

WDCW, Washington DC
ANNUAL EEO PUBLIC FILE REPORT
Date: June 1, 2009

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared for the Employment Unit that is comprised of Station WDCW(TV), Washington, DC.

WDCW(TV), an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Director.

For purposes of this report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a physical and drug test (where applicable). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via e-mail. Sources are identified by number and listed (with complete contact information) in the attachment.

Full-Time Vacancies Filled During Reporting Period 6/01/08 - 5/30/09

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Interviews (from)
1	Web Producer	Sources 1-8	Career Builder (source 2)	
2	Writer/Producer	Sources 1-8; 10	WDCW Website (source 1)	
3	Regional Dir Interactive Sales	Sources 1-8	WDCW Website (source 1)	
4	Local Sales Manager	Sources 1-9	Spots N Dots (source 9)	
5	General Sales Manager	Sources 1-9	WDCW Website (source 1)	
6	Internet Sales Manager	Sources 1-8	WDCW Website (source 1)	
7	Account Executive	Sources 1-8	WDCW Website (source 1)	
8	National Sales Asst	Sources 1-8	WDCW Website (source 1)	
9	Local Sales Asst	Sources 1-8	WDCW Website (source 1)	

Total number of persons interviewed during applicable period:

72

Supplemental Recruitment Measures 6/01/08 - 5/30/09

Activity/Description	Date	Staff Participant
<u>Howard University</u> : One staff member attended. Spoke for the NABEF Media Sales Institute, which is a media sales conference/seminar for Howard University students in their Business School.	6/2/08	General Manager
<u>Career Builder Career Fair</u> : Two staff members attended. We discussed career opportunities.	7/11/08	Account Executive General Sales Manager
<u>Career Builder Career Fair</u> : Two staff members attended. We discussed career opportunities.	10/3/08	Account Executive General Sales Manager
<u>NACCP/PSI Jobfair</u> : Two staff members attended. We discussed career opportunities.	3/3/09	Account Executive General Sales Manager
<u>Internship Program</u> : College students spend a semester in a position that gives them hands-on experience in their career field. This position is part-time, usually 20 hours per week. 10 interns per year.	Ongoing	Human Resources Director Various Department Heads

on behalf of the Station

11 organizations in referring
director at (202) 965-9311.

passed a background check
email. The Recruitment

**Number Interviewed
(all Referral Sources)**

7
11
1
24
11
3
3
9
3

Sponsor

Howard University

Career Builder

Career Builder

NACCP/PSI

WDCW(TV)