WHNT Television 2006 EEO Public File Report EEO (Equal Employment Opportunity) Report December 1, 2006 – November 30, 2007

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

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, 1A 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
WOAD-TV	3003 Park 16 th 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

Below is a list of all the full-time vacancies that were filled during the preceding year (this period represents December 1, 2005 through December 1, 2006.) identified by job title.

Job Title/Position	# of People Interviewed	Recruitment Sources Used
Producer	6	All
Video journalist	18	All
Production Tech	12	Ali
Commercial Writer	5	All
Creative Services Producer	3	Ali
Account Executive	8	All
Account Executive	9	All
Video journalist	9	All
Video journalist	9	All
Chryon Operator	16	All
Producer	8	All
Producer	8	All
Associate Director	9	All
Reporter	21	All

Creative Services Producer	10	All
Receptionist	14	All
Engineer	4	All
Associate Director	9	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
		2-Client Referrals
		1-Employee Referral
		1-Hsv. Times
		2-AL.com
Account Executive	Client Referral	3-Station Website
1 Recount Discount		4-Station Website
		2-AL.com
Account Executive	Employee Referral	2-Employee Referral
		4-Current Employees
		4-Internet Postings
Assoc. Director	Current Employee	1-Mgt. Referral
Tibboo. Director		2-Internet
Creative Services Producer	Internet	1-Employee Referral
2.444 041		8-Station Website
		1-University Listing
Creative Services Producer	Former Employee	1-Former Employee
Cloud to Dol vides 110 dates		3-Employee
		1- Employee Referrals
		2-Internet Posting
		5-Hsv. Times
Production Tech	Current Employee	1-Resume Only
Troduction Teen	Current Employee	9-Station Website
		5-Employee Referrals
		1-Reusme Only
Chyron Operator	Former Employee	1-Unknown
Chylon Operator	Tormer Employee	4-Current Employees
		4-Internet Postings
Assoc. Director	Current Employee	1-Mgt. Referral
Assoc. Director	Current Employee	3- Employee Referrals
Producer	Employee Referral	5- Internet
Troducer	Zinpioyee reserve	13-Internet postings
		1-Resume Only
Video journalist	Employee Referral	4-Employee Referrals
video journarist	2	3- Employee Referrals
Producer	Employee Referral	5- Internet
1100001	Zinpio J oo Xididii	17-Internet
		4-Employee Referrals
Reporter	Employee Referral	1-Unknown
Reporter		17-Internet
		4-Employee Referrals
Reporter	Internet	1-Unknown
Atopoitoi		5- Referrals by Employees
		1- Resume
Producer	Employee Referral	1
11000001	Zimpio juo kieleitui	2-Employee Referrals
		1-Internal Job Posting
Video journalist	Internet Posting	6-Online Postings
y ideo journanst	Intornot I Coung	

		2-Employee Referrals
		1-Internal Job Posting
		6-Online Postings
Video journalist	Current Employee	
•		2-Employee Referrals
Engineer	Employee Referral	2-Station/Group Employees
		2-Internal Job Posting
	·	1-Hsv. Times
		1-Employee Referral
Commercial Writer/Editor	Current Employee	1-Tenn. Valley Ad. Fed.
		10-Hsv. Times
		1-UAH
		1-Station Website
Receptionist	Management Referral	2-Employee Referrals

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.

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.

nun	ber of source. Source	Contact Person	Address	Telephone #
	Source	Contact Person	Electrical Engineering	
1	University of Memphis	Professor Babajide	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, AI 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

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 th 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

Below is a list of all the full-time vacancies that were filled during the preceding year (this period represents May 7, 2007 through November 30, 2007.) identified by job title.

Job Title/Position	# of People Interviewed	Recruitment Sources Used
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

		4-Current Employees
		4-Internet Postings
Assoc. Director	Employee Referrel	1-Mgt. Referral
Tibboo. Birotoi		9-Station Website
		5-Employee Referrals
		1-Reusme Only
Chyron Operator	Former Employee	1-Unknown
5y.c 5 parameter		3- Employee Referrals
Producer	Employee Referral	5- Internet
		13-Internet postings
		1-Resume Only
Video journalist	Employee Referral	4-Employee Referrals
, , , , , , , , , , , , , , , , , , , ,		3- Employee Referrals
Producer	Employee Referral	5- Internet
		17-Internet
		4-Employee Referrals
Reporter	Internet	1-Unknown
F		2-Employee Referrals
		1-Internal Job Posting
Video journalist	Internet Posting	6-Online Postings
,		2-Employee Referrals
		1-Internal Job Posting
		6-Online Postings
Video journalist	Resume	
		2-Employee Referrals
Engineer	Employee Referral	2-Station/Group Employees

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.

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

null	ber of source. Source	Contact Person	Address	Telephone #	
_	TI :	Durferson Dahaiida	Electrical Engineering	901-678-2171	
1	University of Memphis	Professor Babajide	Memphis, TN 38152	901-076-2171	
2	University of Memphis	Professor Bob Lewis	201 Jones Hall	901-678-2216	
2 Oniversity of Mempins	Department of Art	Memphis, TN 38152			
3 U	University of Memphis	Laurie Snyder	CFA Building 232	901-678-2350	
		Communications & Fine Arts Carrie Allison	Memphis, TN 38152 Scates Hall, Room 315	901-678-2016 or	
4	University of Memphis	Placement Counselor	Memphis, TN 38152	901-678-2239	
	Mississippi State	Sandra McDonald	P. O. Box 5266		
5	University	Career Placement Officer	Mississippi State, MS 39762	662-325-3344	
		Jane S. Siegel	Box 549010		
6	Birmingham Southern University	Director of Career	900 Arkadelphia Rd	205-226-4717	
	Offiversity	Counseling	Birmingham, AL 35254		
ì	The University of North	Patricia L. Blum	107 Guillot University Center	257 775 4277	
7	Alabama	Director, Career Services	UNA Box 5066	256-765-4276	
	mi II : C		Florence, Al 35632-0001 117 Engineering Building	_	
8	The University of Alabama in Huntsville	Tammy Haney	Huntsville, AL 35899	256-824-6612	
	Alabama in Huntsville	Dr. Pam Doyle			
9	The University of	Telecommunications & Film	P. O. Box 870152	205-348-9684	
	Alabama	Department	Tuscaloosa, AL 35487-0152		
10	Oak and Callera	Jorge Bartholomew	7000 Adventist Blvd.	256-726-8394	
10	Oakwood College	Jorge Bartholomew	Huntsville, AL 35896	230-720-0374	
11	National Council of Negro	Nikiya Lee	633 Pennsylvania Ave., N.W.	202-737-0120	
	Women		Washington, D.C. 20004		
12	NAACP	Alice Sams	224 Church Street	256-533-2618	
	J. F. Drake Technical	Rebecca Hamrick	Huntsville, AL 35801 3421 Meridian St. N.		
13	College	Job Placement Director	Huntsville, AL 35811	256-551-3154	
	Huntsville Educational		706 Read Dr.	256 120 5060	
14	Television	Keith Ward	Huntsville, AL 35801	256-428-7860	
	Florida Institute of Technology		Sparkman Complex		
15		Jack Marcris	Building 5304, Room 4326	256-881-7878	
			Redstone, Arsenal 35898		
16	First Missionary Baptist	Angela Benson	3509 Blue Spring Rd.	256-852-6665	
	Church		Huntsville, AL 35810	- 	
1.7	Ash State University	Maurine J. Chemsak Director, Counseling &	300 North Beaty Rd.	256-233-8285	
17	Athens State University	Career Services	Athens, AL 35611	250-255-0205	
<u> </u>	American Association of		12018 Huntcliff Rd.	256 002 2422	
18	University Women	Pam Smith	Huntsville, AL 35803	256-882-2422	
10	Alabama Broadcasters	Cindi McGee	1316 Alford Ave.	205-979-1690	
19	Association	Job Bank Newsletter	Birmingham, AL 35226	203-717-1090	
		James Powell, Jr.			
20	Alabama A & M	Vocational Coordinator	P. O. Box 157	256-372-5387	
	University	Telecommunications Normal, AL 35762			
		Program Dr. Gerald L. Wilson			
21	University of South	Department of	1000 University Commons	251-380-2800	
41	Alabama	Communication	Mobile, AL 36688		
			Office of Telecommunications		
22	Tuskegee University	Mary Turpin	Kresge Center	334-727-8984	
l			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

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
WOAD-TV	3003 Park 16 th 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

Below is a list of all the full-time vacancies that were filled during the preceding year (this period represents December 1, 2005 through December 1, 2006.) identified by job title.

Recruitment Sources Used # of People Interviewed Job Title/Position Producer BRittail 6 All Video journalist Jeff Gres All 18 Production Tech 12 All All 5 Commercial Writer Creative Services Producer 3 All All 8 Account Executive 9 All Account Executive Video journalist Carta DAVID Word 9 All Video journalist ANY WILLIAS All 9 All Chryon Operator Jerome Johnson 16 All 8 Producer Tim Hall All 8 Producer 9 All Associate Director Gillia All 21 Reporter Reporter JAMIC

01/-		2-Employee Referrals 1-Internal Job Posting 6-Online Postings
Video journalist	Current Employee	
211	•	2-Employee Referrals
Engineer	Employee Referral	2-Station/Group Employees
		2-Internal Job Posting
		1-Hsv. Times
		1-Employee Referral
Commercial Writer/Editor	Current Employee	1-Tenn. Valley Ad. Fed.
	•	10-Hsv. Times
		1-UAH
		1-Station Website
Receptionist	Management Referral	2-Employee Referrals

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.

Creative Services Producer	10	All
Receptionist	14	All
Engineer Joe Kichy	4	All
Associate Director	9	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
		2-Client Referrals 1-Employee Referral 1-Hsv. Times
	A PROPERTY OF THE PROPERTY OF	2-AL.com
Account Executive	Client Referral	3-Station Website
		4-Station Website
The state of the s		2-AL.com
Account Executive	Employee Referral	2-Employee Referral
./		4-Current Employees
o K		4-Internet Postings
Assoc. Director	Current Employee	1-Mgt. Referral
		2-Internet
Creative Services Producer	Internet	1-Employee Referral
		8-Station Website
		1-University Listing
Creative Services Producer	Former Employee	1-Former Employee
		3-Employee
		 Employee Referrals
		2-Internet Posting
		5-Hsv. Times
Production Tech	Current Employee	1-Resume Only
	•	9-Station Website
. /		5-Employee Referrals
6K		1-Reusme Only
Chyron Operator	Former Employee	1-Unknown
	•	4-Current Employees
		4-Internet Postings
Assoc. Director	Current Employee	1-Mgt. Referral
.,	1	3- Employee Referrals
Producer O	Employee Referral	5- Internet
-		13-Internet postings
6 V		1-Resume Only
Video journalist 6K	Employee Referral	4-Employee Referrals
- 1/		3- Employee Referrals
Producer 0 F	Employee Referral	5- Internet
./	• •	17-Internet
VIC		4-Employee Referrals
Reporter	Employee Referral	1-Unknown
`		17-Internet
		4-Employee Referrals
Reporter	Internet	1-Unknown
•		5- Referrals by Employees
		1- Resume
Producer	Employee Referral	
		2-Employee Referrals
01		1-Internal Job Posting
Video journalist	Internet Posting	6-Online Postings