

**WHNT Television**  
**2008 EEO Public File Report**  
**EEO (Equal Employment Opportunity) Report**  
**December 1, 2007 – November 30, 2008**

Recruitment Sources used to advertise each job vacancy including address, contact person, and telephone number of source.

	Source	Contact Person	Address	Telephone #
1	University of Memphis	Professor Babajide	Electrical Engineering Memphis, TN 38152	901-678-2171
2	University of Memphis	Professor Bob Lewis Department of Art	201 Jones Hall Memphis, TN 38152	901-678-2216
3	University of Memphis	Laurie Snyder Communications & Fine Arts	CFA Building 232 Memphis, TN 38152	901-678-2350
4	University of Memphis	Carrie Allison Placement Counselor	Scates Hall, Room 315 Memphis, TN 38152	901-678-2016 or 901-678-2239
5	Mississippi State University	Sandra McDonald Career Placement Officer	P. O. Box 5266 Mississippi State, MS 39762	662-325-3344
6	Birmingham Southern University	Jane S. Siegel Director of Career Counseling	Box 549010 900 Arkadelphia Rd Birmingham, AL 35254	205-226-4717
7	The University of North Alabama	Patricia L. Blum Director, Career Services	107 Guillot University Center UNA Box 5066 Florence, AL 35632-0001	256-765-4276
8	The University of Alabama in Huntsville	Tammy Haney	117 Engineering Building Huntsville, AL 35899	256-824-6612
9	The University of Alabama	Dr. Pam Doyle Telecommunications & Film Department	P. O. Box 870152 Tuscaloosa, AL 35487-0152	205-348-9684
10	Oakwood College	Jorge Bartholomew	7000 Adventist Blvd. Huntsville, AL 35896	256-726-8394
11	National Council of Negro Women	Nikiya Lee	633 Pennsylvania Ave., N.W. Washington, D.C. 20004	202-737-0120
12	NAACP	Alice Sams	224 Church Street Huntsville, AL 35801	256-533-2618
13	J. F. Drake Technical College	Rebecca Hamrick Job Placement Director	3421 Meridian St. N. Huntsville, AL 35811	256-551-3154
14	Huntsville Educational Television	Keith Ward	706 Read Dr. Huntsville, AL 35801	256-428-7860
15	Florida Institute of Technology	Jack Marcris	Sparkman Complex Building 5304, Room 4326 Redstone, Arsenal 35898	256-881-7878
16	First Missionary Baptist Church	Angela Benson	3509 Blue Spring Rd. Huntsville, AL 35810	256-852-6665
17	Athens State University	Maurine J. Chemsak Director, Counseling & Career Services	300 North Beaty Rd. Athens, AL 35611	256-233-8285
18	American Association of University Women	Pam Smith	12018 Huntcliff Rd. Huntsville, AL 35803	256-882-2422
19	Alabama Broadcasters Association	Cindi McGee Job Bank Newsletter	1316 Alford Ave. Birmingham, AL 35226	205-979-1690
20	Alabama A & M University	James Powell, Jr. Vocational Coordinator Telecommunications Program	P. O. Box 157 Normal, AL 35762	256-372-5387
21	University of South Alabama	Dr. Gerald L. Wilson Department of Communication	1000 University Commons Mobile, AL 36688	251-380-2800
22	Tuskegee University	Mary Turpin	Office of Telecommunications Kresge Center Tuskegee, AL 36088	334-727-8984

23	University of Montevallo	Pat Ebrahimi	Station 6625 Montevallo, AL 35155	205-665-6626
24	Samford University	Career Development Center Tinisha Glenn	800 Lakeshore Dr. Birmingham, AL 35229-2276	205-726-2950
25	Stillman College	Jacqueline Currie	P. O. Box 1430 Tuscaloosa, AL 35403	205-366-8894
26	Talladega College	Brenda Rhoden	627 W. Battle St. Talladega, AL 35160	256-761-6204
27	Alabama State University	Beverly Rudolph	P. O. Box 271 Montgomery, AL 36101	334-229-4667
28	Middle Tennessee State University	Dr. Robert Spires, Depart. Chair	Department of Electronic Media Communication Box 58 Murfreesboro, TN 37132	615-898-5628
29	Huntsville Times	Classified Advertising	2317 Memorial Parkway S.W. Huntsville, AL 35801	256-532-4222
30	Spots-N-Dots.com	Online postings	ads@spotsndots.com	1-888-884-2630

**WHNT Television Recruitment Sources used to advertise each job vacancy.**

Source	Address	Contact Person	Telephone #
WREG-TV	803 Channel 3 Drive Memphis, TN 38103	Ron Walter, GM; Brenda Futch; Maureen O'Connor	901-543-2333
KFOR-TV	444 E. Britton Road Oklahoma City, OK 73114	Tim Morrissey, GM; Chris Way; Kay Ashley	405-424-4444
KSFM-TV	P.O. Box 369 Fort Smith, AR 72902	Van Comer, GM; Debby Etzkorn	479-783-3131
WHO-TV	1801 Grand Ave Des Moines, IA 50309	Jim Boyer, GM; Kris Ward	515-242-3500
WNEP-TV	16 Montage Mountain Road Moosic, PA	C. Lou Kirchen, GM; Denise Slack	570-346-7474
WQAD-TV	3003 Park 16 <sup>th</sup> Street Moline, IL 61265	Marion Meginnis, GM; Kim Hartman	309-764-8888
WTKR-TV	720 Boush Street Norfolk, VA 23510	Frank Chebalo, GM; Carol Sutton	757-446-1000
Digital Operating Center	720 Boush Street Norfolk, VA 23510	Sperry Davis, Director of Engineering; Claudia Chadwick	757-446-1306
WJW – Fox 8	5800 S. Marginal Road Cleveland, OH 44103	Zoe Smith, HR Director	216-431-8888
KDVR – Fox 31	100 East Speer Blvd. Denver, Colorado 80203	Dennis Leonard, General Manager	303-595-3131
KTVI – Fox 2	5915 Berthold Avenue St. Louis, MO 63110	Jason Woodrow, HR Director	314-647-2222
WDAF – Fox 4	3030 Summit St. Signal Hill Kansas City, MO 64108	Gail Lang, HR Director	816-753-4567
WITI – Fox 6	9001 N Green Bay Road Milwaukee, WI 53209-1297	Marcia Mikich, HR Director	414-355-6666
KSTU – Fox 13	5020 W Amelia Earhart Dr. Salt Lake City, UT 84116	Karen Hart, HR Director	801-532-1300
WBRC – Fox 6	1720 Valley View Drive Birmingham, AL 35209	Lou Kirchen, General Manager	205-322-6666
WGHP – Fox 8	2005 Francis Street High Point, NC 27263	Carol Huff, HR Director	336-841-8888
TVJobs.com	Broadcast Employment Services P. O. Box 4116	Mark C. Holloway	1-800-374-0119

	Oceanside, CA 92052		
PCRA.com			
CollectiveTalent.com		Michael Bille & Mike Von Ende	813-254-9695
NAB.org	1771 N. Street NW Washington, DC 20036		202-429-5498
AL.com	2180 Parkway Lake Drive Hoover, AL 35244	Tina Currier, Business Manager	205-982-5001
TVAF.com	P. O. Box 889 Huntsville, AL 35804		

Below is a list of all the full-time vacancies that were filled during the preceding year (this period represents December 1, 2007 through November 30, 2008.) identified by job title.

Job Title/Position	# of People Interviewed	Recruitment Sources Used
Interactive Project Coordinator	11	All
Sales Comm. Writer/Editor	10	All
Account Executive	18	All
Account Executive	18	All
Sports Anchor	22	All
Weekday Producer	6	All
Accounting Assistant	11	All
Sports Reporter	19	All
Media Coordinator/Maint Engr	6	All
Investigative Reporter	7	All

List the recruitment sources that referred the people hired for each full-time vacancy.

Job Title/Position	Recruitment Source for Person Hired	Total Number Interviewed by Source
Interactive Project Coordinator	WHNT.com	WHNT.com- 6 PCRA.com- 1 TVAF.com-1 Employee referral-2 TVJobs.com-1
Sales Comm. Writer/Editor	Employee Referral	WHNT.com-2 TVJobs.com-1 Employee Referral-4 Employees-1 Huntsville Times-2
Account Executive	Huntsville Times	Employee Referrals-3 Huntsville Times-11 WHNT.com-1 AL.com-2 Spots N Dots-1
Account Executive	Employee Referral	Employee Referrals-3 Huntsville Times-11 WHNT.com-1 AL.com-2 Spots N Dots-1
Sports Anchor	Employee Referral	Huntsville Times- 14 Employee Referrals-5 Other-3
Weekday Producer	Competing Station- WAAY	Employee Referrals-1 WHNT.com- 1 Employees-2

		Competing Station- 2
Accounting Assistant	WHNT.com	Whnt.com – 2 AL.com – 2 College/University – 2 Employees – 1 Huntsville Times - 4
Sports Reporter	Employee Referral	Tvjobs.com – 6 Employee – 3 Agent – 4 Resume – 5 WHNT.com – 1
Media Coordinator/Maint Engr	Competing Station - WZDX	Employee – 1 University of Alabama – 1 Resume – 4
Investigative Reporter	Collective Talent.com	Collective Talent.com – 2 Agent – 2 Resume – 2 Group Employee - 1

### **Internship Program**

WHNT Television has an internship program with Calhoun Community College, The University of Alabama in Huntsville, The University of Alabama, Auburn University, and The University of North Alabama. All journalism, communication, and marketing majors can intern in the news room or in our Creative Services department to develop hands-on skills for today's working environment. Students work the number of hours required for credit by the school...usually 15 hours per credit hour. Other departments offer job shadowing which allows the student to watch and participate in daily activities and conclude if that is something they wish to pursue.

### **Employee Training**

WHNT Television tries to encourage employees to continue learning and sharing their knowledge with others. Some employees attended seminars to further their knowledge this past year. Several employees were sent to training classes that furthered their education in excel. Some others went to photo-shop classes where they learned more innovative ways to display our news.

### **Career Fairs**

WHNT Television attended 3 career fairs this year, and co-sponsored one of those events. Calhoun Community College and The University of North Alabama spotlighted us at their events. These fairs are a great way to recruit future employees and to help young adults follow the right paths to work in an environment such as ours.

### **Job Postings**

All openings are posted on our website—[www.whnt.com](http://www.whnt.com).

**WHNT Television**  
**2007 EEO Public File Report**  
**EEO (Equal Employment Opportunity) Report**  
**May 7, 2007– November 30, 2007**

Recruitment Sources used to advertise each job vacancy including address, contact person, and telephone number of source.

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Producer	8	All
Video journalist	18	All
Video journalist	9	All
Video journalist	9	All
Chryon Operator	16	All
Producer	8	All
Associate Director	9	All
Reporter	22	All
Engineer	4	All

List the recruitment sources that referred the people hired for each full-time vacancy.

Job Title/Position	Recruitment Source for Person Hired	Total Number Interviewed by Source
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Assoc. Director	Employee Referral	4-Current Employees 4-Internet Postings 1-Mgt. Referral
Chyron Operator	Former Employee	9-Station Website 5-Employee Referrals 1-Resume Only 1-Unknown
Producer	Employee Referral	3- Employee Referrals 5- Internet
Video journalist	Employee Referral	13-Internet postings 1-Resume Only 4-Employee Referrals
Producer	Employee Referral	3- Employee Referrals 5- Internet
Reporter	Internet	17-Internet 4-Employee Referrals 1-Unknown
Video journalist	Internet Posting	2-Employee Referrals 1-Internal Job Posting 6-Online Postings
Video journalist	Resume	2-Employee Referrals 1-Internal Job Posting 6-Online Postings
Engineer	Employee Referral	2-Employee Referrals 2-Station/Group Employees

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