

**WTVX(TV), WTCN-CA, WWHB-CA**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2008 thru September 30, 2009**

**I. VACANCY LIST**

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

	<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
1	Local Sales Manager	2-5, 8-11, 18	10
2	Local Sales Assistant	2-5, 9, 18, 21	18
3	Traffic Scheduler	2- 5, 9-13, 18, 21	21
4	Account Executive	2-5, 8-13, 18, 20	20
5	Account Executive	2-5, 8-13, 18, 21	21
6	Account Executive	2-5, 8-13, 18, 20	20
7	Account Executive	2-5, 8-13, 18, 21	21
8	Account Executive	2-5, 8-10, 15, 17	4
9	e-media Manager	2-5, 8-13, 15, 19	19
10	General Sales Manager	2-5, 8, 9, 20	20

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	<b>The Palm Beach Post</b> 2751 S. Dixie Highway West Palm Beach, FL 33405 Tel: 561-820-4343	No	0
2	<b>Workforce Alliance Career Center</b> ( <i>vacancy postings are available via Center’s online job bank and at the Center’s Career Office</i> ) 1951-D Military Trail West Palm Beach, FL Fax: 561-340-1057 pbcalliance.com EmployFlorida.com – Job Bank Teeka Hardley (Tel: 340-1060 x2301)	Yes  ( <i>Salary-based positions only</i> )	0
3	<b>Palm Beach Community College</b> On-line Career Center 3160 PGA Blvd. Palm Beach Gardens, FL www.pbcc.edu/x5033.xml Tel: 561-207-5351 Fax: 561-207-5353	Yes	0
4	<b>Florida Atlantic University</b> 6058 Okeechobee Boulevard West Palm Beach, FL Tel: 561-909-7271 Fax: 561-689-0739	Yes	1
5	<b>Florida Career College</b> 6058 Okeechobee Blvd. West Palm Beach, FL Tel: 561-909-7271 Fax: 561-689-0739	Yes	0
6	<b>Connecticut School of Broadcasting</b> David Chase 3450 Northlake Boulevard, Suite #110 Palm Beach Gardens, FL 33403 Tel: 561-847-4126	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
7	<b>SEU Internship Program</b> (with Connecticut School of Broadcasting)	No	0
8	<b>Urban League of Palm Beach County</b> 1700 North Australian Avenue West Palm Beach, FL 33407 Tel: 561-833-1461 Fax: 561-833-6050	No	0
9	<b>Hispanic Chamber of Commerce</b> 809 N. Dixie Highway West Palm Beach, FL www.info@pbhchamber.com Tel: 561-832-1986 Fax: 954-525-2602	Yes	0
10	<b>Spots N'Dots</b> ( <i>Vacancy postings appear on the source's website as well as its printed publication</i> ) Spots N'Dots Publications 600 West Peachtree Street, NW, Suite #350 Atlanta, GA 30308 ads@spotsndots.com 888-884-2630	No	8
11	<b>Tampa Bay Association of Black Journalists</b> P.O. Box 191 Tampa, FL 33601 tdyakon@sptimes.com	No	0
12	<b>TVB – Television Bureau of Advertising</b> 3 East 54 <sup>th</sup> Street, 10 <sup>th</sup> Floor New York, NY 10022 Arlene Fong <Arleen@tvb.org> www.tvb.org Tel: 212-486-1111 Fax: 212-935-5631	No	4
13	<b>Florida Association of Broadcasters</b> www.fab.org	No	0
14	<b>Jobing.com</b> P.O. Box 29386 Phoenix, AZ 85038-9386 www.jobing.com Tel: 561-208-8249	No	0
15	<b>Monster.com</b> Tel: 800-MONSTER	No	6

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
16	<b>TVJobs.com</b> P.O. Box 4116 Oceanside, CA 92052 Tel: 877-988-9808	No	0
17	<b>Craigslist of West Palm Beach</b> <b>www.classifiedads.com</b> <i>(Vacancy postings for South Florida)</i>	No	0
18	<b>WTVX, WTCN, WWHB Website</b> www.WeAreWestPalm.com	No	14
19	<b>Employee Referral</b>	No	2
20	<b>Non-Employee Referral</b>	No	3
21	<b>Walk-In/Self-Referral</b>	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			40

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>Four PointsWest Palm Beach has an established relationship with the Connecticut School of Broadcasting in West Palm. Students complete their internship program with us for college credit towards their broadcasting career. During this reporting period, we hosted one intern from the School, as follows:</p> <p><b>Intern #1: Production, ((8-1 thru 10/31/09))</b></p> <p>The intern worked primarily in local TV production on promotion and marketing initiatives, including the development of promotional spots and client commercials, editing programming for the stations, and creating web content.</p>
2.	Non-Vacancy Recruitment Efforts During Reporting Period	<p>#1 Research Director cross-trained with Programming; and Spot Ingestion</p> <p>#2 Videographer/Editor cross-trained with Promotions (promo log placement)</p> <p>#3 Office Manager cross-trained with National/Local Sales</p>
3.	<p>Spring Job Fair:  Palm Beach Community College, Lake Worth Campus  Thursday, April 2, 2009; 9:30a-1:30p</p>	<p>Operations Manager and Office Manager in attendance.</p> <p>Available employment opportunities:  (2) Account Executive positions</p>

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