

EEO PUBLIC FILE REPORT
WAFF TV
(December 2006 thru November 30, 2007)

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, 15, 16,17, 18,19,20,21,22,23,24) [Hiree #17]
News Reporter (##1-6, 15,16, 17, 18,19,20,21,22,23,24) [Hiree #18]
News Reporter (##1-6, 15,16, 17, 18,19,20,21,22,23,24) [Hiree #16]
Account Executive (##1-6, 15, 17, 18,19,20,21,22,23,24) [Hiree # 18]
Live Truck Operator (##1-6, 15, 17, 18,19,20,21,22,23,) [Hiree # 18]
News Producer (## 1-6, 15,16, 17,19,20,21,22,23,) [Hiree # 16]
News Reporter AE (## 1-6, 15, 17,19,20,21,22,) [Hiree # 17]
News Producer (## 1-6, 15, 17, 18,19,20,23,24,) [Hiree # 18]
Photographer (## 1-6, 15,17, 18,19,20,21,23,) [Hiree # 18]
News Reporter(### 1-6, 15, 17, 18,19,20,21,22,24,) {Hiree # 17}
Video Tape Editor(##1-6, 15,17,18,19,20,24,22,23,24,) {Hiree # 18}

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

38 persons

NUMBER OF REFERRALS FROM SOURCES USED

#16 (_12_ persons), #17 (_14_ persons), #18 (_9_ 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

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 Bush

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.

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:

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 2006 newsroom interns

Summer, 2006 newsroom interns

Fall, 2006 newsroom interns

Names of Station Personnel involved in Initiative:

Tracey Rogers, 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.

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): _____

Describe Nature of Initiative:

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

.

Names of Station Personnel involved in Initiative:

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.