

**WHNT**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**Statement of EEO Policy**

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WHNT, Huntsville, Alabama.

WHNT, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 256-535-9215.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

**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
Digital Sales Coordinator	2, 4-7, 9, 11, 13, 15-16, 20-27, 29-30, 34-43	20
Sales Assistant	2, 4-7, 9, 11-13, 15-16, 18, 20-27, 29- 30, 34-43	11
Account Executive	2, 4-7, 9-10, 13, 15-16, 21-27, 29-30, 34-43, 45	45
Reporter/MMJ	2, 4-7, 9-11, 13, 15-16, 21-27, 29-31, 34-43, 46	37
Reporter/MMJ	2, 4-7, 9, 11, 13, 15-16, 21-27, 29-31, 34-38, 40-43, 46	31
Digital Sales Coordinator	2-7, 9, 13, 15-16, 20-30, 32, 34-38, 40- 43, 46	16
Receptionist	2, 4, 6-7, 9, 11, 13, 15-16, 21-27, 29, 34 -37, 40-43, 46	16
Reporter/MMJ	2-4, 6-7, 9, 13, 15-16, 21-27, 29, 33-37, 40-43, 45-46	33
Sports Anchor/Reporter	2, 4, 6-7, 9, 11, 13, 15-16, 21-27, 29, 34 -37, 40-43, 46	37
Producer	2-4, 6-7, 9, 13, 15-16, 19, 21-27, 29, 34 -37, 40-43, 45-46	19
Director	1-4, 6-7, 9, 11, 13, 15-17, 21-27, 29, 34 -37, 40-43, 46	17
Reporter/MMJ	2, 4, 6-9, 13, 15-16, 21-27, 29-30, 34- 37, 40-43, 46	8

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photographer (NE)	2, 4, 6-7, 9, 13, 15-17, 21-27, 29-30, 34-37, 40-43, 46	17
Executive Producer, Digital	2, 4, 6-7, 9, 11, 13, 15-17, 21-27, 29-30, 34-37, 40-43, 46	17
MMJ/Reporter	2, 4, 7, 9, 11, 13, 15-16, 21-27, 29-30, 34-37, 40-43, 46	11
Account Executive	2-4, 7, 9, 13, 15-18, 21-27, 29-30, 34-37, 39-43, 45-46	17
Producer, Digital Content	2-4, 7, 9, 13, 15-16, 21-27, 29-30, 34-37, 40-43, 45-46	45
Production Technician	2-4, 7, 9, 11, 13, 15-17, 20-27, 29-31, 34-37, 40-43, 46	17
Sales Assistant	2-4, 7, 9, 13, 15-16, 21-27, 29-30, 34-37, 40-42, 46	16
Graphic Designer	2, 4, 7, 9, 13, 15-16, 21-27, 29-30, 34-37, 40-42, 46	37
Digital Content Producer	2, 4, 7-9, 11, 13, 15-16, 22-27, 29, 34-37, 40-42, 46	11
Reporter/MMJ	2, 4, 7, 9, 11, 13-16, 22-27, 29, 34-37, 40-42, 44-46	14

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	1
2	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 2059825001 Email : abajobs@al-ba.com Fax : 1-205-982-0015 Sharon Tinsley	N	0
3	Alabama State University 915 South Jackson St. Montgomery, Alabama 36195 Phone : 3342294156 Email : Jhodge@alasu.edu Fax : 1-334-229-4985 Jeremy Hodge	N	0
4	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334/229-4493 Url : <a href="http://www.alasu.edu">http://www.alasu.edu</a> Email : dokeowo@alasu.edu Fax : 1-334-229-4976 David Okeowo	N	0
5	Athens State Univ Sandridge Student Center 300 N Beaty Street Athens, Alabama 35611 Phone : 256-233-8141 Url : <a href="http://www.athens.edu">http://www.athens.edu</a> Email : Laura.allen@athens.edu Laura Allen	N	0
6	Birmingham Southern Norton Campus Ctr Rm 241 900 Arkadelphia Rd Birmingham, Alabama 35254 Phone : 205-226-4717 Url : <a href="http://www.bsc.edu">http://www.bsc.edu</a> Email : ploprest@bsc.edu Fax : 1-205-226-4931 Peggy LoPresti	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Calhoun Comm Coll 6520 US Hwy 31 N Tanner, Alabama 35671 Phone : 256-306-2907 Url : <a href="http://www.calhoun.edu">http://www.calhoun.edu</a> Email : <a href="mailto:nas@calhoun.edu">nas@calhoun.edu</a> Fax : 1-256-260-2447 Nancy Smith	N	0
8	Career Fair	N	5
9	Disability Staffing Services, Inc. 1100 Washington Street Huntsville, Alabama 35801 Phone : 8665486468 Email : <a href="mailto:office@getdss.net">office@getdss.net</a> Fax : 1-877-335-3990 Renee Scruggs	Y	0
10	Drake Technical 3421 Meridian Street Huntsville, Alabama 35811 Phone : 256-551-3110 Url : <a href="http://www.drakestate.edu">http://www.drakestate.edu</a> Email : <a href="mailto:dana.moore@drakestate.edu">dana.moore@drakestate.edu</a> Fax : 1-256-551-3142 Dana Moore	N	0
11	Employee Referral	N	22
12	First Missionary Baptist Church 3509 Blue Spring Rd NW Huntsville, Alabama 35802 Phone : 256-852-2907 Url : <a href="http://www.fmbc.org">http://www.fmbc.org</a> Email : <a href="mailto:clandry@fmbc.org">clandry@fmbc.org</a> Fax : 1-256-852-5975 Carolyn Landry	N	0
13	Florida Institute of Technology 150 W. University Blvd Melbourne, Florida 32901 Phone : 321-674-8102 Url : <a href="http://www.fit.edu">http://www.fit.edu</a> Email : <a href="mailto:career@fit.edu">career@fit.edu</a> Fax : 1-321-674-8065 Renee Couperthwaite	N	0
14	Former Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Huntsville Educational TV 606 Forrest Circle Huntsville, Alabama 35811 Phone : 256-428-7860 Url : <a href="http://www.hsv.k12.al.us/dept/etv/cont.html">http://www.hsv.k12.al.us/dept/etv/cont.html</a> Email : <a href="mailto:Keith.Ward@hsv-k12.org">Keith.Ward@hsv-k12.org</a> Fax : 1-256-428-7861 Keith Ward	N	0
16	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Posting Manual Posting	N	30
17	Internal Transfer/Promotion	N	5
18	Job Board	N	7
19	Job Fair	N	3
20	Linked In	N	5
21	Middle TN State University 1301 E Main Street Murphreesboro, Tennessee 37132 Phone : 615-898-2105 Url : <a href="http://www.mtsu.edu">http://www.mtsu.edu</a> Email : <a href="mailto:doneal@mtsu.edu">doneal@mtsu.edu</a> Fax : 1-615-898-5478 Dennis Oneal	N	0
22	NAACP P.O. Box 6452 Macon, Georgia 31208 Phone : 478.745.9944 Email : <a href="mailto:naacpmacon@cox.net">naacpmacon@cox.net</a> Fax : 1-478-752-5161 Career Service	N	0
23	NAACP 1315 Milam Street Shreveport, Louisiana 71101 Phone : 318-828-1905 Email : <a href="mailto:thompson1856@yahoo.com">thompson1856@yahoo.com</a> Lloyd Thompson	N	0

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24	NAACP - New Orleans Branch 2474 Canal St. Ste. 308 New Orleans, Louisiana 70119 Phone : 504-821-3221 Email : dkingsr@aol.com Fax : 1-504-821-3221 Antionette Mallet	N	0
25	National Alliance of State Broadcasters Associations 2333 Wisconsin Street Albuquerque, New Mexico Phone : 505-881-4444 Email : suzanstrong@nmba.org Suzan Strong	N	0
26	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
27	NE AL Community College PO Box 159 Rainsville, Alabama 35896 Phone : 2566384418 Email : whittens@nacc.edu Sherry Whitten	N	0
28	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
29	NW Shoals Community College 800 George Wallace Blvd Muscle Shoals, Alabama 35661 Phone : 256-331-5207 Url : <a href="http://www.nwscc.edu">http://www.nwscc.edu</a> Email : moates@nwscc.edu Fax : 1-256-331-5322 Marchia Oates	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Oakwood University 7000 Adventist Blvd NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : <a href="http://www.oakwood.edu">http://www.oakwood.edu</a> Email : <a href="mailto:spaul@oakwood.edu">spaul@oakwood.edu</a> Fax : 1-256-726-7139 Sonia Paul	N	0
31	Other Source	N	6
32	Radio Online Alabama Phone : (806) 352-7503 Url : <a href="http://www.jobs.radio-online.com">www.jobs.radio-online.com</a> Fax : (806) 352-3677 Director of Placement	N	0
33	Recruiter	N	1
34	Stillman College PO Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8894 Url : <a href="http://www.stillman.edu">http://www.stillman.edu</a> Email : <a href="mailto:jcurrie@stillman.edu">jcurrie@stillman.edu</a> Fax : 1-800-841-5722 Jacqueline Currie	N	0
35	Talladega College 627 West Battle St. Talladega, Alabama 35160 Phone : 256-362-0206 Url : <a href="http://www.talladego.edu">http://www.talladego.edu</a> Email : <a href="mailto:brhoden@talladega.edu">brhoden@talladega.edu</a> Fax : 1-256-761-6450 Brenda Rhoden	N	0
36	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	3

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37	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : <a href="http://www.tribunemediacareers.com">http://www.tribunemediacareers.com</a> Online Posting Manual Posting	N	22
38	Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-448-5113 Fax : 1-334-448-5205 Kenny Marcum	N	0
39	Tuskegee University Career Development and Placement Services Center Carnegie Hall 3rd Floor Tuskegee, Alabama 36088 Phone : 334-727-8255 Email : <a href="mailto:rburden@mytu.tuskegee.edu">rburden@mytu.tuskegee.edu</a> Fax : 1-334-727-8258 Sarah Stringer	N	0
40	Univ of Al - Huntsville Office of Career Development Madison Hall, Ste 111 Huntsville, Alabama 35899 Phone : 256-824-6741 Url : <a href="http://www.uah.edu">http://www.uah.edu</a> Email : <a href="mailto:chargerjobs@uah.edu">chargerjobs@uah.edu</a> Fax : 1-256-824-6039 Carrie Unknown	N	0
41	University of Memphis 400 Wilder Tower Memphis, Tennessee 38152 Phone : 901-678-2843 Url : <a href="http://www.memphis.edu">http://www.memphis.edu</a> Email : <a href="mailto:commdept@memphis.edu">commdept@memphis.edu</a> Fax : 1-901-678-3607 Curt Guenther	N	0

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42	University of Montevallo Station 6001 Montevallo, Alabama 35115 Phone : 205-665-6262 Url : <a href="http://www.montevallo.edu">http://www.montevallo.edu</a> Email : <a href="mailto:jyoung3@montevallo.edu">jyoung3@montevallo.edu</a> Fax : 1-205-665-6255 Jah'zmin Young	N	0
43	University of South Alabama University of South Al Meisler Hall Ste 2500 Mobile, Alabama 36688 Phone : 251-460-6188 Url : <a href="http://www.southalabama.edu">http://www.southalabama.edu</a> Email : <a href="mailto:dingram@usouthal.edu">dingram@usouthal.edu</a> Fax : 1-251-460-6091 Delia Ingram	N	0
44	Walk In/Self-Referral	N	1
45	WHNT TV 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 2565331919 Email : <a href="mailto:deanna.medley@whnt.com">deanna.medley@whnt.com</a> Deanna Medley	N	13
46	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>125</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	3/7/2018	Participation in events or programs sponsored by educational institutions	Participation in the Communication and Media Career Fair hosted by Auburn University.	1	VP News
2	4/20/2018	Participation in events or programs sponsored by educational institutions	Anchor attended Challenger Middle School career fair to talk about careers in broadcast news to those students interested in pursuing it as careers.	1	Anchor
3	5/14/2018	Establishment of an intern program designed to assist members of the community	Hired 3 interns for the Summer semester that focused on working with the news team. Everywhere from assignment editor to producer to anchor. This allowed students studying broadcast media to gain real world experience within a newsroom.	3	News Intern News Intern News Intern
4	5/30/2018	Participation in events sponsored by community groups	Anchor spoke to the members of Huntsville Rotary Club on the impact local news has on the community.	1	Anchor
5	9/18/2018	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to 6th graders at Hibbett Middle School on weather safety as well as how to track weather. Spoke to 300 6th graders.	1	Meteorologist