

**EEO PUBLIC FILE REPORT
WAFF TV**

(December 2007 thru November 30, 2008)

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]**

News Director (## 1-6, 11,17,18,19,20,21,22 14) [Hiree #11]

General Manager (##1-6, 17, 18,19,20,22, 21, 14) [Hiree #14]

Video Journalist (##1-6, 11, 12, 13, 15,17,18,19,20, 21) [Hiree #11]

Video Journalist (##1-6, 11, 12, 13, 17,18,19,20, 21) [Hiree # 11]

Traffic Assistant (##1-6, 13, 12, 17, 18, 19, 20,) [Hiree # 12]

Commercial Producer (## 1-6, 11, 13, 12, 17,18,19,20, 21) [Hiree # 12]

Classified Internet (## 1-6, 11, 12, 13, 17, 18, 19, 20) [Hiree # 11]

News Producer (## 1-6, 12, 13, 11, 17, 18, 19, 20) [Hiree # 11]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

39 persons

NUMBER OF REFERRALS FROM SOURCES USED

#11 (_6_ persons), #14 (_7_ persons), #12 (_26_ persons)

SUPPLEMENTAL OUTREACH ACTIVITIES

FCC Menu of Recruitment Initiative contains a brief description of activities from the *FCC Menu* of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

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
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ADVERTISING SOURCES (Trades, Newspapers, Associations or Websites)

8. Decatur Daily
9. Hartselle Enquirer
10. Huntsville Times
11. Walk In (Employee-Business Referral)
12. Raycom Website / WAFF Website
13. Internal Posting / Referral
14. Broadcast & Cable
15. ABA
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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WAFF TV

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:

Wanda Curtis

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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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 2008 newsroom interns

Summer, 2008 newsroom interns

1 Intern from Jacksonville State

1 Intern from Auburn University

1 Intern from UNA

1 Intern from Hardin University

Fall, 2008 newsroom interns

1 Intern from UNA

Names of Station Personnel involved in Initiative:

Stewart Hirsch, news director

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Date(s) of Initiative Event(s): 9/25/2008

Describe Nature of Initiative:

Job Fair

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

Had a booth set up for employment information

Hunter Homes, Enterprise Rent a Car, Micro Industries, M&D Mechanical, CR

Compressors, Automatic Screw Machine Products , KFC, Eaton Hydraulics,

Hargrove & Associates, ITW Sexton, pro-Air Services, Verizon Wireless

Names of Station Personnel involved in Initiative:

Kim Neighbors, Mike Seavers, Tim Owen, Jennifer Martinez, Susan Craft, Denise Swain, Joe Addison, Wanda Curtis, Dick Windsor, Trent Iley,

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