

WIAT(TV)
EEO PUBLIC FILE REPORT
December 1, 2007 – November 30, 2008¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MSRL”) for recruitment source data

Job Title	Recruitment Sources (“RS”)Used to Fill Vacancy	RS Referring Hiree
Local Sales Manager	15, 22,24,25	15
Assignment Editor	1-23, 25	9
Account Executive	1-10, 13-15, 19, 22, 25	25
Chief Meteorologist	1-11, 13-23, 25	15
Video Editor	1-10, 12-15, 19, 22, 25	15
Video Editor	1-10, 12-15, 19, 22, 25	25
Master Control Operator	1-10, 13-15, 19, 22, 25	25
Reporter/Photographer	1-11, 13-23, 25	25
Reporter/Photographer	1-11, 13-23, 25	22
Account executive	1-10, 13-15, 19, 22, 25	25
Reporter/Photographer	1-11, 13-23, 25	15
Staff Accountant	12, 25	12
Master Control Operator	1-10, 13-15, 19, 22, 25	25
National/Regional Sales Manager	1-10, 13-15, 19, 22, 25	15
Reporter/Photographer	1-11, 13-23, 25	15
Account Executive	1-10, 13-15, 19, 22, 25	25
Director of Sales	15, 22, 25	15

¹ This Report includes recruitment activity from December 1, 2007 through November 20, 2008.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	NAACP Contact: Judith Hanson 2034 Metropolitan Parkway, Atlanta GA 30315 404.761.1266	N	0
2	Miles College Contact: Charles Crockrom Post Office Box 3800, Birmingham, AL 35208 205.929.1405	N	0
3	Lawson State Community College Contact: Carl Davis 3060 Wilson Road SW, Birmingham, AL 35211 205.925.2515	N	0
4	League of Women Voters Contact: Career Services 3357 Cherokee Road, Birmingham, AL 35223 205.521.2346	N	0
5	Birmingham Urban League Contact: Career Services 1717 4th Ave. North, Bham, AL35203 205.326.0162	N	0
6	Alabama State University A. David Okeowo, Ph.D. Post Office Box 271, Montgomery, AL 36101-0271 334.229.4156	N	0
7	Alabama A&M Contact: Ms. Carolyn Lewis Post Office Box 997, Normal, AL 35762 256.851.5690	N	0
8	Faulkner University Marie C. Ottinger 5345 Atlanta Hwy, Montgomery, AL 36193 334.386.7512	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
9	University of Alabama Jim Oakley Post Office Box 850172, Tuscaloosa, AL 35487 205.348.6010	N	1
10	Jefferson State Jr. College Nancy Beauchamp 2601 Carson Road, Birmingham, AL 35215 205.853.1200	N	0
11	The Birmingham Times Magazine Jo Hooks 115 3rd Avenue West, Birmingham, AL 35204 205.251.5158	N	1
12	The Birmingham News Contact: Kimberly Lewis Post Office Box 2553, Birmingham, AL 35203 fax 205.325.3216 <i>(Our employment advertising in The Birmingham News also appears on www.al.com, the online source for content from Alabama's three largest newspapers: The Birmingham News, The Huntsville Times and the Mobile Press-Register.)</i>	N	9
13	ITT Technical Inst. Vanessa Warner 500 Riverhills Business Park, Birmingham, AL 35242 205.991.5410	N	0
14	National Association of Hispanic Journalists Contact: Job Bank 1000 National Press Building 529 14 th Street, NW Washington, DC 20045	N	0
15	Word-of-Mouth Referral	N	26
16	Auburn University Rachel Leigh Alexander Career Services 303 Mary Martin Hall Auburn, AL 36849	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
17	Troy University Sherita Harrell 215 Trojan Center Troy, AL 36082	N	0
18	University of Montevallo Pat Ebrahimi Station 6625 Montevallo, AL 35115	N	0
19	National Association of Black Journalist Contact: Career Services 8701 Adelphi Road Hyattsville, MD 20783	N	0
20	Alabama Broadcasters Assn. Contact: Career Services 2180 Parkway Lake Drive Hoover, AL 35244	N	0
21	Native American Journalist Association 414 East Clark Street Vermillion, SD 57069	N	0
22	TVJobs.com	N	10
23	Medialine.com	N	0
24	SpotNDots.com	N	0
25	Station Website Cbs42.com	N	28
TOTAL INTERVIEWEES OVER REPORTING PERIOD			75

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE(MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>Our SEU regularly hosts interns from area schools and universities as part of the students' academic curriculum. During this reporting period, we hosted a total of six interns, two each semester, as follows:</p> <ul style="list-style-type: none"> <p style="text-align: center;">• Spring 2008</p> <p>A Miles College student interned in our News Department working with our morning show "Wake Up." Main responsibility was writing and news gathering for the show, and editing.</p> <p>Also, a Miles College student interned with our sales and traffic department. Her main responsibilities were to help file copy and work with tapes as well as assist the NSA with national duties.</p> <p style="text-align: center;">• Summer 2008</p> <p>A University of Alabama student interned in our News Department, helping to write, produce, operating cameras, and helping with graphics.</p> <p>Also, a University of Montevallo student interned in our News Department, learning editing on digital linear, helping to write, produce, operate cameras, and assist with graphics.</p> <p style="text-align: center;">• Fall 2008</p> <p>A University of Alabama student interned in our News Department, helping to write, produce, operate cameras, and assist with graphics.</p> <p>Also, a UAB student interned in our Production Department, helping with the control board, editing on non-linear, running studio cameras, training in master control, and helping build news graphics.</p>

	TYPE OF RECRUITMENT INITIATIVE(MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Participate in Job Fair	On April 3, 2008, this SEU participated in the Miles College Spring 2008 Career Fair in Fairfield, AL. A station representative met with students, recent graduates and soon-to-be graduates regarding their field of study as it relates to the television industry. The station participants included our Human Resources Specialist, News Director, Assignment Editor, and Producer
3	Management level training as to methods of insuring equal employment opportunity and preventing discrimination	On September 17, 2008, our Human Resources Specialist participated in a Human Resources Essentials Seminar hosted by Fred Pryor Seminars at the Health and Wellness offices in Birmingham, Alabama. This training session reviewed today's issues facing employers such as pay discrimination, FMLA, benefits, and proper techniques for record keeping.
4	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 23, 2008 a group of 14 students from Samford University toured our facilities to get behind the scenes insight into broadcasting.
5	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (2)	On March 24, 2008 and September 22, 2008 our News Director taught a newscast production class at the University of Montevallo in Montevallo, Alabama. The News Director's responsibility was to critique student newscasts and lecture on newscast production issues.