcasters Association	1	0
	www.indianabroadcasters.org		
L	Productionhub.com	4	0
	www.productionhub.com		

*Indicates sources that have requested notification of job openings.

Appendix 3

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WTWO.

WTWO station personnel with substantial responsibility for hiring participated in the following job fairs.

August 23, 2007 Senator Evan Bay's Job Fair, Job Training and Small Business Summit Terre Haute

March 26, 2008 Ivy Tech Community College Job Fair

WTWO has established an internship program designed to assist members of the community to acquire skills needed for broadcast employment. Station WTWO provided internship and job shadow opportunities for university and high school students. These internships provided work experience in the News, Production, and Sales departments.

Various WTWO staff and managers have visited and spoken to dozens of school classes throughout the viewing area about careers in broadcasting. Station meteorologists do classroom visits several times a week at the elementary, secondary and college level.

WTWO has participated in activities designed to further the goal of dissemination of information about employment opportunities by placing ads with the Indiana Broadcasters Association.

WTWO has hosted 20 tours of the station over the reporting period. The groups range in age from pre-school to college level and adult and senior groups. The groups learn about the facility and careers. Participants are encouraged to ask questions of the staff about their job duties and responsibilities.