

**WHNT Television**  
**2010 EEO Public File Report**  
**EEO (Equal Employment Opportunity) Report**  
**December 1, 2009 – November 30, 2010**

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	334-727-8984

			Tuskegee, AL 36088	
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.**

<b>Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone #</b>
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 Leanard, 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
WGHP – Fox 8	2005 Francis Street High Point, NC 27263	Carol Huff, HR Director	336-841-8888
TVJobs.com	Broadcast Employment Services	Mark C. Holloway	1-800-374-0119

	P. O. Box 4116 Oceanside, CA 92052		
Media Line			
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		
Graeme Newell			

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
Sports Reporter	11	All
Investigative Reporter	16	All
Anchor/Reporter	11	All
Producer	8	All
Sports Reporter	11	All
Reporter	8	All
Reporter	12	All
Reporter	16	All
Reporter	8	All
Production Tech	6	All
Account Executive	13	All
Account Executive	13	All
Creative Service Director	8	All
Producer	7	All
Receptionist	10	All
Account Executive	20	All
Media Coordinator	16	All
Production Tech	5	All
Production Tech	5	All
Production Tech	7	All
Producer	5	All
Meteorologist		

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
Sports Reporter	TV Jobs.com	TV Jobs.com – 9 WHNT Website – 2
Anchor/Reporter	Collective Talent	Employee Referral – 1 Outside Media – 1 MediaLine – 1 WHNT.com – 1 Agent – 2 TVJobs.com - 5
Producer	Alabama Broadcasters	Employee Referral – 1

		Alabama Broadcasters - 1 WHNT Website - 2 TVJobs.com - 4
Sports Reporter	TVJobs.com	WHNT.com - 2 TVJobs.com - 9
Reporter	TVJobs.com	Internal Referral - 3 TVJobs.com - 5
Reporter	TVJobsc.com	Internal Referral - 1 TVJobs.com - 4 MediaLine - 3 Talent Dynamics - 2 Agent - 2
Reporter	MediaLine	Internal Referral - 2 WHNT.com - 1 MediaLine - 3 Agent - 4 TVJobs.com - 6
Reporter	TVJobs.com	WHNT.com - 1 University College - 1 TVJobs.com - 6
Production Tech	WHNT.com	Internal Reference - 2 WHNT.com - 4
Account Executive	Internal Reference	Internal Reference - 3 Huntsville Times - 10
Account Executive	Internal Reference	Internal Reference - 3 Huntsville Times - 10
Creative Service Director	Internal Reference	Station Employee - 3 Internal Referral - 2 WHNT.com - 1 Spots N Dots - 1 TVJobs.com - 1
Producer	Internal Reference	Station Employee - 2 Internal Reference - 2 Huntsville Times - 1 WHNT.com - 2
Receptionist	WHNT.com	Internal Reference - 2 Huntsville Times - 1 WHNT.com - 4 University/College - 3
Account Executive	Huntsville Times	Internal Reference - 2 Huntsville Times - 18
Media Coordinator	Station Employee	Station Employee - 3 WHNT.com - 6 University/College - 3 TVJobs.com - 4
Production Tech	Station Employee	Station Employee - 3 Resume - 1 TVJobs.com - 1
Production Tech	Station Employee	Station Employee - 3 Resume - 1 TVJobs.com - 1
Production Tech	Station Employee	Station Employee - 1 WHNT.com - 4 College/University - 1 TVJobs.com - 1

Producer	Station Employee	Station Employee – 2 WHNT.com – 1 TVJobs. Com – 2
Meteorologist	TVJobs.com	Station Employee – 2 TVJobs.com – 1 MediaLine – 1 Talent Agent – 1 Internal Referral - 3

### **Internship Program**

In September of this year news managers and a member of the meteorology team hosted a dozen broadcasting students from the University of North Alabama in Florence. We talked with the group about what to expect when they get into the real world of broadcast/multimedia news, how we approach stories and ethics of journalism. Assistant News Director, David Williams, encouraged all of them to take part in TV news internships and told them how to go about applying for one at WHNT NEWS 19.

WHNT hosted a professor visiting our station to shadow all aspects of 21<sup>st</sup> century newsgathering and information distribution. The teacher was originally from Zambia and is an Assistant Professor of Mass Communications at Emory & Henry College in Southwest Virginia. She was given the opportunity through a NATPE Faculty Development Grant. The program gives college and university media educators the chance to gain firsthand professional experience to take back to the classroom.

WHNT Television has an internship program with Calhoun Community College, The University of Alabama in Huntsville, The University of Alabama, Auburn University, The University of North Alabama and Jacksonville State. All journalism, communication, and marketing majors can intern in the news room, Creative Services department and Sales and marketing 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.

### **Scholarships**

WHNT has partnered with Athens State University for a scholarship program to be used in the education of Journalism.

### **Employee Training**

WHNT Television tries to encourage employees to continue learning and sharing their knowledge with others. Some employees have had training associated with the new high definition equipment that is currently being installed in the station. They have been taught new means in Directing Newscasts, moving to a tapeless newsroom involving news gathering and editing. Some others went to photo-shop classes where they learned more innovative ways to display our news.

### **Career Fairs**

WHNT Television attended 1 career fairs this year. Athens State University 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. We spoke with 50 students with an interest in the facets of Television and were able to obtain 25 resumes for us to use in future job opportunities.

### **Job Postings**

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