

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 5/23/09 to 5/22/10.

1) Employment Unit: LIN Television – Toledo, OH

2) Unit Members (Stations and Communities of License): WUPW, Toledo, OH

3) EEO Contact Information for Unit Member:

Mailing Address:  4 Seagate Toledo, OH 43604	Telephone Number: 419-244-3600
	Contact Person: Maria Costanzo
	E-mail Address: mcostanzo@foxt Toledo.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

<b>Job Title</b>	<b>Recruitment Source Referring</b>
<b>Hiree</b>	

**The Employment Unit did not hire any external individuals during the reporting period**

5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Toledo Blade	Connie Cross	541 N. Superior St. Toledo, OH 43660 419-724-6500 <a href="mailto:recruit@toledoblade.com">recruit@toledoblade.com</a>	0	NO	
tvjobs.com		tvjobs.com	0	NO	
myfoxt Toledo.com	Angel Belford	4 Seagate Toledo, OH 43604 419-244-3600 foxt Toledo.com	0	NO	
Fox Toledo on-air commercial	Paul Krasa	4 Seagate Toledo, OH 43604 419-244-3600	0	NO	

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LOURDES COLLEGE	Career Center	6832 Convent Blvd Sylvania, OH 43560 800-878-3210 419-882-3987 fax	0	NO	
NAACP	Job Placement Office	525 Hamilton St. Toledo, OH 43602 419-242-2515	0	NO	
Miami University	Career Planning & Placement	241 Hoyt Hall Oxford, OH 45056 513-529-1809 muohio.edu/careers	0	NO	
University of Toledo	Beth Nicholson	2801 Bancroft Toledo, OH 43606 419-530-4341 <a href="mailto:bnichol@UTnet.utoledo.edu">bnichol@UTnet.utoledo.edu</a>	0	NO	
BGSU	Susan Gladieux	360 Student Services Bldg. Bowling Green, OH 43606 419-327-2356 <a href="mailto:careerservices@bgnet.bgsu.edu">careerservices@bgnet.bgsu.edu</a>	0	NO	
Ohio State Univ.	Career Services	222 Younkin Success Center 1640 Neil Ave. Columbus, OH 43210 <a href="mailto:asrecruit@osu.edu">asrecruit@osu.edu</a> 614-688-3898	0	NO	
NATAS	Job Placement	3487 Center Rd. Suite C Brunswick, OH 44212 330-220-7914 fax 440-526-3669 <a href="mailto:administrator@ntacleveland.com">administrator@ntacleveland.com</a>	0	NO	
TVB	Hope Ethridge	3 E. 54th St, New York, NY 10022 212-486-1111 <a href="mailto:hope@tvb.org">hope@tvb.org</a>	0	NO	
LIN Television job listing	Lisa Sousa	One West Exchange Street Providence, RI 02903 401-454-2880	0	NO	
Owens College Findlay & Toledo	Career Center	PO Box 1000 Toledo, OH 43699 800-466-9367 owens.edu/jobs	0	NO	
OAB	National Broadcast Job Bank	careerpage.org	0	NO	
NAB	nab.org	nab.org	0	NO	
Internal post & employee referrals			0	NO	
Specs Howard School	specshoward.edu	19900 W. Nine Mile Rd Southfield, MI 48075 248-746-9772	0	NO	

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Broadcast Engineering Magazine	Emily Kalmus	9800 Metcalf Ave Overland Park, KS 66212 800-896-9939	0	NO	
Spots N Dots		spotsndots.com	0	NO	
602 Communications	Graeme Newell	1011 Lyndhurst Falls Lane Knightdale, NC 27545 (919) 217-4438 602communications.com	0	NO	

**6) Total # of Interviewees Referred:** For the period from 5/23/09 to 5/22/10 this Employment Unit interviewed 0 people for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: INTERNSHIP PROGRAM**

News, Internet and Creative Services department internships were on-going 2009-2010 . Interns shadow and assist station personnel in News, Weather, Sports, production and website maintenance. Interns are exposed to the daily workings of a television station. Interns are obtained from various local colleges and high schools and lengths of internships vary. All interns receive course credit for their time with the station. We had approximately 17 interns in the past year. All candidates submit a resume which is forwarded to the appropriate department head and the decision to accept the intern is made by that department head.

**(b) Initiative: TRAINING TO MANAGEMENT LEVEL PERSONNEL**

On May 5, 2010, Maria Costanzo, Business Administrator attended an FCC EEO Webinar hosted by Joshua Pila, LIN's regulatory counsel.

**(c) Initiative: EVENTS SPONSORED BY EDUCATIONAL INSTITUTIONS RELATING TO CAREERS IN BROADCASTING:**

On October 2, 2009 WUPW attended the job fair at Bowling Green State University. Representatives from the station included Maria Costanzo, Business Administrator, Steve France, News Director and Brian Lorenzen, Local Sales Manager. All the station representatives have substantial responsibility in the making of hiring decisions. We spoke with students regarding requirements for various jobs in the broadcast industry. We also collected resumes for potential intern candidates.

On August 12, 2009 WUPW attended the job fair at ITT Technical Institute. Representatives from the station included Maria Costanzo, Business Administrator and Dale Dutridge, Maintenance Engineer We spoke with students regarding requirements for various jobs in the broadcast industry. We also collected resumes for potential intern candidates.

On February 17, 2010 WUPW attended the job fair at The University of Findlay. Representatives from the station included Maria Costanzo, Business Administrator and Lisa Perlaky, National Sales Assistant We spoke with students regarding requirements for various jobs in the broadcast industry. We also collected resumes for potential intern candidates.

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**(d) Initiative: PROGRAMS DESIGNED TO PROMOTE OUTREACH GENERALLY**

We continued the Job Finder section on our website [foxtledo.com](http://foxtledo.com). This section includes interview tips, help for creating a resume and employment info. This section also lists local job openings and job fairs in the area. As part of this initiative, we are taping 30 second video resumes to be posted in this section. On June 18, 2009 we taped in Whitehouse, OH, on June 22, 2009 we taped at the Seneca County One Stop Workforce Development office in Tiffin, OH, on July 22, 2009 we taped at the Wood County Job Solutions office in Bowling Green, OH, on November 13, 2009 we taped at the Bowling Green State University Firelands campus job fair in Huron, OH and on March 2, 2010 we taped at the Terra Community College job fair in Fremont, OH which we also sponsored.

**(f) Initiative: Job Fair Co-sponsorship**

On March 2, 2010 FOX Toledo co-sponsored the job fair at Terra Community College in Fremont, OH. The job fair featured 60 employers seeking applicants and was attended by over 800 job seekers. FOX Toledo recorded video resumes at the event to be posted on [foxtledo.com](http://foxtledo.com). Reporter Allison Brown recorded a story for use on our 630p and 10p newscast in which she spoke to both employers and job seekers.

On April 30, 2010 FOX Toledo co-sponsored the Project Hire 2010 job fair at the Lucas County Rec Center. This second annual event attracted over 3000 individuals seeking employment in the Northwest OH area. The fair featured over 100 employers from various professions. FOX Toledo recorded video resumes at the event to be posted on [foxtledo.com](http://foxtledo.com). News Anchor Shaun Hegarty attended the event to do live cut in shots throughout the day to draw people to the event. Prior to the job fair promotional spots were run on FOX Toledo to inform the public of the upcoming job fair.