EEO PUBLIC FILE REPORT

WAFF TV

December 1, 2008 - November 30, 2009

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

The Master List of Recruitment Sources includes a list of recruitment sources, indicating name, address, contact person and telephone number of each. Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED [With Hiree's Recruitment Source Noted in Brackets]

Internet Sales Director (#1-6, 10-13, 16-23) [Hiree #12]
Sales Assistant (#1-6, 10-13, 16-23) [Hiree #11]
Web Master (#1-6, 10-13, 16-23) [Hiree #13]
Sports Specialist (# 1-6, 10-13, 16-23) [Hiree #12]
Photographer/Editor(#1-6, 10-13, 16-23) [Hiree #13]
Photographer (#1-6, 10-13, 16-23) [Hiree #22]
News Director (#1-6, 10-13, 16-23) [Hiree #22]
Reporter (#1-6, 10-13, 16-23) [Hiree #21]
Reporter(#1-6,10-13,16-23) [Hiree #21]
Producer(#1-6,10-13.16-23) [Hiree#12]
Reporter(#1-6,10-13,16-23) [Hiree #12]
Assistant Newss Director(#1-6,10-13,16-23) [Hiree#13]
Assignment Editor(#1-6,10-13,16-23) [Hiree#13]
IS Assistant(#1-6,10-13,16-23) [Hiree#13]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

76 persons

NUMBER OF REFERRALS FROM SOURCES USED

#12 (29 persons), #13 (22 persons), #21 (21 persons) # 22(5 persons)

SUPPLEMENTAL OUTREACH ACTIVITIES

See Attached.

WAFF TV

MASTER LIST OF RECRUITMENT SOURCES

(Sources with an asterisk (*) denote organizations that requested notification of full-time job vacancies.)

LOCAL COMMUNITY SOURCES (including name of contact person, address and phone number)

1. Ms. Christen Stoffer, Girls INC. of Huntsville, 4600 Blue Spring Rd, Hsv, AL 35810 256-859-0011

2. Ms. Denise Wolk, YMCA 1000 Weatherly Rd SE Huntsville, AL 35810 256-881-8710

3. Human Resources, NAACP224 Church ST NW Huntsville, AL 35801 256-533-2618

4. Ms. Cynthia Joiner, BOYS & GIRLS CLUB215, Abington Av NW, Hsv, AL 35801 256-534-6060

5. Ms. Cindy Sherrell, Christian Womens Job Corp. 600 Governors Dr SW Hsv, AL 35801 256-428-9435

6. Human Resources, North Alabama Skill Ctr2535 Sparkman Dr NW Hsv, AL 35810 256-859-9360

ADVERTISING SOURCES (Trades, Newspapers, Associations or Websites)

8. Decatur Daily

9. Hartselle Enquirer

10. Huntsville Times

11. Walk In

12. Raycom Website / WAFF Website

13. Internal Posting / Referral

14. Broadcast & Cable

15. Birmingham News

16. Hire Diversity http://www.hirediversity.com/employers/members/login.asp

17. National Association for the Advancement of Colored People www.bestdiversityemployers.com

18. National Association of Hispanic Journalists http://nahj.org/career/joblink.html

19. Career Women http://careerwomen.com/employer_access_resume.jsp

20. Asian American Journalists Association http://aaja.org/html/programs_jobs.html

21. TV Jobs http://www.tvjobs.com

22. Medialine http://medialine.com

23. Native American Journalists Association http://naja.com/cgi-bin/jm/exec/admin.cgi?logoff=1.

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): (ongoing)

Describe Nature of Initiative:

Job posting on minority websites

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

All job openings in the top 4 EEO categories are posted on the following websites:

Hire Diversity
National Association for the Advancement of Colored People (NAACP)
National Association of Hispanic Journalists (NAHJ)
Career Women
Asian American Journalists Association (AAJA)
Native American Journalists Association (NAJA)

Names of Station Personnel involved in Initiative:

Catherine DeZemplen (Memphis)

Attached copies and documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, emails, faxes).

Incorporate into EEO Public File Report and place in station's local public file annually on the

anniversary date of the renewal filing due date.

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Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): _____(ongoing)_____

Describe Nature of Initiative:

Student Internships

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

WAFF offers internships to college students as a way to assess jobs, and job readiness. Some of these are in conjunction with A & M University's Advanced Producing class, whose members must interview for positions to understudy on-line news producers.
Spring 2004 newsroom interns
Summer, 2004 newsroom interns
Fall, 2004 newsroom interns

Names of Station Personnel involved in Initiative:

Mimi Strawn, news director

Attached copies and documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, emails, faxes).

Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): December 2008

Describe Nature of Initiative:

Discrimination-Free Workplace

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

The entire Senior Management Team participated in the on line seminar sponsored by Element K

Names of Station Personnel involved in Initiative:

All Manager and Supervisor Personnel

Attached copies and documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, emails, faxes).

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