

WNCF(TV), WBMM(TV)
EEO PUBLIC FILE REPORT
December 1, 2008–November 30, 2009

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-24, 25, 27	25
Business Manager	1-8, 12-24, 27	27
General Sales Manager	1-24, 27	24
Account Executive	1-23, 25, 27	27

**WNCF(TV), WBMM(TV)
EEO PUBLIC FILE REPORT
December 1, 2008–November 30, 2009**

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	Ms. Sharon Brooks Auburn University Montgomery 7400 East Drive Montgomery, AL 36193 334-244-3424	Y	0
2	Mr. Jim Randolph H. Councill Trenholm Technical College 1125 Air Base Blvd. Montgomery, AL 36108 334-420-4200	Y	0
3	Ms. Nancy Bernard Career Services Auburn University 303 Martin Hall Auburn, AL 36849 334-844-4944	Y	0
4	Craigslist.org www.craigslist.org San Francisco, CA	N	2
5	Mr. Dick Solomon Director of Career Placement Faulkner University 5345 Atlanta Highway Montgomery, AL 36193 334-386-7512	Y	0
6	Cindi McGee Alabama Broadcasters Association 1361 Alford Ave. Suite 201 Birmingham, AL 35226 205-979-1690 <i>Source places postings on association website.</i>	Y	0
7	Ms. Carolyn Walker Montgomery Employment Service 1060 East South Blvd. Montgomery, AL 36116 334-286-1746	Y	0
8	Ms. Hope Pinkerton Human Resources Center Huntingdon College 1500 E. Fairview Ave. Montgomery, AL 36194 334-833-4222	Y	0

**WNCF(TV), WBMM(TV)
EEO PUBLIC FILE REPORT
December 1, 2008–November 30, 2009**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
9	Montgomery Advertiser Brenda Jackson 425 Molton St. Montgomery, AL 334-264-4561	N	0
10	Tvjobs.com Broadcast Employment Service P.O. Box 4116 Oceanside, CA 92052 www.tvjobs.com	N	0
11	CareerBuilder.com 8420 West Bryn Mawr Ave. Chicago, IL 60631 773-527-3600 www.careerbuilder.com	N	0
12	Ms. Sarah Stringer Career Development and Replacement Carnegie Hall, 3 rd Fl. Tuskegee, AL 36088 334-727-3031 334-727-0084	N	0
13	Lynn Beshear Envision 20/20 600 S. Court St. Ste. 311 Montgomery, AL 36104 334-269-0224	Y	0
14	Ms. Ella Tucker Office of Career Services Alabama State University Montgomery, AL 36101-0271 334-229-4156	N	0
15	Vaughncile Ftizpatrick Mt. Zion AME Zion Church 455 West Jeff Davis Ave. Montgomery, AL 36104 334-265-9361	Y	0
16	Anna Buckalew Montgomery Chamber of Commerce 41 Commerce St. Montgomery, AL 36101 334-834-5211	N	0

**WNCF(TV), WBMM(TV)
EEO PUBLIC FILE REPORT
December 1, 2008–November 30, 2009**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
17	Christian Job Exchange Rudy Heintzelman Frazer Memorial United Methodist Church 6000 Atlanta Highway Montgomery, AL 36117 334-272-8622	N	0
18	Ms. Lee Ann Thrasher Manpower 3447-H McGehee Pl., Dr., South Montgomery, AL 36117 334-281-4441	Y	0
19	Mr. Aaron Taylor Troy State University Television Department Wallace Hall Troy, AL 36082 334-670-3100	Y	0
20	Ms. Pat Brynside South University 5355 Vaughn Rd. Montgomery, AL 36082 334-395-8800	Y	0
21	Mr. Jim Oakley, Jr. University of Alabama P.O. Box 870172 Tuscaloosa, AL 35487 205-348-3836	Y	0
22	Central Alabama Opportunities Industrialization Center Sylvia Harper 3005 Fairview Place Montgomery, AL 36108 334-265-1594	N	0
23	Mr. Daryl Watkins Montgomery-Tuskegee Times/Westside Weekly 525 Augusta Ave. Montgomery, AL 36111 334-280-2444	N	0
24	Employee Referrals	N	2
25	Non-Employee Referrals	N	2
26	Walk-Ins	N	0
27	WNCF(TV) On-Air Announcements	N	12
28	Debra Gardner Blair Staffing 4178 Lomac St. Montgomery, AL 36106 334-271-1666	N	0

WNCF(TV), WBMM(TV)
EEO PUBLIC FILE REPORT
December 1, 2008–November 30, 2009

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
29	Mark Free Aspire Staffing Inc. 1113-C Perry Hill Road Montgomery, AL 36109 334-396-3714	N	0
30	Chad Thomason Snelling Personnel 3001 Zelda Road Montgomery, AL 36106 334-270-0100	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

WNCF(TV), WBMM(TV)
EEO PUBLIC FILE REPORT
December 1, 2008–November 30, 2009

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	<p>The stations' internship program allows qualified students the opportunity to gain hands-on experience in a functioning broadcast television environment. Guidelines have been established to ensure that the internship experience is of the utmost value to the students while also meeting station needs.</p> <p>An Auburn University student interned in the Sports Department during Winter 2008 through Summer 2009. The intern gained experience shooting, editing, writing, and producing live nightly sports segments for WNCF and sports packages for WBMM. By the conclusion of his internship, the student acquired detailed knowledge concerning how sports programming is put together and how a TV station is run.</p> <p>A student at Mauldin High School, interned in the Promotion and Sales Departments beginning on June 15, 2009 and ending on August 14, 2009. She looks forward to pursuing a Communications degree while at college. She went on sales calls, participated in Sales and Promotions meetings, assisted in development of sales packages and promotional pieces, and assisted the Promotions Director at promotional events, casting calls, and more. She was a very valuable asset and WNCF and WBMM look forward to the opportunity to enlighten more young people in the field of broadcasting and communications.</p>
2	Job Fair	<p>On February 3, 2009, the stations participated in a job fair at Faulkner University Career Fair in Montgomery, Alabama, discussing job openings and internships at the stations with interested candidates and handing out applications. Station participants included Promotions Manager.</p>
3	Job Fair	<p>On October 14, 2009, the stations participated in the Troy State University Career in Troy, AL, speaking to individuals interested in employment at the stations, handing out information about the company, discussing internship opportunities, distributing promotional items, and providing interested parties with job applications. Station participants included Promotions Manager.</p>
4	Job Fair	<p>On October 22, 2009, the stations participated in a Career Fair at the University of Alabama in Tuscaloosa, speaking with students about careers in broadcasting, answering questions, distribution station information and job applications, and collecting applications from attendees. Station participants included Promotions Manager.</p>

WNCF(TV), WBMM(TV)
EEO PUBLIC FILE REPORT
December 1, 2008–November 30, 2009

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
5	Event or program sponsored by educational institution relating to career opportunities in broadcasting	On October 22, 2009, our News/Sports Director, spoke to students at the University of Alabama. He was one of four panelists who discussed careers in the sports media industry at the University's Communications Career Fair. Among topics that he addressed were the challenges facing the media industry, as well as giving advice on how to break into the broadcasting business. The students attending represented different classes at the University
6	Event or program sponsored by educational institution relating to career opportunities in broadcasting	Groundhog Job Shadow Day has helped create connections between learning and earning for hundreds of high school students. This one-day event demonstrates to students how the academic skills they learn in the classroom relate to a successful future on the job. Students are motivated to work harder in school, improve their test scores, and be better prepared to join the 21 st century workforce. WNCF hosted two students this year from Robert E. Lee High School who shadowed the Promotions Manager and Creative Services Director.
7	List upper-level openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	WNCF and WBMM post each job opening in the Alabama Broadcasters Association job bank.