

WKRN-TV

**2009 EEO
AUDIT RESPONSE**



May 1, 2009

VIA HAND DELIVERY

Lewis Pulley
Assistant Chief, Policy Division
Media Bureau
Federal Communications Commission
445 12th Street S.W.
Washington, D.C. 20554

Dear Mr. Pulley:

This letter, together with attached Exhibits 1 through 33, serves as the response by WKRN, G.P., Debtor-in-Possession¹ (the "Licensee"), licensee of WKRN-TV, Nashville, Tennessee (variously referred to herein as "WKRN," the "Station," or the "Unit") to the Media Bureau's March 23, 2009, audit letter seeking certain data relating to the Unit's EEO program. WKRN-TV is the only station in the employment unit, and it operates in the Nashville Nielsen Designated Market Area.

The responses to the relevant audit data requests are set forth below, and the requested documentation is provided in the attached Exhibits. A review of these materials by Commission Staff will, we believe, demonstrate the Unit's compliance with the Commission's EEO rules.

Audit Data Request 3(a). The Unit's two most recent EEO public file reports, described in 47 C.F.R. § 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to each of these websites, in violation of that subsection, indicate each station involved and provide an explanation of why the report is not so posted or linked. In accordance with 47 C.F.R. § 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report.

¹ The March 23, 2009, EEO Audit Letter was directed to WKRN, G.P. On March 2, 2009, an assignment application was filed requesting consent to the pro forma assignment of the Station's license from WKRN, G.P. to WKRN, G.P., Debtor-in-Possession (FCC File No. BALCT-20090302ACR). The assignment was granted and consummated on March 17, 2009. The assignment did not result in the change of any relevant Station personnel or licensee officers.

Response: The Unit's EEO Public File Reports covering April 1, 2007, through March 31, 2008, and April 1, 2008, through March 31, 2009, are attached as Exhibits 1 and 2. Information responsive to Audit Data Request 3(a)'s directive to "provide the date of each full-time hire listed in each report" is included in Exhibits 1 and 2 and in response to Audit Data Request 3(c) below.

As noted on the report, the 2008-2009 report was amended on April 24, 2009, when, in the course of reviewing the Unit's materials and documents in preparing the instant response, some minor errors and omissions were discovered and corrected. With respect to inconsistencies between the information provided in the Unit's EEO Public File Reports and the instant response, the information contained herein shall control and, to the best of the Unit's knowledge, is true and correct.²

The Unit's most recent EEO Public File Report (covering the period April 1, 2008, through March 31, 2009) is posted to the www.wkrn.com website and is specifically located at the following URL address:

http://www.wkrn.com/Global/link.asp?L=380211&nav=menu5_9_4_1

The Report is accessible to website visitors by placing the cursor over the "About WKRN" menu tab at the top of the website home page and then over the "Employment" menu tab that automatically appears in a drop-down menu.

Audit Data Request 3(b). For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in 47 C.F.R. § 73.2080(c)(5)(iii). Include copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in 47 C.F.R. § 73.2080(c)(1)(ii).

Response: For each job opening, the Unit has attached (as Exhibits 3-27) all copies of advertisements, bulletins, letters, faxes, e-mails, or other communications announcing job openings and all documentation that such communications were sent to recruitment sources used by the Unit. As indicated in these exhibits, the following recruitment sources have notified the Unit that they wish to be notified of job openings: National Academy of Television Arts and Sciences, Tennessee State University, Fisk University, Trevecca University, Belmont University, Middle Tennessee Career Center, the Nashville Urban League, the Department of Employment

² On April 1, 2009, the Station filed its Mid-Term EEO Report (FCC File No. B397-20090401ABJ) and attached its 2009 EEO public file report. The Mid-Term Report was filed prior to the amendment of the 2009 EEO public file report.

Security, Vanderbilt University, Middle Tennessee State University, Broadcast & Cable, Williams Morris Agency, the Nashville Job List, and Broadcast Engineering.

The exhibits attached illustrate that for the period covered by the audit, the Unit had a regular practice of sending vacancy notifications to a variety of sources via facsimile and/or e-mail and of posting the vacancy in internal posting locations, including the Station's website. The sources used are reasonably calculated to reach the Station's entire community.

All job postings on the WKRN web site say the following: "WKRN-TV is an Equal Opportunity Employer." In addition, on the Employer Profile section of the Nashville Job List web site (www.nashvillejoblist.com), with which WKRN has a partnership, the Station has posted the following:

Station WKRN-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies at the Station. We seek the help of local organizations in referring qualified applicants to our Station. Organizations that wish to receive information should contact Sandy Osborne at WKRN-TV by calling 615-369-7341.

The following is a list of recruitment sources used by the Employment Unit for job openings during the periods covered by the Public File Reports.

Recruitment Sources Used in 2007-2009³

Recruitment Source	Address
American Women of Radio and Television	WZTV, 631 Mainstream Drive Nashville, TN 37228
Belmont University	1900 Belmont Blvd. Nashville, TN 37212
Broadcast & Cable**	360 Park Avenue South New York, NY 10010
Broadcast Employment Services	P. O. Box 4116 Oceanside, CA
Broadcast Engineering	9800 Metcalf Overland Park, KS 66212 susan.schaefer@penton.com
Craig's List*	Craigslist.com
David Brunner & Associates**	P.O. Box 353 Neffs, PA 18065 dbandassociates@msn.com
Department of Employment Security	500 James Robertson Pkwy. Volunteer Plaza, 11 th Floor Nashville, TN 37245

³ * denotes a source added in 2008-2009. ** denotes a source used in 2007-2008 but not 2008-2009.

Recruitment Source	Address
Employee Referrals	
Fisk University	18 th Avenue North Nashville, TN 37208
Frank Magid & Associates	1 Research Circle Marion, Iowa 52302
Industry Referrals*	
Middle Tennessee Career Center	621 Mainstream Drive, Suite 210 Nashville, TN 37228
Middle Tennessee State University	P. O. Box 51 Murfreesboro, TN 37132
Mort Meisner & Associates**	10304 NE 97th Terrace Kansas City, MO 64157
NAACP	1308 Jefferson Street Nashville, TN 37208
Nashville Urban League	1219 9th Avenue North Nashville, TN 37208
NATAS Web Site	www.emmyonline.com
National Association of Broadcasters	1771 N. St. NW Washington, DC 20036
Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072
Society of Broadcast Engineers	sbe.org/career_jobsonline.php
Spots & Dots	167 Oakdale Road Johnson City, NY 13790
<i>Tennessean</i> Newspaper**	1900 Broadway Nashville, TN 37203
Tennessee State University	3500 John Merritt Blvd. Nashville, TN 37209
The David Crane Agency**	124 Ammons Drive Raleigh, NC 27615
The Nashville Job List*	Nashvillejoblist.com
Traci Wilkes/Willinger Talent**	875 Avenue of the Americas New York, NY 10001
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210
TV Technology Ind. Jobs	5827 Columbia Pike, 3 rd Floor Falls Church, VA 22041
Vanderbilt University	110 Alumni Hall Nashville, TN 37228
William Morris Agency**	1325 Avenue of the Americas New York, NY 10019 and 1600 Division Street, Suite 300 Nashville, TN 37203

Recruitment Source	Address
WKRN – Internal Posting*	
WKRN TV Ads*	
WKRN-Web Site	www.wkrn.com
Young Broadcasting Stations	
YWCA	1608 Woodmont Blvd. Nashville, TN 37215

In 2008-2009, the Station discontinued the routine posting of job openings with Broadcast & Cable and the *Tennessean* newspaper but added, among others, the Nashville Job List and Craig's List. The Station also ran on-air ads for some job openings. The Station also discontinued sending all job openings to David Brunner & Associates, Traci Wilkes/Willinger Talent, William Morris Agency, and Mort Meisner & Associates because those referral sources either indicated that they only wanted to be informed of positions for on-air talent or the Station no longer had a viable contact at those agencies.

As set forth in the attached affidavit of WKRN General Manager Gwen Kinsey (see Exhibit 28), when she became General Manager of the Station in May of 2007, she conducted a review of its EEO policies and procedures. In her discussions with Frances Pratt, who at that time was the Station's Human Resources Manager and responsible for maintaining the Station's EEO private file, she learned that the Station complied with EEO regulations by posting all job openings with a variety of potential referral sources, including local universities, online resources, various broadcast industry organizations, and several talent agencies. In preparing its response to this audit, the Station has discovered that the only documentation it has for some of the job postings in 2007 and early 2008 is the text of the job announcement it sent via facsimile to its list of referral sources. While these documents are not dated, they were sent out as a matter of course when every job opening was announced (see Exhibit 28).

On July 1, 2008, Ms. Pratt's position was eliminated and newly hired Business Manager Sandra Osborne took over responsibility for EEO recordkeeping. In conducting a review of the Station's procedures, Ms. Osborne converted referral source notification from facsimile to email, added several new online sources, and eliminated a few other sources. In addition, Ms. Osborne took additional steps to retain more documentation of all job announcements (see Exhibits 20-27).

Audit Data Request 3(c). In accordance with 47 C.F.R. § 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

Response: The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the applicable period are as follows:

Position Filled	Date Filled	Number of Interviewees	Referral Sources (number of interviewees in parentheses)
Political Blogger/Producer	4/1/2007	2	Vanderbilt University (1) Employee Referral (1)
Account Executive	5/1/2007	1	Employee Referral (1)
Maintenance Technician	5/21/2007	3	Employee Referral (1) Society of Broadcast Engineers (1) Broadcast Engineering (1)
Video Journalist	6/11/2007	2	Employee Referral (1) Broadcast Employment Services/TV Jobs (1)
News Director/Station Manager	6/16/2007	1	Young Broadcasting Station Transfer (1)
Assistant News Director	7/30/2007	1	Employee Referral (1)
Photographer	7/31/2007	1	Employee Referral (1)
Assignment Desk Editor	8/6/2007	1	WKRN Website (1)
Sports Reporter/Anchor	9/14/2007	1	Employee Referral (1)
News Reporter	10/1/2007	9	WKRN Website (1) Traci Wilkes/Willinger Talent (1) Employee Referral (3) David Brunner & Associates (2) Broadcast Employment Services/TV jobs (1) The David Crane Agency (1)
News Producer	10/1/2007	1	Employee Referral (1)
Photographer	10/8/2007	2	WKRN Website (1) Employee Referral (1)
Director	11/1/2007	2	WKRN Website (1) Employee Referral (1)
Associate Producer	1/1/2008	3	WKRN Website (1) Employee Referral (2)
News Producer	1/21/2008	2	WKRN Website (1) Employee Referral (1)
Station Business Manager	5/27/2008	5	WKRN Website (4) Nashville Urban League (1)
Sales Manager New Business	6/2/2008	6	WKRN Website (4) Employee Referral (1) Nashville Job List (1)
Account Executive (5 positions)	(1) 6/2/2008 (4) 6/30/2008	23	WKRN Website (21) Nashville Job List (1) WKRN Internal Posting (1)
Sports Anchor	7/24/2008	3	Young Broadcasting Group Notification (1) Broadcast Employment Services/TV jobs (2)

Position Filled	Date Filled	Number of Interviewees	Referral Sources (number of interviewees in parentheses)
Producer	9/21/2008	8	Broadcast Employment Services/TV jobs (6) WKRN Internal Posting (1) Employee Referral (1)
News Photographer (2 positions)	(1) 11/7/2008 (2) 11/12/2008	6	WKRN Website (4) Employee Referral (1) WKRN Internal Posting (1)
Account Executive	11/30/2008	17	WKRN Website (9) Spots & Dots (7) Nashville Job List (1)
Graphic Artist	12/5/2008	5	WKRN Website (2) Middle Tennessee State University (2) Employee Referral (1)
Account Executive	12/5/2008	17	WKRN Website (9) Spots & Dots (7) Nashville Job List (1)
Account Executive	1/12/2009	7	WKRN Website (6) Nashville Job List (1)

As set forth in the table above, the Unit filled thirty (30) job vacancies during the period covered by the Public File Reports.⁴ The thirty (30) vacancies filled include two hires that may benefit from further explanation.

Regarding the News Director/Station Manager position that opened on June 13, 2007, and was filled on June 16, 2007, the Station hired Matthew Zelkind, a transferee from another Young Broadcasting station. Mr. Zelkind had served previously as News Director at WKRN for four years, and WKRN General Manager Gwen Kinsey was familiar with his work and reputation. Given Mr. Zelkind's employment at a station in a smaller market owned by the same broadcast group, WKRN considers Mr. Zelkind's hire to the News Director/Station Manager position at WKRN to be an internal promotion.

Similarly, regarding the Assistant News Director position that opened on July 25, 2007, and was filled on July 30, 2007, the Station hired Michael Wright, a former employee of Young Broadcasting who had been News Director at WTVO in Rockford, Illinois, for six years. Ms. Kinsey had worked with and supervised Mr. Wright at WTVO when that station was also owned and operated by Young Broadcasting. Because Ms. Kinsey was familiar with his work, he was the only person interviewed for the job. Station records do indicate that the job opening was sent out to all referral sources (see Exhibit 8).

As set forth in the attached affidavit of WKRN General Manager Gwen Kinsey (see Exhibit 28), these two hiring decisions were one part of a multi-pronged effort by Ms. Kinsey to repair the reputation and morale of a Station that was experiencing significant difficulties upon

⁴ Other positions were filled by internal promotion for which no recruitment was required under the Commission's EEO rules. Accordingly, such positions are not reflected in the Public File Reports nor in this audit response.

her arrival in May 2007. The Station's problems in retaining employees and in attracting qualified new employees can largely be traced to its decision prior to Ms. Kinsey's arrival to require reporters to shoot their own video and edit their own stories. The move to so-called Video Journalists was widely discussed in the industry and was generally viewed in a negative light. As a result, experienced talent simply refused to consider even interviewing for a job with the Station. Although the Station maintained a lengthy list of possible referral sources to whom it sent job announcements via facsimile, the Station found that widespread industry publicity concerning its industry-first move made filling open positions exceedingly difficult. During 2007 and early 2008, Mr. Zelkind and Mr. Wright often were forced to cold-call job seekers on www.tvjobs.com to try to convince them to interview with the Station for an open position. Most times they were flatly rejected, sometimes by as many as 30 or 40 people, even after the Station reverted to a more traditional newsroom structure.

When news about the decision to revert to a traditional newsroom filtered through the industry, and when the work of Ms. Kinsey, Mr. Zelkind, and Mr. Wright became known, people became increasingly interested in jobs at WKRN. This change is reflected in the number of applicants the Station interviewed for each available position in late 2008 and 2009.

* * * * *

Audit Data Request 3(d). Documentation demonstrating performance of Unit recruitment initiatives described in 47 C.F.R. § 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which the stations included in the Unit operate is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to 47 C.F.R. §§ 73.2080(c)(2) and (e)(3).

Response: The total number of full time employees of the Unit varies over time. The total number of full time employees of the Unit as of April 1, 2009, is 113. The Unit's market has more than 250,000 people. By Young's calculation, the Unit is required to perform four initiatives in the two-year period covered by the instant response.

During the period of time covered by the two EEO Public File Reports submitted herewith as Exhibits 1 and 2, the Unit engaged in the following recruitment initiatives described under § 73.2080(c)(2) and has attached, as Exhibits 29-33, documentation demonstrating performance of these recruitment initiatives. In some instances, personally identifiable information of non-station personnel has been redacted, and the Unit will provide any such information to the Commission Staff upon request. The tables below list a representative sample of recruitment initiatives undertaken by the Unit and the personnel involved in the initiatives. The documentation provided herewith demonstrates that the Employment Unit complied with the Commission's EEO requirements and engaged in an appropriate number of outreach activities during the two-year outreach period represented by the Public File Reports.

Participation in Job Fairs (47 C.F.R. § 73.2080(c)(2)(i))	
<i>Activity</i>	<i>Station Personnel Involved</i>
National Association of Broadcasters Career Fair April 18, 2007	Brian Greif, V.P. of News, Young Broadcasting; Matthew Zelkind, News Director
National Association of Black Journalists Annual Convention August 9, 2007	Brian Greif, V.P. of News, Young Broadcasting
Career Fair Middle Tennessee State University September 20, 2007	Frances Pratt, Director of Human Resources
Tennessee Association of Broadcasters Career Fair Middle Tennessee State University March 18, 2008	Frances Pratt, Director of Human Resources; Allison Hatcher and Joe Dubin, Anchors
Graphics Career Seminar Middle Tennessee State University March 18, 2008	Erik Edmondson, Graphic Artist
Career Exposition UNITY: Journalism of Color, Inc. Convention July 22-26, 2008	Brian Greif, V.P. of News, Young Broadcasting; Matthew Zelkind, News Director
Career Fair Middle Tennessee State University October 1, 2008	Sandra Osborne, Business Manager; Jamie Camp, Web Manager, Sales; Lewis Harkness, Production Coordinator; Rosemary Wesela, Intern Coordinator

Participation in Events Sponsored by Organizations Representing Groups Present in the Community Interested in Broadcast Employment Issues (47 C.F.R. § 73.2080(c)(2)(iv))	
<i>Activity</i>	<i>Station Personnel Involved</i>
Lake Providence Church Career Day September 22, 2007	Joe Gregory, Chief Photographer; Allison Hatcher and Neil Orne, Anchors

Internship Program (47 C.F.R. § 73.2080(c)(2)(v))	
<i>Activity</i>	<i>Station Personnel Involved</i>
Internship Program 2007-08	Department Heads Supervising Managers Gwen Kinsey, General Manager
Internship Program 2008-09	Department Heads Supervising Managers Rosemary Wesela, Intern Coordinator Gwen Kinsey, General Manager

Participation in Programs Sponsored by Educational Institutions Relating to Careers in Broadcasting (47 C.F.R. § 73.2080(c)(2)(x))	
<i>Activity</i>	<i>Station Personnel Involved</i>
Career Mentoring to Middle Tennessee State University students July-August 2007	Christine Madella, Anchor
Riverdale High School Career Exploration Station Visit February 21, 2008	Lisa Patton, Weather Anchor
Job Shadowing for Local High School Students September 13, 2007, February 5, 2008, March 10-13, 2008	Department Heads Supervising Managers Gwen Kinsey, General Manager
Career Day – Media Business Class Middle Tennessee State University February 11, 2009	Michelle Dube, Programming and Community Affairs Director
Career Day – Media Sales Class Middle Tennessee State University February 11, 2009	Matthew Schurk, Sales; Glenn Proffitt, Sales
Presentation to Media Sales Class Middle Tennessee State University February 18, 2009	Greg Carter, National Sales Manager
Job Shadowing for Elementary School Students October 8, 2008; December 8, 2008; January 5, 2009; January 9, 2009; January 24, 2009; March 11, 2009; March 12, 2009.	Lisa Patton, Weather Anchor

Upper Level Job Posting⁵ (47 C.F.R. § 73.2080(c)(2)(xii))	
<i>Activity</i>	<i>Station Personnel Involved</i>
WKRN routinely posts all job opening, including management positions, with the Nashville Urban League and American Women of Radio and Television	Sandra Osborne, Business Manager

Training to Management Level Personnel (47 C.F.R. § 73.2080(c)(2)(xiv))	
<i>Activity</i>	<i>Station Personnel Involved</i>
Employment and Discrimination Law Training provided by Outside Legal Counsel June 15, 2007, November 30, 2007	Frances Pratt, Director of Human Resources
Employment and Discrimination Law Training provided by Tennessee Association of Broadcasters August 13, 2007	Frances Pratt, Director of Human Resources
Management and Employment Law Training provided by Outside Legal Counsel October 15, 2007	All WKRN Managers
Employment and Discrimination Law Training provided by Outside Legal Counsel June 6, 2008	Sandra Osborne, Business Manager
Management and Hiring Practices Training provided by President/General Manager Gwen Kinsey August 4, 2008	WKRN Managers – Dave Parker, Matthew Zelkind, Sandra Osborne, Michelle Dube, Mike Tarrolly, Steve Watt, Gwen Kinsey

Audit Data Request 3(e). Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent

⁵ Documentation demonstrating the posting of upper-level jobs in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities can be found in Exhibits 3-27.

jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the complainant and other persons involved; (3) the date of the complaint's filing; (4) the court or agency before which it is pending or was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

Response: For purposes of responding to this inquiry, WKRN is treating the phrase "current license term" to mean the period beginning August 1, 2005. The Station's last license renewal application remains pending, and complaints from the most recent license term were disclosed in the Station's Form 396 filed with the last license renewal application. To the best of WKRN's knowledge, since August 1, 2005, there have been no complaints (pending or resolved) against it alleging unlawful discrimination in the Unit's employment practices on the basis of race, color, religion, national origin, or sex.

Audit Data Request 3(f). In accordance with 47 C.F.R. § 73.2080(b), for the period from March 10, 2003 (or from the first day of the Station's current license term, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management to ensure enforcement of Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

Response:

Management Enforcement of EEO Policies. The Unit has three levels of management that are responsible for the implementation of the Unit's EEO program: the General Manager, the Station Business Manager, and the Department Heads. A fourth level of management personnel, referred to herein as "Supervisors," have daily supervision responsibilities and specific responsibilities within the recruitment process, including the conducting of interviews and completion of certain recordkeeping, but do not have hiring authority.

The Unit's General Manager and Station Business Manager have primary responsibility for ensuring compliance with the Unit's policies and procedures. Department Heads have the responsibility within their departments to make sure that these policies are followed regarding hiring, termination, promotion and daily supervision of employees. The Unit provides training to Department Heads and expects them to be knowledgeable about and to abide by all EEO regulations when making personnel decisions.

When the new General Manager began in May 2007, the rules were reviewed by the General Manager, and the Human Resources Manager. At that time, the Unit's entire EEO program was reviewed by the General Manager in meetings with the Human Resources Manager. Meetings were held with all levels of Unit management to ensure understanding and compliance with the Unit's EEO program and policies.

The Human Resources Manager had primary responsibility for recruitment efforts for all open positions. These responsibilities included faxing and posting to appropriate web sites vacancy notices for all openings. The Human Resources Manager worked with each Department Head and/or Supervisor to develop a job posting for every open position to ensure equal opportunity to all interested applicants. The Human Resources Manager's position was eliminated due to budget cutbacks in June of 2008. All EEO compliance duties and responsibilities formerly performed by the Human Resources Manager were transferred to the Station Business Manager. To the extent possible, all postings contain a statement notifying applicants that the Unit is an Equal Opportunity Employer. The Human Resources Manager discusses with each Department Head and/or Supervisor the specific recruitment sources to be used to fill each position. Supplemental recruitment sources are added if current sources fail to provide an adequate number of qualified candidates. When conducting interviews for open positions, Department Heads and Supervisors are responsible for recording interviewee information for each vacancy within their department. The Department Heads and Supervisors forward the information to the Station Business Manager who is responsible for compiling, recording and maintaining all of the data required by the Commission's EEO rules.

The General Manager and Department Heads have weekly management meetings during which Unit vacancies are often discussed. During those meetings, Department Heads are reminded of their responsibilities regarding recruitment sources, policies and procedures, and documentation requirements. New management personnel are trained and monitored to ensure that the Unit's EEO policies and procedures are followed.

The Station Business Manager is responsible for coordinating the Unit's outreach initiatives, many of which are approved in advance by the General Manager. Members of all four levels of management as well as additional staff members participate in various outreach initiatives. Employees from various departments are encouraged by management to speak at schools and community events to promote careers in broadcasting and do so on a regular basis.

Unit's Efforts to Inform Employees and Applicants of EEO Policies and Program. The Unit uses a variety of methods to inform candidates of its EEO practices. The Unit's employment application contains a statement notifying applicants that the Unit is an Equal Employment Opportunity employer. The station also hosts an employment classified web site. The station is listed as a featured employer. Our EEO disclaimer is published on our featured employer profile.

Audit Data Request 3(g). In accordance with 47 C.F.R. § 73.2080(c)(3), for the period from March 10, 2003 (or from the first day of the Station's current license term, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and address any problems found as a result of such analysis.

Response: The Unit reviews and analyzes its EEO recruitment methods regularly to determine the effectiveness of its program. On a monthly basis, the Finance Department generates an Employment Database report, which is reviewed by the General Manager and sent to the parent company's corporate office. The General Manager and the Station Business Manager continually monitor the EEO program and the data maintained by the Station Business Manager. The Station Business Manager maintains the recruitment source list and adds new sources as they are identified and/or if they request to be added to the Unit's vacancy notification contact list. The Unit has determined that its overall recruitment source list consists of sources that both individually and collectively are reasonably expected to result in the wide dissemination of job vacancies.

The Station Business Manager meets with all Department Heads and hiring managers who participate in the hiring process, to discuss EEO policies and procedures. These personnel are given a packet of written information that describes the EEO program and policies, management responsibilities, and documentation requirements. The Station Business Manager ensures that for every position that is posted, EEO policies and procedures are followed. Additionally, the General Manager monitors applicant responses to job postings and discusses with the Station Business Manager the need to use supplemental recruitment sources when the current sources used fail to provide an adequate number of qualified applicants. During weekly Department Head meetings, outreach activities are planned and specific outreach efforts are reviewed and discussed to determine their execution and effectiveness. Also during weekly Department Head meetings, the General Manager reminds Department Heads of the importance of broad outreach to the entire community and potential job candidates and of their responsibilities when making personnel decisions. The General Manager periodically spot-checks EEO paperwork to ensure compliance.

All of the meetings described above provide opportunities for management to identify any issues with, and to discuss and evaluate the effectiveness of, the Unit's recruitment program and practices. In addition, numerous informal "meetings" and discussions among management personnel, which occur especially in the context of recruitment for specific vacancies, provide ongoing opportunities where the Unit's management self-assesses and evaluates its recruitment program. In fact, management uses all of these opportunities to evaluate its recruitment program and practices.

Audit Data Request 3(h). In accordance with 47 C.F.R. § 73.2080(c)(4), for the period from March 10, 2003 (or from the first day of the Station's current license term, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

Response:

Compensation and Benefit Levels. The Unit's compensation levels are reviewed on a regular basis, particularly at the beginning of the recruitment process when a position becomes vacant. During the annual budget process, the General Manager, Station Business Manager, and Department Heads review salaries for all positions to ensure the levels provide equal opportunities for all employees and do not have a discriminatory effect. On an annual basis, the Unit participates in various industry-specific compensation surveys and uses the results to compare compensation levels at the Station to industry standards in similar markets. The compensation levels are reviewed with corporate management of the parent company who also compare them with industry compensation reports.

Seniority Practices and Promotions. Department Heads and other management personnel conduct ongoing verbal performance appraisals and written reviews of employees. Internal promotions and salary adjustments are based upon the results of the performance reviews and discussions among the General Manager, Station Business Manager, and Department Heads to ensure compliance with the Unit's EEO program and policies.

Selection Techniques. Notices of job vacancies are listed through sources that individually and collectively provide for the wide dissemination of information about job openings, including area job boards, educational institutions, professional and non-profit organizations, and various job search websites. Department Heads, Supervisors, and the General Manager are involved in the interview and selection process, and candidates are hired based upon the education, experience and qualifications for each position.

Union Cooperation. The Unit does not have any union agreements.

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The remaining audit data requested is not applicable because WKRN, G.P., Debtor-in-Possession is not a religious broadcaster, and the Station is not brokered by another company.

The Station is placing a copy of this letter and the attached Exhibits in the Public Inspection File.

If you have any questions regarding this response or need any further information, please call our attorney Eric David at (919) 839-0300.

Respectfully submitted,

A handwritten signature in cursive script that reads "Gwen Kinsey". The signature is written in black ink and is positioned above the typed name and title.

Gwen Kinsey
General Manager
WKRN, G.P., Debtor-in-Possession
Licensee of WKRN-TV

**Response of
WKRN, G.P., Debtor-in-Possession
To March 23, 2009, EEO Audit Letter**

EXHIBIT LIST

- | | |
|------------|---|
| Exhibit 1 | EEO Public File Report (4/1/07-3/31/08) |
| Exhibit 2 | EEO Public File Report (4/1/08-3/31/09) |
| Exhibit 3 | Copies of advertisements, bulletins, faxes, emails, or other communications announcing job vacancy for Political Blogger/Producer (filled 4/1/07) |
| Exhibit 4 | Copies of advertisements, bulletins, faxes, emails, or other communications announcing job vacancy for Account Executive (filled 5/1/07) |
| Exhibit 5 | Copies of advertisements, bulletins, faxes, emails, or other communications announcing job vacancy for Maintenance Technician (filled 5/21/07) |
| Exhibit 6 | Copies of advertisements, bulletins, faxes, emails, or other communications announcing job vacancy for Video Journalist (filled 6/11/07) |
| Exhibit 7 | Copies of advertisements, bulletins, faxes, emails, or other communications announcing job vacancy for News Director/Station Manager (filled 6/16/07) |
| Exhibit 8 | Copies of advertisements, bulletins, faxes, emails, or other communications announcing job vacancy for Assistant News Director (filled 7/30/07) |
| Exhibit 9 | Copies of advertisements, bulletins, faxes, emails, or other communications announcing job vacancy for Photographer (filled 7/31/07) |
| Exhibit 10 | Copies of advertisements, bulletins, faxes, emails, or other communications announcing job vacancy for Assignment Desk Editor (filled 8/6/07) |

EXHIBIT 1

EEO PUBLIC FILE REPORT

FOR

STATION WKRN-TV
NASHVILLE

This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2008

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WKRN's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on March 31, 2008, the station filled the following full-time vacancies:

	Opened	Filled
Web Producer/Blogger	03/01/07	04/01/07
Maintenance Technician	03/30/07	05/21/07
Account Executive	04/01/07	05/01/07
Video Journalist	05/01/07	06/11/07
News Director/Station Mgr	06/13/07	06/16/07
Sports Reporter/Anchor	06/08/07	09/14/07
Reporter	06/15/07	10/01/07
Photographer	07/01/07	07/31/07
Assignment Desk Editor	07/13/07	08/06/07
News Producer	07/20/07	10/01/07
Asst. News Director	07/25/07	07/30/07
Photographer	09/15/07	10/08/07
Director	10/19/07	11/01/07
Associate Producer	12/01/07	01/01/08
News Producer	01/01/08	01/21/08

The station interviewed a total of 32 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
NATAS Web Site	
WKRN Web Site	6
Tennessee State University	
Fisk University	
Nashville State Technical	
Travecca University	
Belmont University	
Middle Tennessee Career Center	
YWCA	
Nashville Urban League	
NAACP	
NAB Web Site	
Department of Employment Security-TN	

Vanderbilt University	1
AWRT	
Middle Tennessee State Univ.	
Young Broadcasting Stations	1
Entertainment Employment Journal	
Frank Magid & Associates	
Employee Referral & Internal Candidates	16
Broadcast Cable	
Spots & Dots Publication	
William Morris Agency	
Broadcsst Employment Sev. TVjobs.com	2
Broadcast Engineering Magazine	1
David Brunner & Associates	2
The David Crane Agency	1
Traci Wilkes Agency	1
Society of Broadcast Engineers	1
Total Referrals	32

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

* * * * *

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Political Blogger/Producer

Recruitment Source That Referred the Hire: Vanderbilt University

Date Vacancy Opened: 03/01/07

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 04/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmynonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlise Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN - Internal Posting	1	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com		No
Tennessean News Print	1900 Broadway Nashville, TN				No
William Morris Agency	New York	Scott Wachs	sww@wma.com		Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Maintenance Technician

Recruitment Source That Referred the Hire: Society Of Broadcast Eng.

Date Vacancy Opened: 03/30/07

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 05/21/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345			No
Employee Referral			WKRN – Internal Posting	1	Yes	
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd . Floor Falls Church, VA 22041	Caroline Freeland	Business Referral			No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com			Yes
Society of Broadcast Eng	Atlanta, GA	Career Services	sbc.org/career_jobsonline.php	1	No	
Tennessean News Print	1900 Broadway Nashville, TN					No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	1	Yes	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive **Recruitment Source That Referred the Hiree:** Employee Referral

Date Vacancy Opened: 04/01/07 **Total Number of Persons Interviewed for the**

Vacancy: 1

Date Vacancy Filled: 05/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitmey	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No	
Employee Referral			WKRN - Internal Posting	1	Yes	
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral		No	
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes	
Society of Broadcast Eng	Atlanta, GA	Career Services	sbc.org/career_jobsonline.php		No	
Tennessean News Print	1900 Broadway Nashville, TN				No	
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com		Yes	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Video Journalist

Recruitment Source That Referred the Hiree: TV Jobs.com

Date Vacancy Opened: 05/01/07

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 06/11/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN- Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Mathews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P. O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345			No
Employee Referral			WKRN – Internal Posting		1	Yes
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com			Yes
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com			Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com		1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Director/Station Manager

Recruitment Source That Referred the Hire: Young Broadcasting Station Transfer

Date Vacancy Opened: 06/13/07

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 06/16/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wktn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Shaion McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P. O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax	1	Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN – Internal Posting		Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotandots.com		No
Tennessean News Print	1900 Broadway Nashville, TN				No
William Morris Agency	New York	Scott Wachs	swvw@wmma.com		Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sports Reporter/Anchor

Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 06/08/07

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 09/14/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkm.com		Yes
NATAS Web Site			www.enm.yonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN – Internal Posting	1	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@greedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com		No
Tennessean News Print	1900 Broadway Nashville, TN				No
William Morris Agency	New York	Scott Wachs	www.wma.com		Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Reporter

Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 06/15/07

Total Number of Persons Interviewed for the Vacancy: 9

Date Vacancy Filled: 10/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrm.com	1	Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whiney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tynus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Traci Wilkes/Willinger Talent	875 Avenue of The Americas New York, NY 10001	Traci Wilkes	212-695-1242	1	Yes	
Employee Referral			WKRN – Internal Posting	3	Yes	
David Brunner & Assoc.		dbandassociates@msn.com 610-767-6183	Business Referral	2	Yes	
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes	
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotndots.com		No	
Broadcast Employment Services/TVjobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com	1	Yes	
The David Crane Agency	124 Ammons Drive Raleigh, NC 27615	Steve Swienkowski	Steve@davidcrane.com	1	Yes	

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Photographer**

**Recruitment Source That
Referred the Hiree: Employee Referral**

Date Vacancy Opened: **07/01/07**

**Total Number of Persons
Interviewed for the**

Date Vacancy Filled: **07/31/07**

Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkm.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlisie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Tennessean News Print	1900 Broadway Nashville, TN			tennessean.com		No
Employee Referral				WKRN – Internal Posting	1	Yes
David Brunner & Assoc.			dbandassociates@msn.com 610-767-6183	Business Referral		Yes
Broadcast Cable	360 Park Avenue South New York, NY		Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790		Alice Riehl	alice@spotsndots.com		No
Broadcast Employment Services/TVjobs.com	P.O. Box 4116 Oceanside, CA			tvjobs.com		Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assignment Desk Editor

Recruitment Source That Referred the Hiree: WKRN Web Site

Date Vacancy Opened: 07/13/07

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 08/06/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	1	Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Tennessean News Print	1900 Broadway Nashville, TN		tennessean.com			No
Employee Referral			WKRRN – Internal Posting			Yes
David Brunner & Assoc.			Business Referral			Yes
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com			Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com			No
Broadcast Employment Services/Tvjobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com			Yes
The David Crane Agency	124 Ammons Drive Raleigh, NC 27615	Steve Swienckowski	Steve@davidcrane.com			Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Producer **Recruitment Source That Referred the Hiree:** Employee Referral

Date Vacancy Opened: 07/20/07 **Total Number of Persons Interviewed for the**

Vacancy: 1

Date Vacancy Filled: 10/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Dept. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P. O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Traci Wilkes/Willinger Talent	875 Avenue of The Americas New York, NY 10001	Traci Wilkes	212-695-1242			Yes
Employee Referral			WKRN – Internal Posting		1	Yes
David Brunner & Assoc.		dbandassociates@msn.com 610-767-6183	Business Referral			Yes
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com			Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotndots.com			No
Broadcast Employment Services/TVjobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com			Yes
The David Crane Agency	124 Ammons Drive Raleigh, NC 27615	Steve Swienkowski	Steve@davidcrane.com			Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assistant News Director

Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 07/25/07

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 07/30/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		No
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfok	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Mathews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Traci Wilkes/Willingger Talent	875 Avenue of The Americas New York, NY 10001	Traci Wilkes	212-695-1242			Yes
Employee Referral			WKRN – Internal Posting		1	Yes
David Brunner & Assoc.		dbandassociates@msn.com 610-767-6183	Business Referral			Yes
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com			No
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com			No
Broadcast Employment Services/TVjobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com			Yes
The David Crane Agency	124 Ammons Drive Raleigh, NC 27615	Steve Swienkowski	Steve@davidcrane.com			No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Photographer**

Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: **09/15/07**

Total Number of Persons Interviewed for the Vacancy: **2**

Date Vacancy Filled: **10/08/07**

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	1	Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Term. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN – Internal Posting	1	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com		No
Tennessean News Print	1900 Broadway Nashville, TN				No
William Morris Agency	New York	Scott Wachs	sww@wmma.com		Yes

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Director**

**Recruitment Source That
Referred the Hiree: Internal Promotion**

Date Vacancy Opened: 10/19/07

**Total Number of Persons
Interviewed for the
Vacancy: 2**

Date Vacancy Filled: 11/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	1	Yes
NATAS Web Site			www.emmnyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345			No
Employee Referral			WKRN - Internal Posting		1	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral			No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com			Yes
Broadcast Employment Services/TVjobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com			Yes
Tennessean News Print	1900 Broadway Nashville, TN					No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Associate Producer

Recruitment Source That Referred the Hiree: Internal Promotion

Date Vacancy Opened: 12/01/07

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 01/01/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	1	Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Mathews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No		
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910		Yes		
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No		
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636		Yes		
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org		No		
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes		
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865		Yes		
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No		
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682		Yes		

Young Broadcasting Stations				Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345			No
Employee Referral			WKRN - Internal Posting		2	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral			No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com			Yes
Broadcast Employment Services/Tvjobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com			Yes
Tennessean News Print	1900 Broadway Nashville, TN					No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Producer **Recruitment Source That Referred the Hiree:** Employee Referral

Date Vacancy Opened: 01/01/08 **Total Number of Persons Interviewed for the Vacancy:** 2

Date Vacancy Filled: 01/21/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	1	Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN - Internal Posting	1	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Broadcast Employment Services/Tyjobs.com	P. O. Box 4116 Oceanside, CA		tyjobs.com		Yes
Tennessean News Print	1900 Broadway Nashville, TN				No

ATTACHMENT B

MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station WKRN-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
10	Career/Job Shadow Day	WKRN-TV participates in Job-Shadow programs with area high schools. This program affords Junior & Senior students the opportunity to shadow our employees during their career week, September 13, 2007, February 5, 2008, March 10-13, 2008. Students from Hillsboro High, Ezell-Harding Christian Academy, Donelson Christian Adacemy, Page High, Franklin Road Academy participated.
14	Management Training	On June 15, 2007, the Director of Human Resources attended an Employment & Discrimination Law Update seminar conducted by King & Ballow. The update included information on FMLA issues, OSHA issues, Tenn Smoking Ban and new Wage & Hrs. Pay.
14	Management Training	On August 13, 2007, the Director of Human Resources attended an EEO & Management Seminar conducted by Tennessee Association of Broadcasters. The update included information on Management Leadership issues, Diversity issues and challenges, EEO Recruitment & Retention.
1	Career Fair	On September 20, 2007, the Director of Human Resources attended a Career Fair at Middle Tennessee State University. Met with students to discuss career opportunities with WKRN-TV.
14	Management Training	On October 15, 2007, King & Ballow provided Management Training for all WKRN-TV Managers. The training included recent Employment Law Update, WKRN's EEO Commitment, ADA, Workplace Harassment and FMLA Compliance.

14	Management Training	On November 30, 2007, the Director of Human Resources attended a Employment & Discrimination Law Update Seminar conducted by King & Ballow. The update included information on Workplace Smoking Ban Law, Religious & National Origin Discrimination, and Harassment in the Work Place & Age Discrimination.
1	Career Fair	On March 18, 2008, the Director of Human Resources, Anchor, Allison Hatcher & Joe Dubin attended a College Wide Career Fair for. Students held at Middle Tenn. State University. This event was sponsored by Tenn. Association of Broadcasters. Met with students to discuss all facets of the TV broadcast industry.
5	Internship Program	WKRN-TV offers a semester of 8 weeks of study and work in TV News, Sales, Marketing, Production, Engineering and General & Administration. May 1, 2007 through March 31, 2008, internship opportunities were afforded to 6 students of the following schools: Mississippi State University, University of Tennessee, Middle Tennessee State University, and Vanderbilt University.
1	Career Fair	On April 18, 2007, Brian Grief, V.P. News of Young Broadcasting company and Matthew Zelkind, News Director attended the National Association of Broadcasters career fair. This outreach initiative was designed to increase awareness of opportunities within WKRN-TV and other Young Broadcasting Stations.
1	Career Fair	On March 18, 2008, our Graphic Artist, attended a Graphics Career Seminar at Middle Tennessee State University. This outreach effort was designed to meet with Students and discuss graphics career opportunities within TV Broadcasting.

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

- 1 Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
- 2 Hosting of at least one job fair;
- 3 Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
- 4 Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
- 5 Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
- 6 Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
- 7 Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
- 8 Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
- 9 Establishment of a mentoring program for station personnel;
- 10 Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
- 11 Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
- 12 Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
- 13 Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
- 14 Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
- 15 Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
- 16 Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

EXHIBIT 2



EEO PUBLIC FILE REPORT
Amended as of April 24, 2009

FOR

**STATION WKRN-TV
NASHVILLE**

**This EEO Public File Report
Covers the One-Year Period
Ending on March 31, 2009**



EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WKRN's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on March 31, 2009, the station filled the following full-time vacancies:

	Opened	Filled
Business Manager	03/17/08	05/27/08
Sales Manager	05/01/08	06/02/08
Account Executive	05/01/08	06/02/08
Account Executive	05/01/08	06/30/08
Sports Anchor	07/01/08	07/24/08
Producer	08/08/08	09/21/08
News photographer	09/23/08	11/12/08
Account Executive	09/22/08	11/30/08
News Photographer	09/23/08	11/07/08
Graphic Artist	11/10/08	12/05/08
Account Executive	11/01/08	12/05/08
Account Executive	12/31/08	01/12/09

The station interviewed a total of 80 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WKRN Web Site	50
NATAS Web Site	
NAACP	
Tennessee State University	

Fisk University	
Trevecca University	
Belmont University	
Nossi College of art	
Middle Tennessee Career Center	
YWCA	
Nashville Urban League	1
NAB Web Site	
Department of Employment Security-TN	
Vanderbilt University	
AWRT	
Middle Tennessee State Univ.	2
Young Broadcasting Group	1
Frank Magid & Associates	
Employee Referral	4
Spots & Dots Publication	7
TV Technology Industry Jobs	
Tn Job List	4
Craig's List	
Society of Broadcast Engineers	
Broadcast Engineering Magazine	
Broadcast Employment Serv. TVjobs.com	8
WKRN Internal Posting	3
Industry Referrals	
WKRN TV Ads	
<hr/>	
Total Referrals	80

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Station Business Manager **Recruitment Source That Referred the Hiree:** Wkrn web site

Date Vacancy Opened: 3-17-08 **Total Number of Persons Interviewed for the Vacancy:** 5

Date Vacancy Filled: 05-27-08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	4	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes

Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlisie Matthews	615-460-5527		Yes
Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910		Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	1	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org		No
Dept. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865		Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No

Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes
Young Broadcasting Stations			Group Notification	No
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345	No
Employee Referral			Employee Referral	No
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral	No
TN Job List			nashvillejoblist.com	Yes
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php	No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	Yes
Industry Referral				No

WKRN – Internal Posting			WKRN – Internal Posting		No
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FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Manager
 New business
Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 05/01/08
Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 06/02/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	4	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations					Young Broadcasting Group Notification		No
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans		319-377-7345			No
Employee Referral				Employee Referral	1		No
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd . Floor Falls Church, VA 22041	Caroline Freeland		Business Referral			No
TN Job List				nashvillejoblist.com	1		Yes
Society of Broadcast Eng	Atlanta, GA	Career Services		sbe.org/career_jobsonline.php			No
Broadcast Engineering		Susan Schaefer		susan.schaefer@penton.com			Yes
Industry Referral							No
WKRN – Internal Posting				WKRN – Internal Posting			No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive (5 positions) **Recruitment Source That Referred the Hiree:** 4-WKRN web site
 1-Tn Job List

Date Vacancy Opened: 05/01/08 **Total Number of Persons Interviewed for the Vacancy:** 23

Date Vacancy Filled: (1)-06/02/08
 (4)-06/30/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkrm.com	21	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes
WKRN TV Ads					No

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	carecenter@nab.org	No
Dept. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes
Young Broadcasting Stations			Young Broadcasting Group Notification	No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345	No
Employee Referral			Employee Referral	No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com	yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral	No
TN Job List			nashvillejoblist.com	Yes
Craig's List			Craigslist.com	No
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php	No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com	No
WKRN – Internal Posting			WKRN – Internal Posting	No
Industry Referral				No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sports Anchor

Recruitment Source That Referred the Hiree: internal transfer WRIC (Young Broadcasting Group Notification)

Date Vacancy Opened: 07/01/08

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 07/24/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkrn.com		No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tynus	615-862-8910		Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636		Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org		No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865		Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682		Yes
Young Broadcasting Stations			Young Broadcasting Group Notification	1	No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345	No
Employee Referral			Employee Referral	No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com	yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd . Floor Falls Church, VA 22041	Caroline Freeland	Business Referral	No
TN Job List			nashvillejoblist.com	Yes
Craig's List			Craigslist.com	No
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php	No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com	No
WKRN - Internal Posting			WKRN - Internal Posting	No
Industry Referral				No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Producer**

Recruitment Source That Referred the Hiree: **TV Jobs.com**

Date Vacancy Opened: **08/08/08**

Total Number of Persons Interviewed for the Vacancy: **8**

Date Vacancy Filled: **09/21/08**

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkrn.com		No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes
Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No

Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910		Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636		Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	carecenter@nab.org		No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865		Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682		Yes
Young Broadcasting Stations			Group Notification		No
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No

Employee Referral				Employee Referral	1	No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl		alice@spotsndots.com		yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd . Floor Falls Church, VA 22041	Caroline Freeland		Business Referral		No
TN Job List				nashvillejoblist.com		Yes
Craig's List				Craigsl.com		No
Society of Broadcast Eng	Atlanta, GA	Career Services		sbe.org/career_jobsonline.php		No
Broadcast Engineering		Susan Schaefer		susan.schaefer@penton.com		Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA			tvjobs.com	6	No
WKRN -- Internal Posting				WKRN -- Internal Posting	1	No
Industry Referral						No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Photographer (2 positions) **Recruitment Source That Referred the Hirees:** (1) Internal promotion; (2) employee referral

Date Vacancy Opened: 09/23/08 **Total Number of Persons Interviewed for the Vacancy:** 6

Date Vacancy Filled: (1) - 11/07/08
(2) - 11/12/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wktn.com	4	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlisie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Dept. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th Floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes
Young Broadcasting Stations			Group Notification	No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345	No
Employee Referral			Employee Referral	No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com	Yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral	No
TN Job List			nashvillejoblist.com	Yes
Craig's List			Craigslist.com	No
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php	No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com	No
WKRN – Internal Posting			WKRN – Internal Posting	No
Industry Referral				No

FULL-TIME VACANCY EEO INFORMATION

Recruitment Source That Referred the Hiree: Spots & Dots

Job Title of Vacancy: Account Executive

Total Number of Persons Interviewed for the Vacancy: 17

Date Vacancy Opened: 09/22/08

Date Vacancy Filled: 11/30/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkcn.com	9	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	carecenter@nab.org	No
Dept. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th Floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes
Young Broadcasting Stations			Group Notification	No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345	No
Employee Referral			Employee Referral	No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com	7 yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd . Floor Falls Church, VA 22041	Caroline Freeland	Business Referral	No
TN Job List			nashvillejoblist.com	1 Yes
Craig's List			Craigslist.com	No
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php	No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com	No
WKRN – Internal Posting			WKRN – Internal Posting	No
Industry Referral				No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Graphic Artist

Recruitment Source That Referred the Hiree: MTSU

Date Vacancy Opened: 11/10/08

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 12/05/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkrn.com	2	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlisie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@mossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes
Young Broadcasting Stations			Group Notification	No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345	No	
Employee Referral			Employee Referral	No	1
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com	yes	
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral	No	
TN Job List			nashvillejoblist.com	Yes	
Craig's List			Craigslist.com	No	
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php	No	
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	Yes	
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com	No	
WKRN – Internal Posting			WKRN – Internal Posting	No	
Industry Referral				No	

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910		Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636		Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org		No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes
Vanderbilt University	110 Ahummi Hall Nashville, TN 37240	Beth Brown	615-343-6865		Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682		Yes

Young Broadcasting Stations						Group Notification		No
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans				319-377-7345		No
Employee Referral						Employee Referral		No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl				alice@spotsndots.com	7	yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd . Floor Falls Church, VA 22041	Caroline Freeland				Business Referral		No
TN Job List						nashvillejoblist.com	1	Yes
Craig's List						Craigslist.com		No
Society of Broadcast Eng	Atlanta, GA	Career Services				sbc.org/career_jobsonline.php		No
Broadcast Engineering		Susan Schaefer				susan.schaefer@penton.com		Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA					tvjobs.com		No
WKRN – Internal Posting						WKRN – Internal Posting		No
Industry Referral								No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree: Wkrn web

Date Vacancy Opened: 12/31/08

Total Number of Persons Interviewed for the Vacancy: 7

Date Vacancy Filled: 01/12/09

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkrn.com	6	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes
Young Broadcasting Stations			Group Notification	No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345	No
Employee Referral			Employee Referral	No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com	yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral	No
TN Job List			nashvillejoblist.com	Yes
Craig's List			Craigslist.com	No
Society of Broadcast Eng	Atlanta, GA	Career Services	sbc.org/career_jobsonline.php	No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com	No
WKRN – Internal Posting			WKRN – Internal Posting	No
Industry Referral				No



WKRN-TV/DT NASHVILLE WKRN.COM

MENU OPTION ACTIVITIES

Station WKRN-TV has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
5	Internship Program	WKRN-TV offers a semester of 8 weeks of study and work in television broadcasting. We offer opportunities in all areas: News, Sports, Sales, Marketing, Production, Programming, Engineering, plus General & Administration. May 1, 2008 through March 31, 2009 internship opportunities were afforded to 9 students from the following schools: Austin Peay University, Belmont University, Middle Tennessee State University, and University of Tennessee.
1	Career Fair	UNITY: Journalism of Color, Inc. Exhibitor, Recruiter at the 4 th Quadrennial Unity Convention, 07/22/08 – 07/26/08. This is a Media Showcase and Career Expo. Attending from WKRN were Brian Greif, Vice President News and Matthew Zelkind, WKRN Station Manager and News Director.
1	Career Fair	Sandy Osborne, Business Manager; Jamie Camp, Web Manager, Sales; Lewis Harkness, Production Coordinator; Rosemary Wesela, Intern Coordinator. On October 1, 2008, the above attended the Middle Tennessee State University Job Fair, in Murfreesboro, TN. They worked the booth, answering questions, accepting resumes and handing out intern forms.

10	Job Shadowing	<p>Lisa Patton, Weather Anchor Job Shadowing: WKRN-TV participated in Job Shadowing programs on 1-5-09; 1-9-09; 1-24-09; 3-11-09; 3-12-09; 10-8-08 & 12-08-08. This program affords students the opportunity to shadow an employee. This one-on-one connection gives the student a behind the scenes look at what it takes to gather news, sports and weather for air. It is a way of opening up the world of television broadcasting as a possible career for the student. Lisa welcomed students from the following schools: Rutland Elementary, Lipscomb Elementary, Franklin Road Academy, Southside Elementary</p>
12	Job Posting	<p>WKRN routinely posts all job openings, including management positions, with the Nashville Urban League and AWRT (American Women of Radio & Television)</p>
10	Career Day	<p>Michelle Dube, WKRN Programming & Community Affairs Director, On February 11, 2009, Ms. Dube spoke to Dr. Thomas Berg's Media Business Class (Juniors/Seniors) at Middle Tennessee State University regarding career opportunities in media and the current status of the television broadcast industry.</p>
10	Career Day	<p>Lisa Patton weather anchor 4-15-08 speak to students at Rutland Elementary about a career in meteorology.</p>
10	Career Day	<p>Matthew Schurk and Glenn Proffitt, Sales On February 11, 2009, Middle Tennessee State University Spoke to Media Sales Class regarding careers in the Sales area of broadcasting.</p>
10	Career Day	<p>Greg Carter spoke to students@ MTSU on 2-18-08 on the challenges that a manager faces in sales media</p>
14	Management Training	<p>Sandy Osborne, Business Manager of WKRN, attended a seminar on June 6, 2008 at the King & Ballow Law Offices entitled: "Employment Law Update."</p>
14	Management Training	<p>On August 4, 2008, the following WRKN managers took part in the training on hiring procedures to ensure EEO compliance</p> <p>Dave Parker, Matthew Zelkind, Sandra Osborne, Michelle Dube, Mike Tarrowly, Steve Watt, Gwen Kinsey.</p>

6	Community Out reach	Lisa Patton Weather anchor March 3 rd , 4 th & 5 th 2009 Friendship Christian school & March 4 th 2009 at Wilson County spoke to the students about weather.
6	Community Outreach	On October 9, 2008, Nashville Metro Schools invited WKRN-TV personnel to participate in a panel discussion on news coverage. The discussion was held at McGavock High School in Nashville. How news is gathered and how news content is chosen was discussed. What it takes to work in the news business was also discussed. WKRN-TV participants were Melissa Penry, News Reporter and Karen Brown, News Executive Producer.
6	Community Outreach	<p>WKRN's Food 2 Families continued its 26-year partnership with Second Harvest Food Bank on several campaigns.</p> <p>A campaign from 9-8-08 thru 10-17-08 involved Metro elementary schools (Food 2 Families Grade School Food Drives) and market-wide high schools</p> <p>(Food 2 Families High School Challenge) -- educating children about the importance of sharing and caring for one's neighbor and fighting hunger in the area. The following News 2 talent visited over 30 area schools: Bob Mueller, Anne Holt, Neil Orne, Julie Kroenig, John Dwyer and Jeff Ray.</p>
6	Community Outreach	<p>WKRN 19-year relationship with the Ronald McDonald House continued with several events and programs.</p> <p>WKRN's Ronald McDonald House "Calls For Kids" aired in April 12, 2008. This three-hour telethon raised money for the Ronald McDonald House Charities of Nashville, which is a home away from home for many families of ill children receiving treatment at area hospitals. This television event as hosted by WKRN personalities Lisa Patton, Neil Orne, Joe Dubin and John Dwyer. All funds raised went to funding the Ronald McDonald House. The total raised from the effort was \$161,000.</p>
6	Community Outreach	Davis Nolan, Weather Lakeview Elementary - 3-27-08 Speaking to the students about weather
6	Community Outreach	Lisa Patton weather anchor, Jamie Camp, Internet Manager; Bob Mueller, anchor & John Dwyer, anchor, 4-24-08 DeKalb County Students for Science project speak to students about broadcasting.
6	Community Outreach	Lisa Patton, Weather Anchor 12/01/08 Southside Elementary speak to students about weather

6	Community Outreach	Jeff Ray, Morning Weather Anchor 3-10-09 Westmoreland Elementary Read to 3 rd graders and discussed weather
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For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions; Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

EXHIBIT 3

Web Producer

WKRN-TV has an immediate opening for a Web Producer to produce our website. Responsibilities include acting as a Content Editor, Web News Producer and overall Web Producer. Candidate must have understanding of internet user behavior, page layout strategies, content integrity and newsroom and or internet journalism experience. College degree in Mass Comm or Journalism required. Submit resume to: Jeanne Richardson, WKRN-TV, 441 Murfreesboro Rd. Nash, 37210 or e-mail to: jrichardson@wkrn.com

Equal Opportunity Employer

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy:

Political Blogger/Producer

Referred the Hiree:

Recruitment Source That
Vanderbilt University

Date Vacancy Opened:

03/01/07

Total Number of Persons
Interviewed for the

Vacancy: 2

Date Vacancy Filled:

04/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAAACF	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfok	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910		Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636		Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org		No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	1	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682		Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRRN - Internal Posting	1	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com		No
Tennessean News Print	1900 Broadway Nashville, TN				No
William Morris Agency	New York	Scott Wachs	swww@wma.com		Yes

EXHIBIT 4

Account Executive

WKRN-TV has an immediate opening for an Account Executive. Responsibilities include selling available commercial time and web site to local/regional advertisers and agencies so as to generate increased revenues to the Station and to increase share of market dollars available to the Station. Candidates should have 1-3 years media or sales experience. Leadership qualities and a marketing perspective in growing business are a must. Send resume to: Local Sales Manager, WKRN-TV, 441 Murfreesboro Rd. Nashville, TN 37210 or e-mail to: csullivan@wkrn.com

EOE

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 04/01/07

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 05/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrm.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tynus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN - Internal Posting	1	Yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd . Floor Falls Church, VA 22041	Caroline Freeland	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php		No
Tennessean News Print	1900 Broadway Nashville, TN				No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com		Yes



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- Count On IT
- Net Soup
- News Technology
- Production Manager
- Audio Notes
- Digital Journal
- Technology Corner
- The Big Picture
- The Masked Engineer
- TVT News
- Video Networking
- Industry Jobs**
- Advertising Information
- Subscribe to TVT
- Site Map

Note: To inquire about posting an industry job, just e-mail on-lineclassifieds@imaspub.com

TV Technology Industry Jobs

MAINTENANCE ENGINEER: WKRN-TV an ABC affiliate in Nashville, TN is seeking a broadcast television Maintenance Engineer. The successful candidate should have 3-5 years' experience as a broadcast Maintenance Engineer and must possess a working knowledge of SD and HD equipment. The duties include equipment installation, support of ENPS news room system, server based news editing systems, VCI broadcast automation, Grass Valley master control and production switchers, audio mixers, microwave transmitters and receivers, satellite receivers, master routing systems, SX/SP tape machines, news production equipment, SNG and ENG trucks, Final Cut and Avid nonlinear editing, and all other associated broadcast equipment. SBE, MCSE, or other certifications desirable but not required. This position requires the individual to be able to lift and move up to 50 pounds and mobility is required. If you are a highly motivated individual, enjoy working with new technology, and possess a high attention to detail, then this position is for you. Please submit resume to: gparker@wkrn.com or mail to WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210 Attn: Chief Engineer. No phone calls please!! EOE.

Date Posted: Mar. 21, 2007

TV Maintenance Engineer KQED San Francisco Non-exempt union (NABET) position The TV Maintenance Engineer is responsible for the routine installation, repair and maintenance of all broadcast and production equipment for the station including automation equipment, video servers, digital switchers, network and fiber paths, cameras, audio, microwave and satellite equipment, digital and analog. This position will work with the Director of Engineering Facilities Manager and other Lead engineers to ensure maximum quality and reliability of NCPB's services to the community. Applicants should have a minimum of 5 years experience in television systems maintenance. Must be well trained and experienced with computers, systems and networks. Experience with broadcast equipment a must. Excellent diagnostic, problem solving skills. Ability to frequently sit; ability to occasionally walk, stand, bend, and ability to occasionally lift up to 50 lbs. Send cover letter and resume with salary requirements to: hr@kqed.org. Resumes can be mailed to HR Dept., KQED, 2601 Mariposa St., San Francisco, CA 94110 or faxed to 415-553-2183. Valid driver license/insurable record required.

Date Posted: Mar. 19, 2007

Maintenance Engineer Transmitter/Studio KTEH San Jose, CA The TV Maintenance Engineer-Transmitter/RF is responsible for the routine installation, repair and maintenance of NTSC analog and DTV Transmitters and broadcast equipment for the station including automation equipment, video servers, editing systems, production switchers, cameras, audio, microwave and satellite equipment, digital and analog. Applicants should have a minimum of 5 years experience in transmitter maintenance. Must be well trained and experienced with broadcast equipment. Transmitter maintenance experience a must. Excellent diagnostic, problem solving skills. Ability to frequently sit; ability to occasionally walk, stand, bend, occasionally lift up to 50 lbs. Send cover letter and resume with salary requirements to: hr@kqed.org. Resumes can be mailed to HR Dept., KQED, 2601 Mariposa St., San Francisco, CA 94110 or faxed to 415-553-2183. Valid driver license/insurable record required.

EXHIBIT 5

MAINTENANCE ENGINEER

WKRN-TV an ABC affiliate in Nashville, TN is seeking a broadcast television Maintenance Engineer. The successful candidate should have 3-5 years experience as a broadcast Maintenance Engineer and must possess a working knowledge of SD and HD equipment. The duties include equipment installation, support of ENPS news room system, server based news editing systems, VCI broadcast automation, Grass Valley master control and production switchers, audio mixers, microwave transmitters and receivers, satellite receivers, master routing systems, SX/SP tape machines, news production equipment, SNG and ENG trucks, Final Cut and Avid non linear editing, and all other associated broadcast equipment. SBE, MCSE, or other certifications desirable but not required. This position requires the individual to be able to lift and move up to 50 pounds and mobility is required. If you are a highly motivated individual, enjoy working with new technology, and posses a high attention to detail, then this position is for you. Please submit resume to: gparker@wkrn.com or mail to WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210 Attn: Chief Engineer. No phone calls please!!

EOE

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Maintenance Technician

Recruitment Source That Referred the Hire: Society Of Broadcast Eng.

Date Vacancy Opened: 03/30/07

Total Number of Persons Interviewed for the Vacancy: 3 ✓

Date Vacancy Filled: 05/21/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wktn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN - Internal Posting	1 ✓	Yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php	1 ✓	No
Tennessean News Print	1900 Broadway Nashville, TN				No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	1 ✓	Yes

WKRN-TV has an immediate need for a Video Journalist. Responsibilities include story development, shooting, editing, interviewing and writing. Candidate must be able to work independently and with other work groups to generate coverage ideas and produce original, innovative content for all newscasts. A valid driver's license is required. Bachelor of Arts degree in Journalism or equivalent work experience in a newsroom operation preferred. Submit resume and tape to: Chief Photographer, WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Video Journalist

Recruitment Source That Referred the Hiree: TV Jobs.com

Date Vacancy Opened: 05/01/07

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 06/11/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN - Internal Posting	1 ✓	Yes
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com		yes
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Broadcast Employment Services	P.O. Box 4116 Oceanside, CA		tvjobs.com	1 ✓	No

EXHIBIT 7

News Director

WKRN seeks a success-hungry News Director. We're looking for an individual with solid news judgement, strong leadership and communication skills and the ability to motivate a team of professionals to win. Candidate must be an effective manager and competent in all areas of news operations including budgeting, strategic planning, recruiting and effective interdepartmental skills. Candidate must also have a proven track record of ratings growth and success.

Please submit cover letter and resume to Mike Sechrist, President & General Manager, WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Director/Station Manager

Recruitment Source That Referred the Hiree: Internal Candidate Transfer

Date Vacancy Opened: 06/13/07

Total Number of Persons Interviewed for the Vacancy: 1 ✓

Date Vacancy Filled: 06/16/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NAJAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN - Internal Posting	1	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com		No
Tennessean News Print	1900 Broadway Nashville, TN				No
William Morris Agency	New York	Scott Wachs	www@ymma.com		Yes

EXHIBIT 8

Assistant News Director

WKRN-TV is looking for an aggressive, dynamic Assistant News Director. This position requires excellent management, organizational and people skills. Candidate will be responsible for trouble-shooting, advising, and counseling of news production. Must be able to present great ideas and convey them effectively to others. College degree and previous news management experience required. Please submit resume and management philosophy to: News Director, WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210

EOE

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assistant News Director

Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: 07/27/07

Total Number of Persons Interviewed for the Vacancy: 1 ✓

Date Vacancy Filled: 07/30/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevcca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Traci Wilkes/Willinger Talent	875 Avenue of The Americas New York, NY 10001	Traci Wilkes	212-695-1242			Yes
Employee Referral			WKRN - Internal Posting		1 ✓	Yes
David Brunner & Assoc.		dbandassociates@msn.com 610-767-6183	Business Referral			Yes
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com			No
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsanddots.com			No
Broadcast Employment Services	P.O. Box 4116 Oceanside, CA		tyjobs.com			Yes
The David Crane Agency	124 Ammons Drive Raleigh, NC 27615	Steve Swienkowski	Steve@davidcrane.com			No

EXHIBIT 9

PHOTOGRAPHER

WKRN-TV, Nashville, TN has an immediate opening for a News Photographer. Responsibilities include: Shooting and editing news stories for broadcast including prepare for and shoot live shots. Requirements include: Two years experience in photography preferred. Must have working knowledge of current news events. Must be able to lift up to 70lbs. A valid driver's license is required. Excellent communication skills required and some knowledge of operation of Microwave Van. Bachelor of Arts degree in Journalism or equivalent work experience in a newsroom operations preferred. Submit resume and tape to: Chief Photographer, WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210

EOE

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Photographer

Recruitment Source That
Referred the Hire: Employee Referral

Date Vacancy Opened: 07/01/07

Total Number of Persons
Interviewed for the 1

Date Vacancy Filled: 07/31/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfok	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Mathews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Tennessean News Print	1900 Broadway Nashville, TN		tennessean.com			No
Employee Referral			WKRN - Internal Posting		1 ✓	Yes
David Brunner & Assoc.		<u>dbandassociates@msn.com</u> 610-767-6183	Business Referral			Yes
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	<u>yatsumi@reedbusiness.com</u>			Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	<u>alice@spotsndots.com</u>			No
Broadcast Employment Services	P.O. Box 4116 Oceanside, CA		tyjobs.com			Yes

EXHIBIT 10

Assignment Desk

WKRN-TV has an immediate opening for a News Assignment Desk Editor. Responsibilities include: Facilitate news gathering and ensure comprehensive coverage of all news stories. Qualifications include: A degree in Mass Communication or Journalism and a minimum of 3 years experience as an News Assignment Editor. Must develop interesting story ideas, have proven news judgment and the ability to coordinate interviews and logistics for news crews.

Submit resume to: News Director, WKRN-TV, 441 Murfreesboro Road, Nashville, TN 37210

EOE

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Assignment Desk Editor

Recruitment Source That

Referred the Hiree: WKRN Web Site

Date Vacancy Opened: 07/13/07

Total Number of Persons

Interviewed for the

Vacancy: 1 ✓

Date Vacancy Filled: 08/06/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	1 ✓	Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlise Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tynus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Tennessean News Print	1900 Broadway Nashville, TN		tennessean.com		No
Employee Referral			WKRN - Internal Posting		Yes
David Brunner & Assoc.		dbandassociates@msn.com 610-767-6183	Business Referral		Yes
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com		No
Broadcast Employment Services	P.O. Box 4116 Oceanside, CA		tyjobs.com		Yes
The David Crane Agency	124 Ammons Drive Raleigh, NC 27615	Steve Swienkowski	Steve@davidcrane.com		Yes

EXHIBIT 11

Reporter & Sports Anchor/Reporter: WKRN-TV an ABC affiliate in Nashville, TN is in search for an Assignment Reporter and a Sports Anchor/Reporter. Must be able to research and cover stories and sporting events, including writing and delivering on air. Must be creative in structuring a story. This includes the use of graphics and video, and organizing them into a complete entity that the audience can comprehend and retain. Three to five years prior television reporting experience is required. Send resume and tape to News Director, WKRN-TV, 441 Murfreesboro Rd. Nashville, TN 37210. EOE
M/F

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sports Reporter/Anchor

Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 06/08/07

Total Number of Persons Interviewed for the Vacancy: 1 ✓

Date Vacancy Filled: 09/14/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN - Internal Posting	1 ✓	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com		No
Tennessean News Print	1900 Broadway Nashville, TN				No
William Morris Agency	New York	Scott Wachs	sww@wvma.com		Yes

EXHIBIT 12

Anchor/Reporter

WKRN TV is looking for a high energy Anchor/Reporter who can flawlessly guide breaking news from the anchor desk, but still loves to run on the big story. Behind the desk or in the field, active storytelling, the ability to go live on the fly, and strong "now" writing are a must for this job . Please No Beginners, we're looking for experienced journalists whose delivery, writing and reporting will stand out and get noticed. If you can connect with viewers, please send your tape and resume to: News Director WKRN TV 441 Murfreesboro Rd. Nashville Tenn. 37210.

EOE

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy: Reporter

9

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	Jim Jones	3rd Referral David Brimmer & Assoc DB & Associates w/ EPA Site			
2	Jim W. Webster	3rd Referral E. M. Pledge Referral			
3	Quinn Winston	E. M. Pledge Referral			
4	Burt Johnson	Referral: Select			
5	James F. Angel	E. M. Pledge Referral			
6	Will F. Card	W. K. W. Site			
7	Alphons Kostanski	Brimmer Referral			
8	Jules Baldwin	Spec. W. K. W. Site Select Agency			
9	Michael Szwarcberg	TW Solar. Com			

***** Use additional pages as needed. Do Not Put in Public File. *****

- 3 - E. M. Pledge
- 1 - TW Solar
- 1 - David Brimmer
- 1 - Callahan Select
- 1 - W. K. W. Site
- 1 - Brimmer Referral

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Reporter

Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 06/15/07

Total Number of Persons Interviewed for the Vacancy: 9 ✓

Date Vacancy Filled: 10/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	1 ✓	Yes
NATAS Web Site			www.enmnyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Traci Wilkes/Willinger Talent	875 Avenue of The Americas New York, NY 10001	Traci Wilkes	212-695-1242	1 ✓	Yes
Employee Referral			WKRN - Internal Posting	3 ✓	Yes
David Brunner & Assoc.		dbandassociates@msn.com 610-767-6183	Business Referral	2 ✓	Yes
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com		No
Broadcast Employment Services	P.O. Box 4116 Oceanside, CA		tvjobs.com	1 ✓	Yes
The David Crane Agency	124 Ammons Drive Raleigh, NC 27615	Steve Swiencowski	Steve@davidcrane.com	1 ✓	Yes

EXHIBIT 13

Job Listing Preview



WKRN (ABC) Nashville, Tennessee

Position News Producer
Station Ownership Young Broadcasting
Reference # Will be assigned when submission is completed...
Type Television
Full / Part Full Time - Regular
Experience 3 Years
Posted 7/9/2007
Closes 8/9/2007
Time Left 31 Days
DMA #30
Found In News - Producers



News Producer

WKRN-TV is looking for an experienced News Producer who can shape a show into a winner. This is not for beginners. Requirements include a minimum of 3 years experience in producing local newscasts. If you know how to win the big story, handle a lot of live and breaking news, then please send your tape and resume to: News Director, WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210.

When responding to this job ad, please mention you saw it listed at TVJobs.com

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Supplemental Information

Salary Type Salaried
Salary Range
Starting Salary / Year
Starting Salary / Hour
Job Type Full Time - Regular
Hours
Workweek
Scheduled on Holidays If Scheduled
Start Date Immediately
Probation Period 3 Months
Benefits Yes
Benefit Premium Partially Paid By Company
401K Plan Available
Vacation Yes
Paid Sick Leave Yes
Phone Calls Yes
Agent Phone Calls Not Applicable
Résumé Required
Cover Letter Required
References Preferred
Salary History Not Required
Tape / Reel Preferred
Tape Format BETA or VHS
Tape Return No
Director's Track Not Required

WKRN TV, an ABC affiliate in Nashville, TN is searching for a Morning Show Producer. We care about unfolding and developing news. We are seeking an individual who can produce an interesting and unfolding newscast. This show is well staffed to accomplish our goals. This is a great opportunity for an individual who is seeking to advance their career in TV news. You must be a leader and a motivator. Please send a tape and resume to: WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210, Attn: Eric Melcher, Assistant News Director.

EOE

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Producer

Recruitment Source That Referred the Hire: Employee Referral

Date Vacancy Opened: 07/20/07

Total Number of Persons Interviewed for the Vacancy: 1

Date Vacancy Filled: 10/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com		Yes
NATAS Web Site			www.emmyonline.com		Yes
NAAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Dept. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax		Yes
Traci Wilkes/Willinger Talent	875 Avenue of The Americas New York, NY 10001	Traci Wilkes	212-695-1242			Yes
Employee Referral			WKRN - Internal Posting		1 ✓	Yes
David Brunner & Assoc.		dbandassociates@msn.com 610-767-6183	Business Referral			Yes
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com			Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotsndots.com			No
Broadcast Employment Services	P.O. Box 4116 Oceanside, CA		tyjobs.com			Yes
The David Crane Agency	124 Ammons Drive Raleigh, NC 27615	Steve Swienkowski	Steve@davidcrane.com			Yes

EXHIBIT 14

PHOTOGRAPHER

WKRN-TV, Nashville, TN has an immediate opening for a News Photographer. Responsibilities include: Shooting and editing news stories for broadcast including prepare for and shoot live shots. Requirements include: Two years experience in photography preferred. Must have working knowledge of current news events. Must be able to lift up to 70lbs. A valid driver's license is required. Excellent communication skills required and some knowledge of operation of Microwave Van. Bachelor of Arts degree in Journalism or equivalent work experience in a newsroom operations preferred. Submit resume and tape to: Chief Photographer, WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210

EOE

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Photographer

Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 09/15/07

Total Number of Persons Interviewed for the Vacancy: 2 ✓

Date Vacancy Filled: 10/08/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wktn.com	1 ✓	Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN - Internal Posting	1 ✓	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Sport & Dots	Sport & Dots 167 Oakdale Road Johnson City, NY 13790	Alice Riehl	alice@spotndots.com		No
Tennessean News Print	1900 Broadway Nashville, TN				No
William Morris Agency	New York	Scott Wachs	swww@wma.com		Yes

EXHIBIT 15

Director

WKRN-TV has an immediate need for a Director. Responsibilities include directing the station's local news programs as well as station and commercial projects. Candidate must have 5 years experience in various aspect of television production. 2-3 years of directing experience is preferred. Knowledge of Kalypso and Duet Chyron equipment is preferred. Submit resume to: Lewis Harkness, WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210. or e-mail to: lharkness@wkrn.com

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Director

Recruitment Source That Referred the Hiree: Internal Candidate

Date Vacancy Opened: 10/19/07

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 11/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrm.com	1 ✓	Yes
NATAS Web Site			www.emmyonline.com		Yes
NAAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN - Internal Posting	1 ✓	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Broadcast Employment Services	P.O. Box 4116 Oceanside, CA		tvjobs.com		Yes
Tennessean News Print	1900 Broadway Nashville, TN				No

EXHIBIT 16

Associate Producer

WKRN-TV has an immediate opening for an Associate Producer. Responsibilities include: Assist in the production of news stories including setting up and conducting interviews, gathering facts, writing and producing. Requirements are: basic computer knowledge, enthusiasm, creative thinking, a passion for seizing responsibility and good writing skills required. Send resume to: News Managing Editor , WKRN-TV, 441 Murfreesboro Rd. Nashville, TN 37210 or e-mail to fp@wkrn.com

WKRN-TV is an Equal Opportunity Employer

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy:

Assistant (Producer)

Replacing Jillian Bond

*

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	<i>Karen Hogue</i>	<i>External Candidate</i>			
2	<i>Dakota Pope</i>	<i>Internal Candidate www-parkway</i>			
3	<i>Kathryn Cotton</i>	<i>Internal Referral</i>			

***** Use additional pages as needed. Do Not Put in Public File. *****

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Associate Producer

Recruitment Source That Referred the Hiree: Internal Candidate

Date Vacancy Opened: 10/19/07

Total Number of Persons Interviewed for the Vacancy: 3

Date Vacancy Filled: 11/01/07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	1 ✓	Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No		
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910		Yes		
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No		
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636		Yes		
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org		No		
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes		
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865		Yes		
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No		
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682		Yes		

Young Broadcasting Stations			Group Fax		Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			WKRN - Internal Posting	2 ✓	Yes
Mort Meisner & Assoc.	10304 NE 97 th . Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral		No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com		Yes
Broadcast Employment Services	P. O. Box 4116 Oceanside, CA		tvjobs.com		Yes
Tennessean News Print	1900 Broadway Nashville, TN				No

EXHIBIT 17

News Producer

WKRN-TV is looking for an experienced News Producer who can shape a show into a winner. This is not for beginners. If you know how to win the big story, handle a lot of live and breaking news, then please send your tape and resume to: News Director, WKRN-TV, 441 Murfreesboro Rd., Nashville, TN 37210. Requirements include a minimum of 3 years experience in producing local newscasts.

EOE

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy:

Producer

Referring Person's Name

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	Ashley McKinney	Employer Ref			
2	Jim Ford	Website			
3	Wendy Mason	TVJOBS.COM			
4	Annemarie Crumby	TVJOBS.COM			
	XXXXXXXXXX	XXXXXXXXXX			

***** Use additional pages as needed. Do Not Put in Public File. *****

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Producer

Date Vacancy Opened: 01/01/08

Date Vacancy Filled: 01/21/08

Recruitment Source That
 Referred the Hiree: Employee Referral
 Total Number of Persons
 Interviewed for the
 Vacancy: 2 ✓

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	1 ✓	Yes
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whiney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charisic Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Group Fax			Yes
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345				No
Employee Referral			WKRN - Internal Posting		1 ✓		Yes
Mort Meisner & Assoc.	10304 NE 97 th Terrace Kansas City, MI	Mort Meisner Mortmeisnerassoc.com	Business Referral				No
Broadcast Cable	360 Park Avenue South New York, NY	Yuki Atsumi	yatsumi@reedbusiness.com				Yes
Broadcast Employment Services	P.O. Box 4116 Oceanside, CA		tvjobs.com				Yes
Tennessean News Print	1900 Broadway Nashville, TN						No

EXHIBIT 18



March 17, 2008

To All Recruitment Sources

Dear Sir or Madam:

Young Broadcasting Nashville LLC, licensee of Station WKRN-TV, Nashville, TN, requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company:

Station Business Manager

WKRN-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request that you refer prospective applicants to us at the above address.

Please refer all qualified applicants to us by March 31, 2008. At this time, we anticipate that a hiring decision will be made on or about April 15, 2008. Please submit your responses to businessmanager@wkrn.com

Sincerely,

A handwritten signature in black ink, appearing to read "Michael P. Metz". The signature is written over a horizontal line.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Station Business Manager

Recruitment Source That Referred the Hire: Wkrm web site

Date Vacancy Opened: 3-17-08

Total Number of Persons Interviewed for the Vacancy: 5

Date Vacancy Filled: 05-27-08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrm.com	4	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes

Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes
Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910		Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	1	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org		No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865		Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No

Middle Tenn State Univ.	P. O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682		Yes
Young Broadcasting Stations			Group Notification		No
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			Employee Referral		No
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral		No
TN Job List			nashvillejoblist.com		Yes
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php		No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com		Yes
Industry Referral					No

WKRN – Internal Posting			WKRN – Internal Posting		No
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INTERVIEWEE INFORMATION---Form BP-04

Job Title of Vacancy: *Station Business Manager*

Interview #	Interviewee's Name	Referral Source
<i>#1</i> 3/31/08	<i>Sheila Hobson</i>	<i>Nashville Urban League</i>
<i>#2</i> 3/31/08	<i>Cardace Ryan</i>	<i>WKRN website</i>
<i>#3</i> 4-1-08	<i>Judy Greenwood</i>	<i>WKRN website</i>
<i>#4</i> 4-1-08	<i>Paula Phelps</i>	<i>WKRN website</i>
<i>#5</i> 4-21-08	<i>Sandra Osborn</i>	<i>WKRN website</i>

**** Use Additional Pages as needed. Do Not Put in Puplic File. ****



TO: EEO ADMINISTRATOR

FROM: [Signature]

DATE: _____

EEO INTERVIEW COMPLIANCE CHECKLIST

JOB TITLE: _____

EMPLOYEE REPLACED: _____

DEPARTMENT: _____

DATE OF OPENING: _____

JOB NUMBER: _____

1. INTERVIEWS FOR THIS POSITION WERE CONDUCTED AND A LIST OF ALL PERSONS INTERVIEW IS ATTACHED.

2. THE SUCCESSFUL APPLICANT IS Sandra Osborne. HE/SHE WAS REFERRED BY: Station Website. HE/SHE WAS INTERVIEWED ON THE FOLLOWING DATE(S) 4-21-08. HIS/HER START DATE WILL BE: 5-27-08.

3. RESUMES OF CANDIDATES NOT INTERVIEWED HAVE BEEN PLACES IN THE AFFIRMATIVE ACTION FILE TO BE REVIEWED SHOULD OTHER OPENINGS OCCUR AT THE STATION. THEY WILL BE HELD FOR A MINIMUM PERIOD OF THREE MONTHS. THE RESUME OF THE SUCCESSFUL CANDIDATE WILL BE PLACE IN HIS/HER EMPLOYEE FILE.

EXHIBIT 19



May 1, 2008

To All Recruitment Sources

Dear Sir or Madam:

Young Broadcasting Nashville LLC, licensee of Station WKRN-TV,
Nashville, TN, requests your assistance in identifying and locating individuals who may
be interested in the following job position(s) now available with our company:

New Business Director/Sales Manager

WKRN is an equal opportunity employer and does not discriminate in the
hiring, training or promotion of employees by reason of race, color, religion, sex, or national
origin. We are engaged in a continuing effort to seek out prospective applicants for employment
with our company. We earnestly solicit your assistance in obtaining employees and request that
you refer prospective applicants to us at the above address.

Please refer all qualified applicants to us by May 17, 2008. At this time, we anticipate
that a hiring decision will be made on or about May 31, 2008. Please submit your responses to
businessmanager@wkrn.com

Sincerely,

A handwritten signature in black ink, appearing to read "M. G. P. [unclear]". The signature is written over a horizontal line.



New Business Development Director – WKRN

WKRN is looking for an individual with media sales/management experience that can lead a team of Account Executives in our new business development efforts in Nashville. The successful candidate will be a proven leader who is a strong trainer and has a passion for prospecting, presenting and closing new business.

Key Responsibilities:

- Develop new business by identifying potential customers and presenting solutions to them.
- Develop and implement sales programs to help successfully close advertising campaigns.
- Develop sales strategies to increase market share.
- Train and lead a group of account executives through the sales process.
- Meet and exceed revenue goals established for the department.

Requirements:

- A minimum of 5 years of relevant experience that includes advertising sales and/or management experience.
- A thorough understanding of television and website advertising sales.
- Great communication and presentation skills.
- The passion to train and lead salespeople.
- The drive and desire to win in a fast-paced and challenging environment.

For consideration:

Send resume and cover letter to:

WKRN-TV

Attn: General Sales Manager

441 Murfreesboro Road

Nashville, TN 37210

Or email to: swatt@wkrn.com

No Phone Calls, please. EEO.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Manager
New business

Recruitment Source That Referred the Hiree: Employee Referral

Date Vacancy Opened: 05/01/08

Total Number of Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 06/02/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		F. Pratt	www.wkrn.com	4	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N. W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes

Young Broadcasting Stations				Young Broadcasting Group Notification		No
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345			No
Employee Referral				Employee Referral	1	No
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd . Floor Falls Church, VA 22041	Caroline Freeland		Business Referral		No
TN Job List				nashvillejoblist.com	1	Yes
Society of Broadcast Eng	Atlanta, GA	Career Services		sbe.org/career_jobsonline.php		No
Broadcast Engineering		Susan Schaefer		susan.schaefer@penton.com		Yes
Industry Referral						No
WKRN – Internal Posting				WKRN – Internal Posting		No



WKRN-TV
441 Murfreesboro Road
Nashville, TN 37210

WKRN-TV-DT NASHVILLE WKRN.COM

WKRN TV Sales/Client Promotions
*** Attn: Steve Watt ***

Contract # 43224
 Schedule Dates: 04/17/08-05/18/08
 Advertiser: WKRN TV Sales/Client Promotions (6040)
 Agency: Direct Account (1)
 Product: Miscellaneous Services (1066)
 Brand: recruitment (8543)
 Salesperson: Camp, Jamie (1148)
 Sales Office: WKRN
 Buyer Name: /
 Phone/Fax: /
 CPE: N/A
 Account Types: Local/Promo Advertiser/Sales Driven
 Billing Type: Standard
 Comments:

Date Entered: 04/15/08
 Last Modified: 04/15/08
 Entered By: Steve Watt
 CO-OP: No
 Headline #:
 Demo:
 Order Type: Normal Spot (default)
 Package Deal:
 Commission %: 0.00
 Commission: \$0.00
 Net Total: \$0.00
 Sales Tax:

WKRN (WKRN)		
By Broadcast Month	Spots	Rate
Apr. 2008	37	\$0.00
May. 2008	55	\$0.00
Grand Total:	92	\$0.00

Line	Line Type / Break Type (Ref #)	Dates	Sec	Length	Run Times	SPW	Mo	Tu	We	Th	Fr	Sa	Su	Spots	Rate	Total	Station	Comments	Entered
1.0	Normal Line / SPOT	04/17/08-05/18/08	8	:10	4:58A - 12:05A (EST)	20	X	X	X	X	X	X	X	92	\$0.00	\$0.00	WKRN (WKRN)	sales recruitment ad	4/15/08
1.0.1	Closed Preempt	04/17/08															WKRN (WKRN)	Not Available/Exception -	
1.0.2	Closed Preempt	04/27/08															WKRN (WKRN)	Program Overrun/Spot -	
1.0.3	Closed Preempt	04/27/08															WKRN (WKRN)	Program Overrun/Spot -	
1.0.4	Closed Preempt	04/29/08															WKRN (WKRN)	Special Report/Spot -	
1.0.5	Closed Preempt	05/02/08															WKRN (WKRN)	Weather Cut In/Spot -	
1.0.6	Closed Preempt	05/05/08															WKRN (WKRN)	BR Preempt/Exception -	
1.0.7	Closed Preempt	05/05/08															WKRN (WKRN)	BR Preempt/Exception -	
1.0.8	Closed Preempt	05/10/08															WKRN (WKRN)	Weather Cut In/Spot -	

CONFIRMATION CONTRACT

Accepted Station: _____ Date: _____ Comments: _____

For contract Terms and Conditions, please visit this site <http://yiforma.com/images/TermsComp.pdf>

TO: EEO ADMINISTRATOR

WKRN

FROM: STEVE WATT

DATE: 5/27/08

EEO INTERVIEW COMPLIANCE CHECKLIST

JOB TITLE: NEW BUSINESS DEVELOPER / SALES MANAGER

EMPLOYEE REPLACED: NEW POSITION

DEPARTMENT: SALES

DATE OF OPENING: 5/01/08

JOB NUMBER: _____

1. INTERVIEWS FOR THIS POSITION WERE CONDUCTED AND A LIST OF ALL PERSONS INTERVIEW IS ATTACHED.
2. THE SUCCESSFUL APPLICANT IS MARTHA HUBBINS. HE/SHE WAS REFERRED BY: DAN BATCHELOR. HE/SHE WAS INTERVIEWED ON THE FOLLOWING DATE(S) 5/5/08. HIS/HER START DATE WILL BE: 6/2/08.
3. RESUMES OF CANDIDATES NOT INTERVIEWED HAVE BEEN PLACED IN THE AFFIRMATIVE ACTION FILE TO BE REVIEWED SHOULD OTHER OPENINGS OCCUR AT THE STATION. THEY WILL BE HELD FOR A MINIMUM PERIOD OF THREE MONTHS. THE RESUME OF THE SUCCESSFUL CANDIDATE WILL BE PLACED IN HIS/HER EMPLOYEE FILE.

EXHIBIT 20



May 1, 2008

To All Recruitment Sources

Dear Sir or Madam:

Young Broadcasting Nashville LLC, licensee of Station WKRN-TV,
Nashville, TN, requests your assistance in identifying and locating individuals who may
be interested in the following job positions(s) now available with our company:

Account Executive

WKRN is an equal opportunity employer and does not discriminate in the
hiring, training or promotion of employees by reason of race, color, religion, sex, or national
origin. We are engaged in a continuing effort to seek out prospective applicants for employment
with our company. We earnestly solicit your assistance in obtaining employees and request that
you refer prospective applicants to us at the above address.

Please refer all qualified applicants to us by May 17, 2008. At this time, we anticipate
that a hiring decision will be made on or about May 31, 2008. Please submit your responses to
businessmanager@wkrn.com

Sincerely,

A handwritten signature in black ink, appearing to be "M. C. P. [unclear]". The signature is written in a cursive style and is positioned above a horizontal line.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive (5 positions)

**Recruitment Source That Referred the Hire: 4-WKRN web site
1-Tn Job List**

Date Vacancy Opened: 05/01/08

Total Number of Persons Interviewed for the Vacancy: 23

**Date Vacancy Filled: (1)-06/02/08
(4)-06/30/08**

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkrn.com	21	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlisse Matthews	615-460-5527		Yes
WKRN TV Ads					No

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes
Young Broadcasting Stations			Young Broadcasting Group Notification	No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			Employee Referral		No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsandots.com		yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd . Floor Falls Church, VA 22041	Caroline Freeland	Business Referral		No
TN Job List			nashvillejoblist.com	1	Yes
Craig's List			craigslist.com		No
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php		No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com		Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com		No
WKRN – Internal Posting			WKRN – Internal Posting	1	No
Industry Referral					No

WKRN

INTERVIEWEE INFORMATION

JOB TITLE OF VACANCY: ACCOUNT EXECUTIVE

JOB NUMBER: _____

INTERVIEW #	INTERVIEWEE'S NAME	REFERRAL SOURCE	INTERVIEW #	INTERVIEWEE'S NAME	REFERRAL SOURCE
1	GREGG CARTER	WEBSITE	13	CHRIS GUMBER	TV
2	CHARLES WARD	TN JOBLESS	14	STEPHANE PURVIS	REFERRAL
3	JADE BEARBY	EMPLOYEE	15	JASON TAYLOR	WEB
4	KARLAIZA MORA	EMPLOYEE	16	BECK COUPEY	TN JOBLESS
5	DESIQA SMITH	WEBSITE/TV	17	CHRIS HULSEY	REFERRAL
6	DEANNA LAMBERT	WEBSITE	18	MARY MARSH	TV
7	LINDSAY CLINE	JDBLIST	19	MERIAN DURHAM	WEB
8	MERIAN MCCAULEY	REFERRAL	20	COURTNEY LYNN	TN JOBLESS
9	AMBER HOLBY	WEBSITE	21	ROBBIE MARSH	TV
10	JASON SCOTT	TV	22	THOMMY KEEBLE	TN JOBLESS
11	JAMIE SPOTTS	INTERNET	23	JEFF FULMOR	WEB
12	LOREN WYATT	WEBSITE			

USE ADDITIONAL PAGES AS NEEDED. DO NOT PUT IN PUBLIC FILE.

EXHIBIT 21



Date: 07/01/08

Dear Sir or Madam:

Young Broadcasting of Nashville, Licensee of Station WKRN-TV, Nashville, Tennessee, requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

Sports Anchor

WKRN-TV, the ABC affiliate in Nashville, TN is looking for a top notch sports anchor. Qualified candidates will have three to five years of reporting experience, no beginners. The right candidate will know how to develop and work sources, be an excellent story teller, know how to handle live, breaking news and be capable of enterprising stories on a daily basis. Please send Reels, and Resumes to: WKRN Executive Producer, Karen Brown, 441 Murfreesboro Road, Nashville, TN 37210.

Young Broadcasting, WKRN-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees because of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request you refer prospective applicants to us at the address below.

Please refer all qualified applicants to us by 07/15/08

Sincerely

Sandy Osborne
Business Manager
WKRN-TV

SO/r

441 Murfreesboro Road, Nashville, TN 37210
Main office: 615-369-7222

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sports Anchor

Date Vacancy Opened: 07/01/08

Date Vacancy Filled: 07/24/08

Recruitment Sources Used to Fill the Vacancy

Recruitment Source That Referred the Hire: internal transfer WRIC (Young Broadcasting Group Notification)
Total Number of Persons Interviewed for the Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkrn.com		No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tynus	615-862-8910		Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636		Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org		No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865		Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682		Yes
Young Broadcasting Stations			Young Broadcasting Group Notification	1	No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345	No
Employee Referral			Employee Referral	No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsindots.com	yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral	No
TN Job List			nashvillejoblist.com	Yes
Craig's List			craigslist.com	No
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php	No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com	No
WKRN – Internal Posting			WKRN – Internal Posting	No
Industry Referral				No

EXHIBIT 22



Date: 8-8-08

Dear Sir or Madam:

Young Broadcasting of Nashville, Licensee of Station WKRN-TV, Nashville, Tennessee, requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

Producer

ABC affiliate in Nashville seeking experienced producer, who is a non-conventional thinker. Qualified applicants will be able to handle breaking news, have excellent writing skills, and work well under pressure. Excellent news judgement a must. The right applicant will be creative and have a love of local and national news. 2-3 years experience necessary.

Submit resume to:
Karen Brown, Executive Producer, WKRN-TV
441 Murfreesboro Road
Nashville, TN 37210

Young Broadcasting, WKRN-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees because of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request you refer prospective applicants to us at the address below.

Please refer all qualified applicants to us by 08/17/08.

Sincerely

A handwritten signature in cursive script, reading "Sandy Osborne", is written over a horizontal line.

Sandy Osborne
Business Manager
WKRN-TV

SO/r

441 Murfreesboro Road, Nashville, TN 37210
Main office: 615-369-7222

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy:

producer

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	JEFF CHRISTMAN	TVjobs.com		PHONE KAREN BRAND E.P.	
2	ANNEMARIE CROMBY	TVjobs.com		PHONE KAREN BRAND E.P.	
3	MARIA GALOR	in house employee		MATTEN BRAND in station	
4	RACHEL BOLTON	friend of employee		IN STATION @ 11:50 log	
5	LAUREN STAUFFER	TVjobs.com		MATTEN BRAND 8/19/09 Flew to	
6	BRITTANY FREEMAN	TVjobs.com		KAREN BRAND @ 11:00 in station	
7	RACHEL HILL	TVjobs.com		MATTEN BRAND	
8	AMBER PARKER	TVjobs.com		SENT E-MAIL NO LONGER WANTS POSITION	

***** Use additional pages as needed. Do Not Put in Public File. *****

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: **Producer**

**Recruitment Source That
Referred the Hiree: TV Jobs.com**

Date Vacancy Opened: **08/08/08**

**Total Number of Persons
Interviewed for the Vacancy: 8**

Date Vacancy Filled: **09/21/08**

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkrn.com		No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes
Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No

Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910		Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636		Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@mab.org		No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865		Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682		Yes
Young Broadcasting Stations			Group Notification		No
Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No

Employee Referral				Employee Referral	1	No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com			yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral			No
TN Job List			nashvillejoblist.com			Yes
Craig's List			craigslst.com			No
Society of Broadcast Engg	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php			No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com			Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tyjobs.com		6	No
WKRN – Internal Posting			WKRN – Internal Posting		1	No
Industry Referral						No

Sandra Osborne

From: Dirk Mooth
Sent: Monday, August 04, 2008 11:18 AM
To: Sandra Osborne
Cc: Matthew Zelkind
Subject: FW: TVJobs.com - Producer job listing posted

Here's the Producer position...

-----Original Message-----

From: jobs@tvjobs.com [mailto:jobs@tvjobs.com]
Sent: Thursday, July 17, 2008 1:49 PM
To: Dirk Mooth
Subject: TVJobs.com - Producer job listing posted

JOB POSTING NOTIFICATION FROM TVJOBS

Dirk Mooth,

The "Producer" position for WKRN was just posted in the Job Center and is now available on-line ...

Station : WKRN
Position : Producer
Category : News - Producers
Database : Television
Job ID : TVJ#34099553
Posted : 7/17/2008
Expires : 8/17/2008
Status : Non-Registered Employer - New Job Listing Ad Text :

Producer

ABC affiliate in Nashville seeking experienced producer, who is a non-conventional thinker. Qualified applicants will be able to handle breaking news, have excellent writing skills, and work well under pressure. Excellent news judgement a must. The right applicant will be creative and have a love of local and national news. 2-3 years experience necessary.

Submit resume to:
Karen Brown, Executive Producer, WKRN-TV
441 Murfreesboro Road
Nashville, TN 37210

EOE

Notes :

1. We recommend that you either save or print this page and provide the above Job ID number to a TVJobs administrator in any future correspondence concerning this ad.

2. We recommend that you print this page and include it with your EOE file for this position as confirmation that this job was posted for the above duration at TVJobs (<http://www.tvjobs.com>)

3. We will send notification of pending expiration 5 days prior to the expiration date to enable you to

extend the job, if necessary.

Should you need this job extended, e-mail admin@tvjobs.com, supply reference number and amount of additional time needed. We are happy to extend the position for you.

4. If no extension is needed, the job will be automatically removed at 1 am PST on 8/17/2008.

5. If for any reason you need the listing removed early, e-mail admin@tvjobs.com, supply reference number and reason for removal.

6. If you would like to verify that the actual job listing is online, point your browser to:

<http://www.tvjobs.com/cgi-bin/JOB?ID=6524321834041278>

TIP! The above address is a good way to check on the status of this position. Keep this address where you can easily find it.

Thank you very much for posting your available positions at TVJobs.
If we can be of any further assistance, don't hesitate to ask.

Best Regards

Mark C. Holloway
Broadcast Employment Services
TVJobs
admin@tvjobs.com

>>This message has been automatically generated by TVJobs to help you
>>manage your online jobs.<<

EXHIBIT 23



Date: 9-23-08

Dear Sir or Madam:

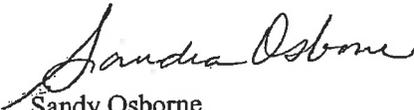
Young Broadcasting of Nashville, Licensee of Station WKRN-TV, Nashville, Tennessee, requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

WKRN-TV, Nashville, TN has an immediate opening for a News Photographer. Candidate should be self-motivated, with the drive to give one hundred percent until the job is done. Responsibilities include: Shooting and editing news stories for broadcast including prepare for and shooting live shots. A working knowledge of Sony and Panasonic cameras, along with the ability to edit using Leitch, Pinnacle Liquid, Final Cut and tape-to-tape will be helpful. Requirements include: Two years experience in video photography preferred. Must be able to lift up to 70lbs, and have some knowledge of the operation of Microwave Vans. Good communication skills and a valid driver's license are required. Bachelor of Arts degree in Journalism or equivalent work experience in newsroom operations preferred.

Submit resume and tape to:
Joe Gregory, Chief Photographer,
WKRN-TV, 441 Murfreesboro Rd.
Nashville, TN 37210

Young Broadcasting, WKRN-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees because of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request you refer prospective applicants to us at the address below.

Please refer all qualified applicants to us by 10-30-08.
Sincerely


Sandy Osborne
Business Manager
WKRN-TV

SO/r

441 Murfreesboro Road, Nashville, TN 37210
Main office: 615-369-7222

Sandra Osborne

From: Sandra Osborne
Sent: Tuesday, September 30, 2008 5:22 PM
To: AWRT; broadcast Cable; 'Cindy Ward'; 'Connie Scott'; 'Heather Tanny'; 'Katie Kester'; 'Lewis Snyder'; 'Lisa Blankers'; 'Melissa Feldman'; Natl Assoc of Broadcasters; Nossi College; 'Sandra Campeaux'; Spots & Dots; willial morriss agency
Subject: please post
Attachments: News Photographer.doc

Tracking:	Recipient	Read
	AWRT	
	broadcast Cable	
	'Cindy Ward'	Read: 10/1/2008 6:59 AM
	'Connie Scott'	
	'Heather Tanny'	Read: 10/1/2008 7:14 AM
	'Katie Kester'	
	'Lewis Snyder'	Read: 9/30/2008 6:26 PM
	'Lisa Blankers'	
	'Melissa Feldman'	Read: 10/1/2008 7:54 AM
	Natl Assoc of Broadcasters	
	Nossi College	
	'Sandra Campeaux'	
	Spots & Dots	
	willial morriss agency	

Sandy Osborne
Business Manager
WKRN - News2
441 Murfreesboro Rd.
Nashville, TN 37210
Ph: 615-369-7343
Ex: 615-369-7302

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Photographer (2 positions)

Recruitment Source That Referred the Hires:
(1) Internal promotion; (2) employee referral

Date Vacancy Opened: 09/23/08

Date Vacancy Filled: (1) - 11/07/08
(2) - 11/12/08

Total Number of Persons Interviewed for the Vacancy: 6

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkrn.com	4	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlisle Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes
Young Broadcasting Stations			Group Notification	No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345	No
Employee Referral			Employee Referral	No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com	yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral	No
TN Job List			nashvillejoblist.com	Yes
Craig's List			craigslist.com	No
Society of Broadcast Eng	Atlanta, GA	Career Services	sbc.org/career_jobsonline.php	No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com	Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com	No
WKRN – Internal Posting			WKRN – Internal Posting	No
Industry Referral				No

EXHIBIT 24



Date: 9-22-08

Dear Sir or Madam:

Young Broadcasting of Nashville, Licensee of Station WKRN-TV, Nashville, Tennessee, requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

WKRN-TV, the ABC affiliate for Nashville, TN, is seeking a highly motivated Account Executive with a minimum of one to three years of advertising sales experience to grow an existing account base as well as develop new business. Successful candidates should have strong presentation skills along with a proven ability to exceed revenue goals while developing local relationships. Candidates meeting these requirements should forward their cover letter and resume to:

**WKRN-TV
Attn. General Sales Manager
441 Murfreesboro Road
Nashville, TN 37210**

You may also fax your information to 615-244-2117 or email to swatt@wkrn.com

Young Broadcasting, WKRN-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees because of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request you refer prospective applicants to us at the address below.

Sincerely

Sandy Osborne
Business Manager
WKRN-TV

SO/r

441 Murfreesboro Road, Nashville, TN 37210
Main office: 615-369-7222

Sandra Osborne

From: Sandra Osborne
Sent: Monday, September 22, 2008 12:24 PM
To: AWRRT; broadcast Cable; 'Cindy Ward'; 'Connie Scott'; 'Heather Tanny'; 'Katie Kester'; 'Lewis Snyder'; 'Lisa Blankers'; 'Melissa Feldman'; Natl Assoc of Broadcasters; Nossi College; 'Sandra Campeaux'; Spots & Dots; willial morriss agency
Subject: FW: Job Posting attached

Tracking:	Recipient	Delivery	Read
	AWRT		
	broadcast Cable		
	'Cindy Ward'		Read: 9/23/2008 7:53 AM
	'Connie Scott'		
	'Heather Tanny'		
	'Katie Kester'		
	'Lewis Snyder'		Read: 9/23/2008 8:08 AM
	'Lisa Blankers'		
	'Melissa Feldman'		
	Natl Assoc of Broadcasters		
	Nossi College		
	'Sandra Campeaux'		
	Spots & Dots		
	willial morriss agency		
	Connie Scott	Failed: 9/22/2008 12:21 PM	

Sandy Osborne
Business Manager
WKRN - News2
441 Murfreesboro Rd.
Nashville, TN 37210
Ph: 615-369-7343
Fx: 615-369-7302

From: Steve Watt
Sent: Monday, September 22, 2008 11:50 AM
To: Sandra Osborne
Subject: Job Posting attached

WKRN-TV, the ABC affiliate for Nashville, TN, is seeking a highly motivated **Account Executive** with a minimum of one to three years of advertising sales experience to grow an existing account base as well as develop new business. Successful candidates should have strong presentation skills along with a proven ability to exceed revenue goals while developing local relationships. Candidates meeting these requirements should forward their cover letter and resume to:

WKRN-TV
Attn. General Sales Manager
441 Murfreesboro Road
Nashville, TN 37210

You may also fax your information to 615-244-2117 or email to svatt@wkrn.com

Equal Opportunity Employer

Sandra Osborne

From: Steve Watt
Sent: Monday, September 22, 2008 11:50 AM
To: Sandra Osborne
Subject: Job Posting attached

WKRN-TV, the ABC affiliate for Nashville, TN, is seeking a highly motivated **Account Executive** with a minimum of one to three years of advertising sales experience to grow an existing account base as well as develop new business. Successful candidates should have strong presentation skills along with a proven ability to exceed revenue goals while developing local relationships. Candidates meeting these requirements should forward their cover letter and resume to:

WKRN-TV
Attn. General Sales Manager
441 Murfreesboro Road
Nashville, TN 37210

You may also fax your information to 615-244-2117 or email to swatt@wkcrn.com

Equal Opportunity Employer

WKRN

INTERVIEWEE INFORMATION

JOB TITLE OF VACANCY: ACCOUNT EXECUTIVE

JOB NUMBER: _____

INTERVIEW #	INTERVIEWEE'S NAME	REFERRAL SOURCE	INTERVIEW #	INTERVIEWEE'S NAME	REFERRAL SOURCE
1	NUBA HARDADE	SPOTS N DOTS	13	MARLEIGH ROBERTSON	SPOTS N DOTS
2	DANNO NEYERSON	WEBSITE	14	TOMMAY BROWNE	SPOTS N DOTS
3	AMANDA KENZERA	WEBSITE	15	MEXE BRACK	WEBSITE
4	LAURA SEIBAN	SPOTS N DOTS	16	LESA McCULLERY	WEBSITE
5	STEPHANIE LAROSA	WEBSITE	17	SUSAN DENNO	SPOTS N DOTS
6	CAROLYN MORIS	WEBSITE			
7	LEANNA CHASE	WEBSITE			
8	COLETTE HANEN	SPOTS N DOTS			
9	AMY KOZAR	SPOTS N DOTS			
10	TIM JOHNSON	TN JOBLESS			
11	GREG POLLARD	WEBSITE			
12	WENDY MENEK	WEBSITE			

USE ADDITIONAL PAGES AS NEEDED. DO NOT PUT IN PUBLIC FILE.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hire: Spots & Dots

Date Vacancy Opened: 09/22/08

Total Number of Persons Interviewed for the Vacancy: 17

Date Vacancy Filled: 11/30/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN- Web Site		Sandra Osborne	www.wkrn.com	9	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com	No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910	Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754	No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636	Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org	No
Depart. Of Employment Security	500 James Robertson Pkwy. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106	Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865	Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com	No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	Yes
Young Broadcasting Stations			Group Notification	No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			Employee Referral		No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsndots.com	7	yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd . Floor Falls Church, VA 22041	Caroline Freeland	Business Referral		No
TN Job List			nashvillejoblist.com	1	Yes
Craig's List			Craigslst.com		No
Society of Broadcast Eng	Atlanta, GA	Career Services	sbe.org/career_jobsonline.php		No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com		Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com		No
WKRN – Internal Posting			WKRN – Internal Posting		No
Industry Referral					No

EXHIBIT 25



WKRN-TV/DT NASHVILLE WKRN.COM

Date 11/10/08

Dear Sir or Madam:

Young Broadcasting of Nashville, Licensee of Station WKRN-TV, Nashville, Tennessee, requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our company.

Graphic Artist

WKRN – Nashville, TN

We have a great opportunity for you! Are you able to bring your great sense of style and design to eye catching animations and sophisticated graphics with the use of Adobe After Effects, Photoshop, Flash and Illustrator? Can you demonstrate your outstanding communication skills and your ability to conceptualize solutions to solve station needs into strong design? Can you use your strong organization skills to react quickly to last minute changes and Breaking News? If you can juggle multiple projects under deadline and keep a smile on your face you may have found the position you have been looking for. Experience animating in 3D applications such as Lightwave, Softimage and Zax is definitely a plus.

College degree in graphic design is required. Non-linear editing experience is helpful. The designer will partner with design director to ensure all graphics produced are consistent with station's look; will design and produce print advertising for sales and promotions; will assist with design, informational and advertising content of station web site and other digital media.

Send resume and reel to:

Vince Conti

Design Director

WKRN Television

441 Murfreesboro Road

Nashville, TN 37210

Young Broadcasting, WKRN-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees because of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request you refer prospective applicants to us at the address below.

Sincerely

Sandy Osborne

Business Manager

WKRN-TV

441 Murfreesboro Road, Nashville, TN 37210

Main office: 615-369-7222

Sandra Osborne

From: Sandra Osborne
Sent: Monday, November 10, 2008 1:08 PM
To: AWRT; Broadcast & Cable-Jon Kemp (Jon.Kemp@reedbusiness.com); 'Cindy Ward'; 'Connie Scott'; 'Heather Tanny'; 'Katie Kester'; 'Lewis Snyder'; 'Lisa Blankers'; 'Melissa Feldman'; Natl Assoc of Broadcasters; Nossi College; 'Sandra Campeaux'; Spots & Dots; willial morriss agency
Subject: Job opening for Graphic artist
Attachments: Graphic Artist 11-10-08.doc

Tracking:	Recipient	Delivery	Read
	AWRT Broadcast & Cable-Jon Kemp (Jon.Kemp@reedbusiness.com) 'Cindy Ward'		Read: 11/10/2008 1:06 PM
	'Connie Scott'		
	'Heather Tanny'		Read: 11/10/2008 1:08 PM
	'Katie Kester'		
	'Lewis Snyder'		Read: 11/10/2008 1:13 PM
	'Lisa Blankers'		
	'Melissa Feldman'		Read: 11/10/2008 1:58 PM
	Natl Assoc of Broadcasters Nossi College 'Sandra Campeaux' Spots & Dots willial morriss agency Sandra Campeaux		
		Failed: 11/10/2008 1:05 PM	

Please post

Sandy Osborne
Business Manager
WKRN - News2
441 Murfreesboro Rd.
Nashville, TN 37210
Ph: 615-369-7343
Fx: 615-369-7302

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Graphic Artist

**Recruitment Source That
Referred the Hiree: MTSU**

Date Vacancy Opened: 11/10/08

**Total Number of Persons
Interviewed for the
Vacancy: 5**

Date Vacancy Filled: 12/05/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number Email address	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WKRN-Web Site		Sandra Osborne	www.wkrn.com	2	No
NATAS Web Site			www.emmyonline.com		Yes
NAACP	1308 Jefferson Street Nashville, TN 37208	Rev. Ronnie Whitney	615-329-4366		Yes
Tenn. State Univ.	3500 John Merritt Blvd Nashville, TN 37209	Lucy Tucker	615-963-7534		Yes
Fisk University	18 th . Avenue North Nashville, TN 37208	Peter Woolfook	615-329-8711		Yes
Trevecca University	333 Murfreesboro Rd. Nashville, TN 37210	David Deese	615-24-81515		Yes
Belmont University	1900 Belmont Blvd. Nashville, TN 37212	Charlsie Matthews	615-460-5527		Yes

Nossi College of Art	907 Rivergate Parkway Goodlettsville, TN 37072	Sharon McGinnis	jobplacement@nossi.com		No
Middle Tenn. Career Center	621 Mainstream Drive Suite 210 Nashville, TN	Guin Tyus	615-862-8910		Yes
YWCA	1608 Woodmont Blvd. Nashville, TN	Andrea Collins	615-385-9754		No
Nashville Urban League	1219 9 th . Avenue North Nashville, TN 37208	Linda Lynn	615-254-0636		Yes
National Assoc. of Broadcasters	1771 North St. N.W. Washington, D.C. 20036	Karen Hunter	careercenter@nab.org		No
Depart. Of Employment Security	500 James Robertson Pky. Volunteer Plaza 11 th . Floor Nashville, TN 37245	Lynn Strong	615-741-6106		Yes
Vanderbilt University	110 Alumni Hall Nashville, TN 37240	Beth Brown	615-343-6865		Yes
AWRT	WZTV, 631 Mainstream Dr. Nashville, TN 37228	Elizabeth Stevens	estevens@fox17.com		No
Middle Tenn State Univ.	P.O. Box 51 Murfreesboro, TN 37132	Karen Austin	615-898-5682	2	Yes
Young Broadcasting Stations			Group Notification		No

Frank Magid & Assoc.	1 Research Circle Marion, Iowa 52302	Karen Evans	319-377-7345		No
Employee Referral			Employee Referral	1	No
Spots & Dots	Spots & Dots 167 Oakdale Road Johnson City, NY	Alice Riehl	alice@spotsdots.com		yes
TV Technology Ind. Jobs	5827 Columbia Pike 3 rd Floor Falls Church, VA 22041	Caroline Freeland	Business Referral nashvillejoblist.com		No
TN Job List			nashvillejoblist.com		Yes
Craig's List			craigslst.com		No
Society of Broadcast Eng	Atlanta, GA	Career Services	sbc.org/career_jobsonline.php		No
Broadcast Engineering		Susan Schaefer	susan.schaefer@penton.com		Yes
Broadcast Employment Services/TV Jobs.com	P.O. Box 4116 Oceanside, CA		tvjobs.com		No
WKRN – Internal Posting			WKRN – Internal Posting		No
Industry Referral					No