



FOX TELEVISION STATIONS, INC.
A UNIT OF FOX ENTERTAINMENT GROUP

COPY

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Washington, DC 20001
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Dianne Smith
Vice President
Legal and FCC Compliance
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January 28, 2009

ATTN: Lewis Pulley
Assistant Chief, Policy Division
Media Bureau

Office of the Secretary
Federal Communications Commission
445 12th Street, SW
Washington, DC 20554

RECEIVED - FCC
JAN 28 2009

Federal Communications Commission
Bureau / Office

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JAN 28 2009

Federal Communications Commission
Bureau / Office

RE: *Response of Fox Television Stations, Inc. to NAL/Acct. No. MB-200841410042; FRN: 0005795067*

Dear Mr. Pulley:

Fox Television Stations, Inc., licensee of WTTG(TV) [Facility ID No. 22207; File No. BRCT-20040527AKR] and WDCA(TV) [Facility ID No. 51567; FCC File No. BRCT-20040527AKL], hereby requests that the Commission consider the attached response to the Notice of Apparent Liability for Forfeiture referenced above.

Please contact the undersigned if there are questions regarding this filing.

Respectfully submitted,

Dianne Smith

cc. WTTG(TV) Public File
WDCA(TV) Public File

**Before the
Federal Communications Commission
Washington, DC 20554**

In the Matter of)	
)	
Fox Television Stations, Inc.)	NAL/Acct. No. MB-200841410042
)	FRN: 0005795067
Licensee of Stations)	
)	
WTTG(TV) and)	Facility I.D. No. 22207
)	File No. BRCT-20040527AKR
)	
WDCA(TV),)	Facility I.D. No. 51567
Washington, D.C.)	File No. BRCT-20040527AKL

**RESPONSE OF FOX TELEVISION STATIONS, INC.
TO NOTICE OF APPARENT LIABILITY FOR FORFEITURE**

I. INTRODUCTION

Fox Television Stations, Inc. ("Fox"), licensee of WTTG(TV) and WDCA(TV), both of Washington, DC (collectively, the "Stations") respectfully offers this response to the above-referenced *Notice of Apparent Liability for Forfeiture* ("NAL") and requests that the Commission adjust the monetary forfeiture of twenty thousand dollars (\$20,000) and the imposition of reporting conditions accordingly based on this additional information.

II. SUPPLEMENTAL INFORMATION

On March 5, 2008, then Fox in-house counsel received a call from the Commission's Enforcement Bureau seeking supplemental information related to potential violations of the Commission's Equal Employment Opportunity ("EEO") recruitment,

record-keeping, self-assessment, and public file rules (the “Rules”)¹. To the best of the Stations’ knowledge, Fox in-house counsel never responded to the Enforcement Bureau inquiry prior to her departure from Fox on March 11, 2008. This lack of response was discovered after the Stations received the *NAL* on December 30, 2008. Fox apologizes to the Commission and offers this supplemental information. Fox is extremely proud of its far-reaching recruitment and self-assessment programs and respectfully disagrees that the Stations “willfully and repeatedly violated” the Rules.² After the Commission’s review of Fox’s recruitment and self-assessment programs and the supplemental information provided, Fox believes that the Commission will agree that there were no “willful or repeated” violations by the Stations.

Background: *The Stations’ Recruitment Program*

The Stations’ step-by-step recruitment program consists of the following:

- A personnel requisition form is completed and disseminated internally for approvals when a position becomes available.
- Human resources staff conducts the following outreach:
 - Posts the position on the Stations’ websites³ and joblines, as well as third-party websites, such as www.monster.com
 - Posts the position internally on bulletin boards within the Stations
 - Distributes to other Fox owned and operated stations (“Fox O&Os”) in seventeen media markets⁴
 - Forwards to the Stations’ designated market outsource list⁵ (now e-mailed with each new position)⁶

¹ See 47 C.F.R. §§ 73.2080(c)(1), 73.2080(c)(1)(i), 73.2080(c)(3), 73.2080(c)(5)(v), 73.2080(c)(5)(vi), 73.2080(c)(6)(iii), 73.2080(c)(6)(iv), and 73.3526(e)(7).

² *NAL* at ¶ 1.

³ The Stations regularly refer potential job applicants to the Stations’ websites since they offer the most up-to-date listing of all available positions. The Stations’ human resources staff also understands that many of our designated outsource list members refer potential applicants to the Stations’ websites.

⁴ Due to the diverse nature of our workforce, the Stations believe that this wide distribution to the Fox O&Os constitutes public outreach as contemplated under the Commission’s rules. The other Fox O&O markets are New York, Los Angeles, Chicago, Philadelphia, Dallas, Boston, Atlanta, Houston, Detroit, Phoenix, Tampa, Minneapolis, Orlando, Baltimore, Memphis, Austin and Gainesville.

⁵ See Letter from Molly Pauker, Vice President, Corporate and Legal Affairs, and attachments prepared by Carolyn Sheedy, Director of Human Resources, Fox Television Stations, Inc., Washington, DC, to Lewis Pulley, Assistant Chief, Policy Division, Media Bureau (Jul. 5, 2006) (“Audit Letter”).

- Determines appropriate advertising based on the job requirements, which may consist of newspapers, relevant trades and other external websites
- When resumes are received, human resources staff sends a postcard acknowledgement to the applicant⁷ and the screening process begins. Screening may include both human resources staff and the hiring manager.
- Applicants selected for an interview complete an application⁸ and references are checked. During the interview process, the applicant is asked how they learned about the position if it is not indicated on the application.
- An offer is extended and other interviewees are notified presuming the first choice accepts the offer.
- Human resources then completes an applicant flow log, a recruitment reconciliation form and an applicant reconciliation form.⁹

Background: *The Stations' Self-Assessment Program*

Jean Fuentes, Fox's Senior Vice President of Human Resources, oversees the Fox corporate self-assessment program to ensure compliance with the Rules and the spirit of the Rules. The self-assessment program includes the applicant reconciliation form and the postcards as noted above, a monthly parity report¹⁰, and a review of the Annual EEO Report. Fox's Chief Executive Officer sends a copy of the Fox Equal Employment Opportunity Policy to every employee annually in July.¹¹

⁶ As noted in the Audit Letter, the Stations' general policy had been to send out job listings to the designated outsource list four times per year. However, the Stations agree with the Commission that some jobs may be filled in the time period between mailings. Therefore, the Stations now e-mail the designated outsource list each job posting.

⁷ See Appendix A. The Stations have continued to follow this process, even after the suspension of FCC Form 395-B. This data is helpful in the Stations' self-assessment. The postcard also requests information on how the applicant learned about the position.

⁸ See Appendix B. Note that the application asks the applicant to specify a referral source.

⁹ See Appendix C. Copies of the recruitment reconciliation form and the applicant reconciliation form for each hiree during the time period associated with the *NAL* are attached.

¹⁰ See Appendix D. Copies of the parity reports covering the time period associated with the *NAL* are attached.

¹¹ See Appendix E.

Additional Data Affecting the *NAL*'s Conclusions

After receiving the *NAL*, Carolyn Sheedy, the Stations' Director of Human Resources, and Mary Talley, Fox Regional Vice President of Human Resources, combed through the applicant information for each of the hiree positions during the *NAL* timeframe. A summary of that additional information is attached as Appendix F. The additional information may inform the Commission's conclusions include the following:

- Twenty-seven of the 90 hirees during the *NAL* timeframe were internal promotions.¹² Eighteen of the internal promotion positions appear to fall into the Commission's "not widely disseminated" category.¹³
- The Commission identified 94 interviewees¹⁴ as self-referrals defined as "not possible for WTTG/WDCA to determine from the applicant's resume whether he or she was referred by a third party referral source, e.g. The Washington Post."¹⁵ After a re-review of the individual resumes and applications, Sheedy and Talley found the following:
 - Fourteen were referred from a third party referral source.
 - Two were from an employment agency.
 - One was a transfer from another Fox O&O.
 - Seventeen were employee referrals.
- The Commission identified 17 hirees as self-referrals. After a re-review, this number is five.
 - Seven of the 17 were referred from a third party referral source.
 - Five of the 17 were employee referrals.
 - The five that remain as self-referrals checked the "on my own" box on the Fox application.

¹² Most of the freelance hirees are in accordance with Fox's collective bargaining agreements.

¹³ Fox could not determine exactly which positions are the 39 referenced in the *NAL* as "not widely disseminated." Therefore, Fox has taken a very conservative view.

¹⁴ Fox counts 100 [instead of 94? In other words, did the FCC underestimate?], again being very conservative.

¹⁵ *NAL* at fn.5.

Based on the information enclosed herein, Fox asks that the Commission re-consider the *NAL*'s monetary forfeiture and the reporting requirements.

Respectfully submitted,
Fox Television Stations, Inc.

A handwritten signature in black ink that reads "Dianne Smith". The signature is written in a cursive style with a large, looping "D" and "S".

Dianne Smith
Vice President, Legal and FCC Compliance
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Washington, DC 20001
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January 28, 2009

**EEO NAL
Fox Response
Appendix A**

APPLICANT INFORMATION

POSITION APPLIED FOR: _____ DATE: _____

Race or National Origin:

- | | |
|---|--|
| <input type="checkbox"/> White (not of Hispanic origin) | <input type="checkbox"/> Asian or Pacific Islander |
| <input type="checkbox"/> Black (not of Hispanic origin) | <input type="checkbox"/> Native American or Alaskan Native |
| <input type="checkbox"/> Hispanic | <input type="checkbox"/> Other |

Sex: Male Female

How did you learn about the position applied for (please be specific, naming any publication, agency, organization or other source). _____

Please note: WTTG-FOX Television Stations, Inc. is requesting this information to comply with FCC affirmative action reporting requirements. All responses will remain anonymous and the data will be maintained separate from applicant records. Thank you for your assistance.

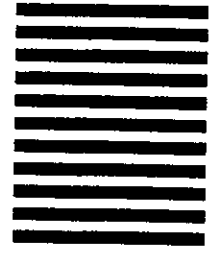


**5151 Wisconsin Avenue, NW
Washington, DC 20016**



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES

BUSINESS REPLY MAIL
FIRST-CLASS MAIL PERMIT NO. 517 WASHINGTON, DC
POSTAGE WILL BE PAID BY ADDRESSEE



WTTG-FOX TELEVISION STATIONS INC
5151 WISCONSIN AVENUE NW
WASHINGTON DC 20078-4981



INTERNSHIP

Dear Intern Applicant:

Thank you for expressing interest in employment opportunities at WTTG- FOX Television Stations, Inc. Academic Credit Internship Program.

To be considered for the Internship Program, you must submit the item(s) checked below no later than _____

- _____ Letter of interest and resume
- _____ Internship Application
- _____ Letter indicating receipt of Academic credit

If the required item(s) are not received by the designated date, we will be unable to consider you for the _____ semester Academic Credit Internship Program.

Thank you in advance for your prompt attention to this matter.

Sincerely,

HUMAN RESOURCES DEPARTMENT

**EEO NAL
Fox Response
Appendix B**



APPLICATION FOR EMPLOYMENT

Fox Television Stations, Inc. considers all applicants for employment without regard to race, color, religion, sex, national origin, age, handicap or disability, or status as a Vietnam era or special disabled veteran in accordance with federal law. In addition, the Company complies with applicable state and local laws prohibiting discrimination in employment in every jurisdiction in which it maintains facilities.

PERSONAL INFORMATION - Please Print-All information will be treated confidentially

LAST NAME	FIRST NAME	MIDDLE NAME
POSITION DESIRED	IF OFFERED, WHEN CAN YOU REPORT FOR WORK?	SOCIAL SECURITY NUMBER
PRESENT STREET ADDRESS	CITY/STATE/ZIP	HOME PHONE
LIST OTHER NAME(S) UNDER WHICH APPLICANT'S EMPLOYMENT OR EDUCATIONAL RECORDS OR REFERENCES MAY BE VERIFIED		BUSINESS/ DAYTIME PHONE
Referral source (please specify): Newspaper ad (newspaper _____) Agency (name) _____ School (Name _____) Employee (Name) _____ On my own _____ Job-line _____ Other (please specify) _____ Have you ever been employed by Fox or any other NewsCorp Company? Yes _____ No _____ If yes, specify division and dates: _____ Are you willing to work overtime if necessary? Yes _____ No _____ Is there anything that would prevent you from performing in a reasonable and safe manner any of the activities involved in the position for which you have applied? Yes _____ No _____ If yes, please explain: _____ * Have you ever been convicted of a crime? Yes _____ No _____ If yes, state nature of offense, when, where, and disposition: _____ <small>* A conviction record will not necessarily be a bar to employment. This information will be used only for job-related purposes and only to the extent permitted by applicable law.</small>		

LAST NAME
FIRST NAME
MIDDLE INITIAL

EDUCATION - List Education, Formal Training Licenses, Certificates and Degrees related to the position sought.

TYPE OF SCHOOL	NAME AND ADDRESS OF SCHOOL (INDICATE CITY AND STATE)	COURSES MAJORED IN	NUMBER OF YEARS COMPLETED	DID YOU GRADUATE?	DEGREE RECEIVED
HIGH SCHOOL					
JUNIOR COLLEGE					
COLLEGE					
GRADUATE SCHOOL					
BUSINESS, TRADE, NIGHT SCHOOL, OTHER					

POSITION APPLIED FOR
DATE

Are you a member of the bar? Yes _____ No _____ If so, which state? _____

Are you a Certified Public Accountant? Yes _____ No _____ If so which state? _____

JOB RELATED SKILLS: Complete if applicable to position sought.

Calculator:

Computer Software Applications:

Other job related office equipment:

Federal laws require that employers hire only individuals who are authorized to be lawfully employed in the United States. In accordance with such laws, all offers of employment are subject to verification of the applicant's identity and employment authorization, and it will be necessary for you to submit such documents as are required by law to verify your identification and employment authorization upon employment.

Are you authorized to work for any employer in the United States on a full time basis, or only for your current employer?
 Any employer _____ Current employer only _____

EMPLOYMENT DATA-

Your work experience is an important factor in finding a position for which you are well suited. List employment starting with your most recent position, include military service in the US Armed Forces. Account for any time during this period that you were unemployed by stating the nature of your activities. Do not exclude any employment. If you need more space, use an attachment or we will supply additional paper.

Do you authorize inquiry about you from your present employer? Yes No Phone () -

DATES		NAME AND ADDRESS OF EMPLOYER	POSITION AND SUPERVISOR	LIST MAJOR DUTIES	WAGES	REASON FOR LEAVING
FROM Mo. Yr.			YOUR JOB TITLE		STARTING \$ _____ PER	<input type="checkbox"/> Quit <input type="checkbox"/> Layoff <input type="checkbox"/> Discharge
TO Mo. Yr.			SUPERVISOR'S NAME		FINAL \$ _____ PER	Why?
FROM Mo. Yr.			YOUR JOB TITLE		STARTING \$ _____ PER	<input type="checkbox"/> Quit <input type="checkbox"/> Layoff <input type="checkbox"/> Discharge
TO Mo. Yr.			SUPERVISOR'S NAME		FINAL \$ _____ PER	Why?
FROM Mo. Yr.			YOUR JOB TITLE		STARTING \$ _____ PER	<input type="checkbox"/> Quit <input type="checkbox"/> Layoff <input type="checkbox"/> Discharge
TO Mo. Yr.			SUPERVISOR'S NAME		FINAL \$ _____ PER	Why?

APPLICANT: PLEASE READ THE FOLLOWING CAREFULLY BEFORE SIGNING THIS APPLICATION FORM.

- I authorize Fox Television Stations, Inc. to obtain information concerning former employers and others and release all concerned from any liability in connection therewith. Specifically, I authorize any request that all of my present and former employers and those individuals I have listed as personal references furnish information about my employment record, including a statement of the reason for the termination of my employment, work performance, abilities, and other qualities pertinent to my qualifications for employment, hereby releasing them from any and all liability for damages arising from furnishing the requested information.
 - I declare that my answers to the questions in this application are true and complete to the best of my knowledge and belief. I understand that any false statements, omissions of facts called for appearing on this or any other employment form will be sufficient reason not to hire me, and if discovered after my employment, may result in immediate dismissal at the Company's sole discretion.
 - Any offer of employment I may receive from the Company is contingent upon my successful completion of the Company's total pre-employment screening process, including the Company's receiving references it considers satisfactory, and my satisfactory completion of any post-offer, pre-employment medical examination that the Company may require. I also agree, if employed, I may be required to submit to an alcohol or drug screening at any time at the discretion of the Company. I hereby consent to having the results of any alcohol or drug screening that I may be required to undergo disclosed to the Company.
 - If employed, I will abide by the rules, regulations or statements of policy which now exist, or which may from time to time, be added to, modified or changed, as circumstances warrant, at the sole discretion of the Company.
 - This is an application for at-will employment. I acknowledge that if employed, I will have no contract of employment or any guarantee or promise of continued employment, and that my employment is for no definite period of time, and may be terminated at my will or at the will of the Company.
- This is to inform you that as a part of our procedure for processing your application based on information herein, an investigative report may be made whereby information is obtained through personal interviews with third parties. You have the right to make a written request within a reasonable period of time for a complete and accurate disclosure of additional information concerning the nature and scope of the investigation.

I have read and understand the above.

DATE _____

SIGNATURE OF APPLICANT _____

**EEO NAL
Fox Response
Appendix C**

Interviewees for Vacancies
06/01/04 – 05/31/05

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 4/8/2004
Position/Job Title: On-Air Promotions Manager **Job Classification:** Professional - Cr
Recruitment Source 1: Current FTS Employee, WJBK
Contact Person: G. Wann
Address: 16550 W. Nine Mile Road
Southfield, MI 48075
Phone #: 248-557-2000
Total # of interviewees: 4

Referral Sources 2				No. of Interviewees
Name:	Self-Referral, D. Weig			1
Contact Person:	C/o Human Resources	Phone #:	202-859-3232	
Address:	5151 Wisconsin Ave, NW	City:	Washington DC	
State:		Zipcode:	20016	
Name:	Self-Referral, J. McNulty			1
Contact Person:	C/o Human Resources	Phone #:	202-859-3232	
Address:	5151 Wisconsin Ave, NW	City:	Washington DC	
State:		Zipcode:	20016	
Name:	Current WDCA Employee, J. Malone			1
Contact Person:	C/o Human Resources	Phone #:	202-859-3232	
Address:	5151 Wisconsin Ave, NW	City:	Washington DC	
State:		Zipcode:	20016	
Name:	Current WJBK Employee			1
Contact Person:	G. Wann	Phone #:	248-557-2000	
Address:	16550 W. Nine Mile Road	City:	Southfield	
State:	MI	Zipcode:	48075	
Name:				
Contact Person:		Phone #:		
Address:		City:		
State:		Zipcode:		
Name:				
Contact Person:		Phone #:		
Address:		City:		
State:		Zipcode:		

*Could be
Media
GRAMM
News*

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 3/5/04

Position: On-Air Promotions Manager

395B Classification: Professional Creative

Status: Full-Time Regular

Total Number of Applicants: 16

No. of Minorities: 3

No. of Women: 1

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>2</u>	<u>1</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>1</u>	<u>0</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 4/8/04

Individual Filling Position: Gary Wann

Source: Current FTS Employee

Race: 1

Sex: Male

Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy

Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WDCA **Date Position Filled:** 5/18/2004
Position/Job Title: Traffic Coordinantor **Job Classification:** Clerical - Administrat
Recruitment Source 1: Washington Post
Contact Person: Robin Wilkerson
Address: 1115 15th Street, NW
Washington DC 20071
Phone #: 202-334-4100
Total # of interviewees: 10

Referral Sources 2				No. of Interviewees
Name: Washington Post	Contact Person: Robin Wilkerson	Phone #: 202-334-4100		5
Address: 1115 15th Street, NW	City: Washington DC	State:	Zipcode: 20016	
Name: WTTG Website	Contact Person: Keith Meade, Whats Up	Phone #: 770-671-0200		2
Address: 1200 Ashwood Parkway Suite 135	City: Atlanta	State: GA	Zipcode: 30335	
Name: WTTG Job Line	Contact Person: Mary Talley, Regional VP, HR	Phone #: 202-895-3232		1
Address: 5151 Wisconsin Avenue, NW	City: Washington DC	State: 20016	Zipcode: 20016	
Name: Self Referral - Jerome Matthews	Contact Person: c/o Human Resources	Phone #: 202-895-3232		1
Address: 5151 Wisconsin Avenue, NW	City: Washington DC	State: 20016	Zipcode: 20016	
Name: Self Referral - D. Billups	Contact Person: c/o Human Resources	Phone #: 202-895-3232		1
Address: 5151 Wisconsin Avenue, NW	City: Washington DC	State: 20016	Zipcode: 20016	
Name:	Contact Person:	Phone #:		4
Address:	City:	State:	Zipcode:	

could be media wash post

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 06/03/04

Position: Traffic Coordinator

395B Classification: Clerical - Administrative

Status: Full Time Regular

Total Number of Applicants: 64

No. of Minorities: 40

No. of Women: 48

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>28</u>	<u>27</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>12</u>	<u>21</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 05/16/04

Individual Filling Position: Lisa Koster

Source: Washington Post

Race: 1 **Sex:** Female **Veteran Status:** Not a veteran

Completed By: Carolyn Sheedy **Approved By:** _____

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 5/17/2004
Position/Job Title: Technician: Photog/Editor **Job Classification:** Technician
Recruitment Source 1: Director of News Operations, WTTG FOX 5
Contact Person: Peter Greer
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3092
Total # of Interviewees: 8

Referral Sources 2		No. of Interviewees
Name: Director of News Operations, WTTG/Fox5 Contact Person: Peter Greer Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 Phone #: 202-895-3092	3	
Name: Chief Photographer Contact Person: Carlos Hernandez Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 Phone #: 202-895-3000	1	
Name: WTTG Website Contact Person: Keith Meade, Whats Up, Inc Address: 1200 Ashwood Parkway, Suite 135 City: Atlanta State: GA Zipcode: 30338 Phone #: 770-671-0200	1	
Name: Self Referral - G. Roe Contact Person: c/o Human Resources Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 Phone #: 202-895-3092	1	
Name: Self Referral - M. Campbell Contact Person: c/o Human Resources Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 Phone #: 202-895-3092	1	
Name: WTTG Employee, Technician Contact Person: Carlos Castro Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 Phone #: 202-895-3000	1	

could be other - cc referral - Brock
could be other cc Referral - E. Losuko

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 04/22/04

Position: Technician: Photographer / Editor

395B Classification: Technician

Status: Full Time Regular

Total Number of Applicants: 10

No. of Minorities: 6

No. of Women: 1

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>3</u>	<u>1</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>1</u>	<u>0</u>
Other Sources	<u>2</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 05/17/04

Individual Filling Position: Steven Williams

Source: Pete Greer, Current WTTG Employee

Race: 2 **Sex:** Male **Veteran Status:** Not a veteran

Completed By: Carolyn Sheedy **Approved By:** Mary Talley

Recruitment Reconciliation Form

Station: WDCA **Date Position Filled:** 5/26/2004
Position/Job Title: Traffic Coordinator **Job Classification:** Clerical - Administrative
Recruitment Source 1: Self-Referral
Contact Person: Jerome Matthews
Address: c/o Human Resources, 5151 Wisconsin Ave, NW
Washington DC 20071
Phone #: 202-895-3232
Total # of interviewees: 10

①

Referral Sources :				No. of Interviewees
Name: Washington Post	Contact Person: Robin Wilkerson	Address: 1115 15th Street, NW	Phone #: 202-334-4100	5
City: Washington DC	State:	Zipcode: 20016		
Name: WTTG Website	Contact Person: Keith Meade, Whats Up	Address: 1200 Ashwood Parkway Suite 135	Phone #: 770-671-0200	2
City: Atlanta	State: GA	Zipcode: 30335		
Name: WTTG Job Line	Contact Person: Mary Talley, Regional VP, HR	Address: 5151 Wisconsin Avenue, NW	Phone #: 202-895-3232	1
City: Washington DC	State: 20016	Zipcode: 20016		
Name: Self Referral - Jerome Matthews	Contact Person: c/o Human Resources	Address: 5151 Wisconsin Avenue, NW	Phone #: 202-895-3232	1
City: Washington DC	State: 20016	Zipcode: 20016		
Name: Self Referral - D. Billups	Contact Person: c/o Human Resources	Address: 5151 Wisconsin Avenue, NW	Phone #: 202-895-3232	1
City: Washington DC	State: 20016	Zipcode: 20016		
Name:	Contact Person:	Address:	Phone #:	
City:	State:	Zipcode:		

could be "Media" Wash Post

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 04/16/04

Position: Traffic Coordinantor

395B Classification: Clerical - Administrative

Status: Full Time Regular

Total Number of Applicants: 64

No. of Minorities: 40

No. of Women: 48

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>28</u>	<u>27</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>12</u>	<u>21</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 05/26/04

Individual Filling Position: Jerome Matthews

Source: Self Referra

Race: 2 **Sex:** Male **Veteran Status:** Not a veteran

Completed By: Carolyn Sheedy **Approved By:** _____

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 6/2/2004
Position/Job Title: Account Executive **Job Classification:** Salesperson
Recruitment Source 1 : WJW, General Sales Manager
Contact Person: Paul Perozini
Address: 5800 S. Marginal Road
Cleveland, OH 44103
Phone #: 216-431-8888
Total # of interviewees: 1

Referral Sources :	No. of Interviewees
Name: WJW, General Sales Manager Contact Person: Paul Perozini Phone #: 216-431-8888 Address: 5800 S. Marginal Road City: Cleveland State: OH Zipcode: 44103	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 5/3/2004

Position: Account Executive

395B Classification: Salesperson

Status: Full-Time Regular

Total Number of Applicants: 2

No. of Minorities: 1

No. of Women: 1

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>0</u>	<u>1</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>1</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 8/2/2004

Individual Filling Position: Billie Dyson

Source: Paul Perozini, WJW, General Sales Manager

Race: 2 **Sex:** M **Veteran Status:** Not a Veteran

Completed By: Carolyn Sheedy

Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 6/18/04
5/17/2004
Position/Job Title: Technician: Photg/Edito **Job Classification:** Technician
Recruitment Source 1: Director of News Operations
Contact Person: Peter Greer
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of Interviewees: 8

Referral Sources 2	No. of Interviewees
Name: Director of News Operations Contact Person: Peter Greer Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	3
Name: Chief Photographer Contact Person: C. Hernandez Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	1
Name: WTTG Website Contact Person: Keith Meade, Whats Up, Inc Phone #: 770-671-0200 Address: 1200 Ashwood Parkway City: Atlanta State: GA Zipcode: 30338	1
Name: Self- Referral - G. Ross Contact Person: Human Resources Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	1
Name: self- Referral - M. Campbell Contact Person: Human Resources Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	1
Name: WTTG Employee - Technician Contact Person: C. Castro Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	1

could have been other - cc Referral E. Rosadi
could have been other - cc Referral "P. Greer"

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 04/08/04

Position: Technician: Photographer / Editor

395B Classification: Technician

Status: Full Time Regular

Total Number of Applicants: 19

No. of Minorities: 8

No. of Women: 2

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>5</u>	<u>2</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>1</u>	<u>0</u>
Other Sources	<u>2</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>

Date Position Filled: 06/18/04

Individual Filling Position: Daryl Brown

Source: Pete Greer, Current WTTG Employee

Race: 2 Sex: Male Veteran Status: Not a veteran

Completed By: Carolyn Sheedy

Approved By: Mary Tally

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 6/23/2004
Position/Job Title: National Sales Manager **Job Classification:** Officials & Managers
Recruitment Source 1: Current WTTG / WDCA Employee
Contact Person: Jennifer Cheadle
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-244-5151
Total # of Interviewees: 2

Referral Sources :				No. of Interviewees
Name:	Current WTTG / WDCA Employee			1
Contact Person:	Jennifer Cheadle		Phone #: 202-244-5151	
Address:	5151 Wisconsin Avenue, NW			
City: Washington	State: DC	Zipcode: 20016		
Name:	Current WUTB Employee			1
Contact Person:	B.Knopf		Phone #: 410-585-2400	
Address:	4820 Seton Drive, Suite M-N			
City: Baltimore	State: MD	Zipcode: 21215		
Name:				
Contact Person:			Phone #:	
Address:				
City:	State:	Zipcode:		
Name:				
Contact Person:			Phone #:	
Address:				
City:	State:	Zipcode:		
Name:				
Contact Person:			Phone #:	
Address:				
City:	State:	Zipcode:		

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 06/06/04

Position: National Sales Manager

395B Classification: Officials and Managers

Status: Full Time Regular

Total Number of Applicants: 4

No. of Minorities: 0

No. of Women: 2

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>0</u>	<u>1</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>0</u>	<u>1</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 06/23/04

Individual Filling Position: Jennifer Cheadle

Source: Current WTTG Employee

Race: 1

Sex: Female

Veteran Status: Not a veteran

Completed By: Carolyn Sheedy

Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 6/28/2004
Position/Job Title: Writer **Job Classification:** Professional
Recruitment Source 1: Current WTTG Freelance Employee
Contact Person: Javier DeDeigo
Address: 5151 Wisconsin Avenue, NW
Washington DC 20018
Phone #: 202-895-3000
Total # of Interviewees: 1

Referral Sources 2	No. of Interviewees
Name: Current WTTG Freelance Employee Contact Person: Javier DeDeigo Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20018	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 06/28/04

Position: Writer

395B Classification: Professional - Creative

Status: Full Time Regular

Total Number of Applicants: 1

No. of Minorities: 1

No. of Women: 0

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>0</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>1</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 06/28/04

Individual Filling Position: Javier DeDeigo

Source: Current WTTG Employee

Race: 3 **Sex:** M **Veteran Status:** Not a veteran

Completed By: Carolyn Sheedy **Approved By:** Mary Talley

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 6/28/2004
Position/Job Title: Weather Producer / Weekend Anchor **Job Classification:** Professional - Creative
Recruitment Source 1: NS Beinstock
Contact Person: Ezra Marcus
Address: 1740 Broadway
New York, NY 10019
Phone #: 212-765-3040
Total # of Interviewees: 9

Referral Sources :				No. of Interviewees
Name:	Self-Referral			1
Contact Person:	I. Pinson		Phone #: 202-895-3232	
Address:	C/O Human Resources, 5151 Wisconsin Avenue, NW			
City:	Washington DC	State:	Zipcode: 20016	
Name:	Self-Referral			1
Contact Person:	M. Moreno		Phone #: 202-895-3232	
Address:	C/O Human Resources, 5151 Wisconsin Avenue, NW			
City:	Washington DC	State:	Zipcode: 20016	
Name:	Self-Referral			1
Contact Person:	R. Lopicola		Phone #: 202-895-3232	
Address:	C/O Human Resources, 5151 Wisconsin Avenue, NW			
City:	Washington DC	State:	Zipcode: 20016	
Name:	NS Beinstock			2
Contact Person:	Ezra Marcus		Phone #: 212-895-3040	
Address:	1740 Broadway			
City:	New York	State: NY	Zipcode: 10019	
Name:	Willinger Talent Agency			2
Contact Person:	Gregg Willinger		Phone #: 212-895-1950	
Address:	875 Avenue of the Americas			
City:	New York	State: NY	Zipcode: 10001	
Name:	Current WTTG Employee			1
Contact Person:	S. Palka		Phone #:	
Address:	5151 Wisconsin Avenue, NW			
City:	Washington DC	State:	Zipcode: 20016	

NO RESUME
NO RESUME

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 6/28/2004
Position/Job Title: Weather Producer / Weekend Anchor **Job Classification:** Professional - Creative
Recruitment Source 1: NS Beinstock
Contact Person: Ezra Marcus
Address: 1740 Broadway
New York, NY 10019
Phone #: 212-765-3040
Total # of Interviewees: 9

Referral Sources 1				No. of Interviewees
Name:	<u>David Crans Agency</u>			1
Contact Person:	<u>S. Swienckowski</u>	Phone #:	<u>918-447-3040</u>	
Address:	<u>124 Ammons Drive</u>			
City:	<u>Raleigh</u>	State:	<u>NC</u>	
		Zipcode:	<u>27615</u>	
Name:				
Contact Person:		Phone #:		
Address:				
City:		State:		
		Zipcode:		
Name:				
Contact Person:		Phone #:		
Address:				
City:		State:		
		Zipcode:		
Name:				
Contact Person:		Phone #:		
Address:				
City:		State:		
		Zipcode:		

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 6/28/04

Position: Weather Producer / Weekend Anchor

3855 Classification: Professional - Creative

Status: Full-Time Regular

Total Number of Applicants: 48

No. of Minorities: 8

No. of Women: 17

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>2</u>	<u>4</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>6</u>	<u>13</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>
	_____	_____
	_____	_____
	_____	_____
	_____	_____

Date Position Filled: 6/28/04

Individual Filling Position: Thomas Gary McGrady

Source: Agent - N.S. Beinstock

Race: 1 Sex: Male Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy Approved By: _____

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 7/8/2004
Position/Job Title: Producer **Job Classification:** Professional
Recruitment Source 1: WTTG - Producer
Contact Person: Joy Marcelle
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of Interviewees: 2

Referral Sources :				No. of Interviewees
Name:	WTTG Producer			1
Contact Person:	Joy Marcelle		Phone #: 202-895-3000	
Address:	5151 Wisconsin Avenue, NW			
City:	Washington	State: DC	Zipcode: 20016	
Name:	WTTG Assistant News Director			1
Contact Person:	Holly Gauntt		Phone #: 202-895-3000	
Address:	5151 Wisconsin Avenue, NW			
City:	Washington	State: DC	Zipcode: 20016	
Name:				
Contact Person:			Phone #:	
Address:				
City:		State:	Zipcode:	
Name:				
Contact Person:			Phone #:	
Address:				
City:		State:	Zipcode:	
Name:				
Contact Person:			Phone #:	
Address:				
City:		State:	Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 06/04/04
Position: Producer
395B Classification: Professional - Creative
Status: Full Time Regular
Total Number of Applicants: 16
No. of Minorities: 4
No. of Women: 7

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	4	6
Job Line	0	0
Media Advertisement	0	0
Other Sources	0	0
Minority and Women Organizations	0	1
Job Fair	0	0
Educational Institutions	0	0

Date Position Filled: 07/08/04

Individual Filling Position: Meghan McCorkell

Source: Joy Marcelle, Producer - WTTG

Race: 1 **Sex:** F **Veteran Status:** Not a veteran

Completed By: Carolyn Sheedy

Approved By: *Mary Talley*

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 7/8/2004
Position/Job Title: Senior Assignment Editor **Job Classification:** Professional - Creative
Recruitment Source 1: WTTG / FOX 5, Assistant News Director
Contact Person: Holly Gauntt
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of Interviewees: 9

Referral Sources :	No. of Interviewees
Name: WTTG Website Contact Person: Keith Meade, Whats Up, Inc Phone #: 770-671-0200 Address: 1200 Ashwood Parkway, Suite 135 City: Atlanta State: GA Zipcode: 30338	1
Name: Assistant News Director Contact Person: Holly Gauntt Phone #: 202-895-3000 Address: WTTG / Fox 5, 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	1
Name: News Director Contact Person: Katherine Green Phone #: 202-895-3000 Address: WTTG / Fox 5, 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	2
Name: Senior Assignment Editor Contact Person: Brendon O'Connell Phone #: 202-895-3000 Address: WTTG / Fox 5, 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	1
Name: Michael Porter Contact Person: Former WTTG Employee Phone #: 202-895-3000 Address: c/o Katherine Green WTTG / Fox 5, 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	2
Name: Self Referral - M. Gorseger Contact Person: c/o Human Resources Phone #: 202-895-3000 Address: WTTG / Fox 5, 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	1

NO RESUME

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WTTG / FOX 5 **Date Position Filled:** 7/8/2004
Position/Job Title: Senior Assignment Editor **Job Classification:** Professional - Cr
Recruitment Source 1 : WTTG / FOX 5, Assistant News Director
Contact Person: Holly Gauntt
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of interviewees: 9

Referral Sources :	No. of Interviewees
Name: Self Referral - S. Kosmas Contact Person: Katherine Green Phone #: 202-895-3000 Address: WTTG / Fox 5, 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 <i>15</i>	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

no resume

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 1/16/2004

Position: Senior Assignment Editor

396B Classification: Professional - Creative

Status: Full-Time Regular

Total Number of Applicants: 23

No. of Minorities: 7

No. of Women: 13

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>5</u>	<u>7</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>1</u>	<u>2</u>
Other Sources	<u>1</u>	<u>4</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 7/8/2004

Individual Filling Position: Joe Feeney

Source: Holly Gauntt, Assistant News Director - WTTG

Race: 1 **Sex:** Male **Veteran Status:** Not a Veteran

Completed By: Carolyn Sheedy **Approved By:** _____

Recruitment Reconciliation Form

Station: WTTG/WDCA **Date Position Filled:** 07/19/04
Position/Job Title: News Staff Accountant **Job Classification:** Professional
Recruitment Source 1 : The Washington Post
Contact Person: Robin Wilkerson
Address: 11150 15th Street, NW
Washington, DC 20071
Phone #: (202) 334-6200
Total # of Interviewees: 6

Referral Sources 2	No. of Interviewees
Name: The Washington Post Contact Person: Robin Wilkerson Phone #: (202) 334-6200 Address: 11150 15th Street, NW City: Washington State: DC Zipcode: 20071	6
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 02/27/04

Position: News Staff Accountant

395B Classification: Professional

Status: Full-Time Regular

Total Number of Applicants: 260

No. of Minorities: ~~162~~ 161

No. of Women: 146

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>69</u>	<u>62</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>92</u>	<u>84</u>
Other Sources	<u>1</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 07/19/04

Individual Filling Position: Angela Wills

Source: The Washington Post

Race: 2 Sex: F Veteran Status: Not a Veteran

Completed By: Heather Frascella Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 08/04/04
Position/Job Title: Anchor-PM **Job Classification:** Professional-Creat
Recruitment Source 1 : Current WTTG Employee
Contact Person: Shawn Yancy
Address: WTTG/WDCA - Fox Television Stations, Inc.
5151 Wisconsin Avenue, NW, Washington, DC 20016
Phone #: (202) 895-3000
Total # of Interviewees: 18

Referral Sources 2	No. of Interviewees
Name: Current WTTG Employee Contact Person: S. Yancy Phone #: (202) 895-3000 Address: WTTG/WDCA - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: Current WTTG Employee Contact Person: L.Evans Phone #: (202) 895-3000 Address: WTTG/WDCA - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: Current WTTG Employee Contact Person: A.Seymour Phone #: (202) 895-3000 Address: WTTG/WDCA - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: N. S. Bienstock, Inc. Contact Person: Peter Goldberg Phone #: (212) 765-3040 Address: 1740 Broadway, 24th Floor City: New York State: NY Zipcode: 10019	4
Name: Pam Pulner & Associates Contact Person: Pam Pulner Phone #: (703) 299-4998 Address: 208 N. Washington Street, 2nd Floor City: Alexandria State: VA Zipcode: 22314	1
Name: Ken Lindner & Associates Contact Person: Ken Lindner Phone #: (310) 277-9223 Address: 2049 Century Park East, Suite #3050 City: Los Angeles State: CA Zipcode: 90067	1

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 08/04/04
Position/Job Title: Anchor-PM **Job Classification:** Professional-Creat
Recruitment Source 1: Current WTTG Employee
Contact Person: Shawn Yancy
Address: WTTG/WDCA - Fox Television Stations, Inc.
5151 Wisconsin Avenue, NW, Washington, DC 20016
Phone #: (202) 895-3000

Referral Sources :	No. of Interviewees
Name: Geller Media Management, Inc. Contact Person: M. Kane Phone #: (212) 246-1212 Address: 250 West 57th Street City: New York State: NY Zipcode: 10107	1
Name: Headline Media Management Contact Person: M. Glantz Phone #: (212) 728-2010 Address: 220 West 42nd Street, 10th Floor City: New York State: NY Zipcode: 10036	1
Name: Napoli Management Group Contact Person: M. Napoli Phone #: (310) 385-8222 Address: 8844 West Olympic Boulevard, Suite #100 City: Beverly Hills State: CA Zipcode: 90211	1
Name: Willinger Talent Agency Contact Person: G. Willinger Phone #: (212) 695-1950 Address: 875 Avenue of the Americas, Suite #1909 City: New York State: NY Zipcode: 10001	1
Name: Self-Referral Contact Person: S. Jackson Phone #: (202) 895-3232 Address: c/o WTTG/WDCA - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016 16	1
Name: Self-Referral Contact Person: D. Bell Phone #: (202) 895-3232 Address: c/o WTTG/WDCA - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016 17	1

Page 2 of 3

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 08/04/04
Position/Job Title: Anchor-PM **Job Classification:** Professional-Creat
Recruitment Source 1: Current WTTG Employee
Contact Person: Shawn Yancy
Address: WTTG/WDC - Fox Television Stations, Inc.
5151 Wisconsin Avenue, NW, Washington, DC 20016
Phone #: (202) 895-3000

Referral Sources :	No. of Interviewees
Name: Self-Referral Contact Person: K. Lynn Phone #: (202) 895-3232 Address: c/o WTTG/WDC - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016 18	1
Name: Self-Referral Contact Person: A.Blake Phone #: (202) 895-3232 Address: c/o WTTG/WDC - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016 19	1
Name: Self-Referral Contact Person: M. Shiozaki Phone #: (202) 895-3232 Address: c/o WTTG/WDC - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016 20	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

could have been "other"-agent

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 12/19/03

Position: Anchor - PM

395B Classification: Professional-Creative

Status: Full-Time Regular

Total Number of Applicants: 102

No. of Minorities: 43

No. of Women: 73

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>14</u>	<u>31</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>1</u>	<u>4</u>
Other Sources	<u>28</u>	<u>38</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 08/04/04

Individual Filling Position: Shawn (Wiseman) Yancy

Source: Current WTTG Employee

Race: 2

Sex: F

Veteran Status: Not a Veteran

Completed By: Heather Frascella

Approved By: *Shawn Yancy*

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 8/24/2004
Position/Job Title: Account Executive **Job Classification:** Salesperson
Recruitment Source 1: Spots N Dots
Contact Person: Dai Korba
Address: 167 Oakdale Road
Johnson City, NY 13790
Phone #: 888-884-2630
Total # of Interviewees: 7

Referral Sources :				No. of Interviewees
Name:	<u>Spots N Dots</u>			4
Contact Person:	<u>Dai Korba</u>			
Address:	<u>167 Oakdale Road</u>	Phone #:	<u>888-884-2630</u>	
City:	<u>Johnson City</u>	State:	<u>NY</u>	
Zipcode:	<u>13790</u>			1
Name:	<u>WUTB Employee</u>			
Contact Person:	<u>Pat Jones</u>			
Address:	<u>4820 Seton Drivem Suite M-N</u>	Phone #:	<u>410-358-2400</u>	
City:	<u>Baltimore</u>	State:	<u>MD</u>	2
Zipcode:	<u>21215</u>			
Name:	<u>WTTG, Local Sales Manager</u>			
Contact Person:	<u>Jim Roland</u>			
Address:	<u>5151 Wisconsin Avenue, NW</u>	Phone #:	<u>202-895-3062</u>	2
City:	<u>Washington</u>	State:	<u>DC</u>	
Zipcode:	<u>20016</u>			
Name:				
Contact Person:				
Address:				
City:	State:	Zipcode:		
Name:				
Contact Person:				
Address:				
City:	State:	Zipcode:		
Name:				
Contact Person:				
Address:				
City:	State:	Zipcode:		
Name:				

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 6/28/2004

Position: Account Executive

395B Classification: Salesperson

Status: Full-Time Regular

Total Number of Applicants: 15

No. of Minorities: 8 ✓

No. of Women: 12

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>3</u>	<u>5</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>3</u>	<u>5</u>
Other Sources	<u>2</u>	<u>2</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>

Date Position Filled: 8/24/2004

Individual Filling Position: Frances Cheung

Source: Spots N Dots

Race: 4 Sex: F Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy

Approved By: Mary Tally

Recruitment Reconciliation Form

2/25/04

Station: WDCA Date Position Filled: 11/04/04

Position/Job Title: Traffic Coordinator Job Classification: Clerical-Administrati

Recruitment Source 1: The Washington Post

Contact Person: Robin Wilkerson

Address: 1115 15th Street, NW
Washington, DC 20018

Phone #: (202) 334-4100

Total # of interviewees: 10

Referral Sources :	No. of Interviewees
Name: <u>The Washington Post</u> Contact Person: <u>Robin Wilkerson</u> Phone #: <u>(202) 334-4100</u> Address: <u>1115 15th Street, NW</u> City: <u>Washington</u> State: <u>DC</u> Zipcode: <u>20018</u>	5
Name: <u>WTTB Jobline</u> Contact Person: <u>Mary Talley</u> Phone #: <u>(202) 895-3232</u> Address: <u>WTTGWDCA - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW</u> City: <u>Washington</u> State: <u>DC</u> Zipcode: <u>20018</u>	1
Name: <u>WTTG Website</u> Contact Person: <u>Keith Meade</u> Phone #: <u>(202) 895-3232</u> Address: <u>1200 Ashwood Parkway, Suite #135</u> City: <u>Washington</u> State: <u>DC</u> Zipcode: <u>20071</u>	4
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 04/02/04

Position: Traffic Coordinator

395B Classification: Clerical-Administrative

Status: Full-Time Regular

Total Number of Applicants: 45

No. of Minorities: 27

No. of Women: 30

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>9</u>	<u>14</u>
Job Line	<u>1</u>	<u>0</u>
Media Advertisement	<u>15</u>	<u>15</u>
Other Sources	<u>2</u>	<u>1</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>

Date Position Filled: 08/25/04

Individual Filling Position: Stephanie Haas

Source: The Washington Post

Race: 1 Sex: F Veteran Status: Not a Veteran

Completed By: Heather Frascella

Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WTTG/FOX5 **Date Position Filled:** 10/4/2004
Position/Job Title: Technician: Editor (Promo) **Job Classification:** Technician
Recruitment Source 1: Self-Referral
Contact Person: K. McAdams
Address: c/o - WTTG/FOX5 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3232
Total # of Interviewees: 2

2

Referral Sources :	No. of Interviewees
Name: Self-Referral - K. McAdams Contact Person: Carolyn Sheedy, Human Resources Phone #: 202-895-3232 Address: c/o 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016 21	1
Name: Current WTTG Employee Contact Person: C. Moxley Phone #: 202-895-3232 Address: c/o 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 08/20/04

Position: Promotions Technician: Editor

395B Classification: Technician

Status: Full-Time Regular

Total Number of Applicants: 13

No. of Minorities: 2

No. of Women: 4

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>1</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>1</u>	<u>2</u>
Other Sources	<u>0</u>	<u>2</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 10/04/04

Individual Filling Position: Kevin McAdams

Source: Self-Referral

Race: 1

Sex: M

Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy

Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WTTG/FOX5 **Date Position Filled:** 10/18/2004
Position/Job Title: Technician: Photog/Editor **Job Classification:** _____
Recruitment Source 1: Director of News Operations
Contact Person: Peter Greer
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of Interviewees: 3

Referral Sources :	No. of Interviewees
Name: Director of News Operations Contact Person: Peter Greer Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	2
Name: Self Referral - M. Campbell Contact Person: Carolyn Sheedy, Human Resources Phone #: 202-895-3232 Address: 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

Could have been list as other ee referral P. Greer

- 1 **Recruitment Source:** identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 07/01/04

Position: Technician: Photographer/Editor

395B Classification: Technician

Status: Full-Time Regular

Total Number of Applicants: 42

No. of Minorities: 22

No. of Women: 6

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>14</u>	<u>6</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>6</u>	<u>0</u>
Other Sources	<u>2</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 10/18/04

Individual Filling Position: Donald Stanke

Source: Pete Greer, WTTG - Director of News Operations

Race: 1

Sex: M

Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy

Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 10/29/04
Position/Job Title: Writer / News Assistant **Job Classification:** Clerical-Administrati
Recruitment Source 1 : WTTG Employee
Contact Person: Joe Feeny
Address: WTTG/WDC - Fox Television Stations, Inc.
5151 Wisconsin Avenue, NW, Washington, DC 20016
Phone #: (202) 895-3232
Total # of Interviewees: 3

Referral Sources :	No. of Interviewees
Name: WTTG Employee Contact Person: Joe Feeny Phone #: (202) 895-3232 Address: WTTG/WDC - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: Current WTTG Employee Contact Person: T. Logan Phone #: (202) 895-3232 Address: WTTG/WDC - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: Fox News Channel Contact Person: H. Jasmine Phone #: (202) 824-6369 Address: Fox News Channel, 400 N. Capitol Street, NW City: Washington State: DC Zipcode: 20001	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 07/01/04

Position: News Assistant

395B Classification: Clerical-Administrative

Status: Full-Time Regular

Total Number of Applicants: 207

No. of Minorities: 132

No. of Women: 148

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>70</u>	<u>75</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>50</u>	<u>62</u>
Other Sources	<u>3</u>	<u>4</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>9</u>	<u>7</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 10/29/04

Individual Filling Position: Lauren DeMarco

Source: Joe Feeney - Current WTTG Employee

Race: 1

Sex: F

Veteran Status: Not a Veteran

Completed By: Heather Frascella

Approved By: Mary Talty

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 11/01/04
Position/Job Title: Managing Editor **Job Classification:** Management
Recruitment Source 1 : WTTG Employee
Contact Person: Katherine Green
Address: WTTG/WDCA - Fox Television Stations, Inc.
5151 Wisconsin Avenue, NW, Washington, DC 20016
Phone #: (202) 895-3000
Total # of Interviewees: 4

Referral Sources :	No. of Interviewees
Name: WTTG Employee Contact Person: Katherine Green Phone #: (202) 895-3232 Address: WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	2
Name: Self-Referral Contact Person: R. Hitchcock Phone #: (202) 895-3232 Address: c/o WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016 <i>23</i>	1
Name: Self-Referral Contact Person: G. Jones Phone #: (202) 895-3232 Address: c/o WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016 <i>24</i>	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 10/01/04
Position: Managing Editor
395B Classification: Management
Status: Full-Time Regular
Total Number of Applicants: 11
No. of Minorities: 4
No. of Women: 0

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>2</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>1</u>	<u>0</u>
Other Sources	<u>1</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 11/01/04

Individual Filling Position: Richard Murphy

Source: Katherine Green - Current WTTG Employee

Race: 1 **Sex:** M **Veteran Status:** Not a Veteran

Completed By: Heather Frascella **Approved By:** Mary Tally

Recruitment Reconciliation Form

Station: WTTG/FOX 5 **Date Position Filled:** 11/1/2004
Position/Job Title: Special Projects Producer **Job Classification:** Professional - Cr
Recruitment Source 1: VP, News Director
Contact Person: Katherine Green
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of interviewees: 4

Referral Sources :	No. of Interviewees
Name: Self-Referral - A. Repke Contact Person: Carolyn Sheedy, Human Resources Phone #: 202-895-3232 Address: c/o 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 <i>25</i>	1
Name: Self-Referral - H. Sheppard Contact Person: Carolyn Sheedy, Human Resources Phone #: 202-895-3232 Address: c/o 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 <i>26</i>	1
Name: VP, News Director Contact Person: Katherine Green Phone #: 202-895-3000 Address: c/o 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	2
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 10/1/2004

Position: Special Projects Producer/Writer

395B Classification: Professional - Creative

Status: Full-Time Regular

Total Number of Applicants: 10

No. of Minorities: 3

No. of Women: 8

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>2</u>	<u>5</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>1</u>	<u>1</u>
Other Sources	<u>0</u>	<u>2</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 11/1/2004

Individual Filling Position: Elizabeth Mancini

Source: Katherine Green , VP, News Director

Race: 1

Sex: F

Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy

Approved By: *Mary-Jane*

Recruitment Reconciliation Form

Station: WTTG/FOX5 **Date Position Filled:** 11/1/2004
Position/Job Title: Anchor, AM News **Job Classification:** Professional
Recruitment Source 1: VP, News Director
Contact Person: Katherine Green
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of Interviewees: 1

Referral Sources 2	No. of Interviewees
Name: VP, News Director Contact Person: Katherine Green Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 08/13/04

Position: Anchor - AM

395B Classification: Professional - Creative

Status: Full-Time Regular

Total Number of Applicants: 2

No. of Minorities: 1

No. of Women: 2

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>0</u>	<u>1</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>1</u>	<u>1</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 11/01/04

Individual Filling Position: Gurvir Dhinsa

Source: Katherine Green, VP, News Director

Race: 4

Sex: M F

Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy

Approved By: Mary Tally

Recruitment Reconciliation Form

Station: WTTG/FOX 5 **Date Position Filled:** 11/6/04
11/17/2004
Position/Job Title: Special Projects Producer **Job Classification:** Professional - Cr
Recruitment Source 1: VP, News Director
Contact Person: Katherine Green
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of interviewees: 5

Referral Sources :	No. of Interviewees
Name: Self-Referral - A. Repke Contact Person: Carolyn Sheedy, Human Resources Phone #: 202-895-3232 Address: c/o 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 <i>27</i>	1
Name: Self-Referral - H. Sheppard Contact Person: Carolyn Sheedy, Human Resources Phone #: 202-895-3232 Address: c/o 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 <i>28</i>	1
Name: VP, News Director Contact Person: Katherine Green Phone #: 202-895-3000 Address: c/o 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	3
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 09/21/04

Position: Senior Special Projects Producer

396B Classification: Professional - Creative

Status: Full Time Regular

Total Number of Applicants: 1

No. of Minorities: 0

No. of Women: 1

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>0</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>1</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 11/08/04

Individual Filling Position: Carolyn Dolcimascolo

Source: Katherine Green, VP, News Director

Race: 1 **Sex:** F **Veteran Status:** Not a Veteran

Completed By: Carolyn Sheedy **Approved By:** Mary Talley

Recruitment Reconciliation Form

Station: WTTG/FOX5 **Date Position Filled:** 12/7/2004
Position/Job Title: Sr. Broadcast Designer **Job Classification:** Professional
Recruitment Source 1: Creative Planet Communities
Contact Person: www.vfxpro.com
Address: 1551 S. Robertson Blvd. Suite 201
Los Angeles, CA 90035
Phone #: 310-284-3418
Total # of Interviewees: 4

Referral Sources :				No. of Interviewees	
Name:	Creative (Planet Communities)			1	
Contact Person:		Phone #:	310-284-3418		
Address:	1551 S. Robertson Blvd Suite 201				
City:	Los Angeles	State:	CA		
Zipcode:	90035				
Name:	WTTG Website			3	
Contact Person:	Keith Meade, Whats Up		Phone #:		770-671-0200
Address:	1200 Ashwood Parkway, Suite 135				
City:	Atlanta	State:	GA		
Zipcode:	30338				
Name:					
Contact Person:			Phone #:		
Address:					
City:		State:			
Zipcode:					
Name:					
Contact Person:			Phone #:		
Address:					
City:		State:			
Zipcode:					
Name:					
Contact Person:			Phone #:		
Address:					
City:		State:			
Zipcode:					

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 10/11/2004
Position: Senior Broadcast Designer
395B Classification: Professional - Creative
Status: Full-Time Regular
Total Number of Applicants: 45
No. of Minorities: 16
No. of Women: 22

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>12</u>	<u>16</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>4</u>	<u>6</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 12/7/2004
Individual Filling Position: Humberto Perez
Source: www.vfxpro.com

Race: 3 **Sex:** M **Veteran Status:** Not a Veteran
Completed By: Carolyn Sheedy **Approved By:** Mary Talley

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 12/22/04
Position/Job Title: Traffic Coordinator **Job Classification:** Clerical-Administrati
Recruitment Source 1: Howard University Career Fair
Contact Person: Carol Dudley
Address: Howard University, Office of the Dean, C.B. Powell Bldg., 2400 6th Street,
Washington, DC 20059
Phone #: (202) 806-5806
Total # of Interviewees: 2

Referral Sources 2	No. of Interviewees
Name: Howard University Career Fair Contact Person: Carol Dudley Phone #: (202) 806-5806 Address: Howard Univ., Office of the Dean, C.B. Powell Bldg., 2400 6th Street, NW City: Washington State: DC Zipcode: 20059	1
Name: Current WTTG Employee Contact Person: Duffy Dyer Phone #: (202) 895-3187 Address: WTTG/WDCa-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 12/01/04

Position: Traffic Coordinator

395B Classification: Clerical-Administrative

Status: Full-Time Regular

Total Number of Applicants: 2

No. of Minorities: 1

No. of Women: 1

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>0</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>1</u>	<u>1</u>
Educational Institutions	<u>0</u>	<u>0</u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>

Date Position Filled: 12/22/04

Individual Filling Position: Kimberly Macey

Source: Howard University Career Fair

Race: 2

Sex: F

Veteran Status: Not a Veteran

Completed By: Heather Frascella

Approved By: *Mary Talley*

Recruitment Reconciliation Form

Station: WTTG/FOX 5 **Date Position Filled:** 12/23/2004
Position/Job Title: Technician: Photog/Editor **Job Classification:** Technician
Recruitment Source 1: Director of News Operations
Contact Person: Peter Greer
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of Interviewees: 1

Referral Sources :	No. of Interviewees
Name: Director of News Operations Contact Person: Peter Greer Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 11/04/04
Position: Technician: Photographer/Editor
395B Classification: Technician
Status: Full-Time Regular
Total Number of Applicants: 1
No. of Minorities: 0
No. of Women: 0

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>0</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 12/23/04
Individual Filling Position: B. J. Forte
Source: Peter Greer, Director of News Operations

Race: 1 **Sex:** M **Veteran Status:** Not a Veteran

Completed By: Carolyn Sheedy **Approved By:** Mary Talley

Recruitment Reconciliation Form

Station: WTTG/FOX 5 **Date Position Filled:** 12/28/2004
Position/Job Title: Technician: Photog/Editor **Job Classification:** Technician
Recruitment Source 1: Director of News Operations
Contact Person: Peter Greer
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of Interviewees: 2

Referral Sources :	No. of Interviewees
Name: Director of News Operations Contact Person: Peter Greer Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	2
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 12/27/04

Position: Technician: Photographer/Editor

395B Classification: Technician

Status: Full-Time Regular

Total Number of Applicants: 2

No. of Minorities: 0

No. of Women: 0

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>0</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>1</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 12/28/04

Individual Filling Position: Michael Fishoff

Source: Peter Greer, Director of News Operations

Race: 1 Sex: M Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy

Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WTTG/FOX 5 **Date Position Filled:** 12/26/2004
Position/Job Title: Weather Producer **Job Classification:** Professional - Cr
Recruitment Source 1: WTTG/FOX 5, VP, News Director
Contact Person: Katherine Green
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3232
Total # of Interviewees: 5

Referral Sources :				No. of Interviewees
Name:	WTTG/FOX5, VP, News Director			1
Contact Person:	Katherine Green			
Address:	5151 Wisconsin Avenue, NW			
City:	Washington DC	State:	Zipcode: 20016	
Name:	Self Referral			1
Contact Person:	T. Herzog			
Address:	5151 Wisconsin Avenue, NW			
City:	Washington DC	State:	Zipcode: 20016 <i>29</i>	
Name:	Self Referral			1
Contact Person:	E. Finch			
Address:	5151 Wisconsin Avenue, NW			
City:	Washington DC	State:	Zipcode: 20016 <i>30</i>	
Name:	Geller Media Management, Inc.			1
Contact Person:	David Bordenon			
Address:	250 West 57th Street			
City:	New York	State: NY	Zipcode: 10107	
Name:	NS Beinstock			1
Contact Person:	Ezra Marcus			
Address:	1740 Broadway, 24th Floor			
City:	New York	State: NY	Zipcode: 10019	
Name:				
Contact Person:				
Address:				
City:		State:	Zipcode:	

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 7/1/2004
Position: Weather Producer
395B Classification: Professional - Creative
Status: Full-Time Regular
Total Number of Applicants: 22
No. of Minorities: 5
No. of Women: 7

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>5</u>	<u>4</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>1</u>
Other Sources	<u>0</u>	<u>2</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 12/26/2004

Individual Filling Position: Tucker Barnes

Source: Katherine Green, VP, News Director

Race: 1 **Sex:** M

Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy

Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 01/07/05
Position/Job Title: Director of Finance **Job Classification:** Management
Recruitment Source 1: The Washington Post
Contact Person: Robin Wilkerson
Address: 1115 15th Street, NW
Washington, DC 20016
Phone #: (202) 334-4100
Total # of Interviewees: 4

Referral Sources :				No. of Interviewees
Name:	The Washington Post			1
Contact Person:	Robin Wilkerson	Phone #:	(202) 334-4100	
Address:	1115 15th Street, NW			
City:	Washington	State:	DC	
		Zipcode:	20016	
Name:	The Baltimore Sun			1
Contact Person:	Cathy, Classified Advertising	Phone #:	(410) 539-7700	
Address:	501 North Calvert Street			
City:	Baltimore	State:	MD	
		Zipcode:	21278	
Name:	BCFM			1
Contact Person:	Pam Marsh	Phone #:	(847) 716-7000	
Address:	550 Frontage Road, Suite #3600			
City:	Northfield	State:	IL	
		Zipcode:	60093	
Name:	WTTG Website			1
Contact Person:	Keith Meade	Phone #:	(202) 895-3232	
Address:	1200 Ashwood Parkway, Suite #135			
City:	Washington	State:	DC	
		Zipcode:	20071	
Name:				
Contact Person:		Phone #:		
Address:				
City:		State:		
		Zipcode:		
Name:				
Contact Person:		Phone #:		
Address:				
City:		State:		
		Zipcode:		

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 11/30/04

Position: Director of Finance

395B Classification: Management

Status: Full-Time Regular

Total Number of Applicants: 64

No. of Minorities: 25

No. of Women: 23

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>10</u>	<u>10</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>15</u>	<u>13</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>
	<u> </u>	<u> </u>

Date Position Filled: 01/07/05

Individual Filling Position: Robert Smith

Source: The Washington Post

Race: 1 Sex: M Veteran Status: Not a Veteran

Completed By: Heather Frascella Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WDCA **Date Position Filled:** 01/25/05
Position/Job Title: Account Executive **Job Classification:** Salesperson
Recruitment Source 1: WTXF Employee
Contact Person: Michael Conway
Address: c/o of Ameena Ali, WTXF-Fox Television Stations, Inc.
330 Market Street, Philadelphia, PA 19106
Phone #: (215) 925-7157
Total # of Interviews: 2

Referral Sources :				No. of Interviewees
Name:	WTXF Employee	Contact Person:	Michael Conway	1
Address:	c/o of Ameena Ali, WTXF-Fox Television Stations, Inc., 330 Market Street	Phone #:	(215) 925-7157	
City:	Philadelphia	State:	PA	
		Zipcode:	19106	
Name:	Self-Referral	Contact Person:	D. Andrews	1
Address:	c/o of Mary Talley, WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Ave., NW	Phone #:	(202) 895-3232	
City:	Washington	State:	DC	
		Zipcode:	20016	
Name:		Contact Person:		
Address:		Phone #:		
City:		State:		
		Zipcode:		
Name:		Contact Person:		
Address:		Phone #:		
City:		State:		
		Zipcode:		
Name:		Contact Person:		
Address:		Phone #:		
City:		State:		
		Zipcode:		

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 12/06/04

Position: Account Executive

395B Classification: Salesperson

Status: Full-Time Regular

Total Number of Applicants: 11

No. of Minorities: 4

No. of Women: 6

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>4</u>	<u>5</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>0</u>	<u>1</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 01/25/05

Individual Filling Position: Kathleen Conway

Source: Michael Conway - WTXF Employee

Race: 1 Sex: F Veteran Status: Not a Veteran

Completed By: Heather Frascella Approved By: Mary Tally

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 2/10/2005
Position/Job Title: Account Executive (Trainee) **Job Classification:** Salesperson
Recruitment Source 1: Current WTTG Employee
Contact Person: Nicole Davis
Address: WTTG/WDCA-Fox Television Stations, Inc.
5151 Wisconsin Avenue, NW, Washington, DC 20016
Phone #: (202) 895-3232
Total # of Interviewees: 1

Referral Sources :			No. of Interviewees
Name:	Current WTTG Employee		1
Contact Person:	Nicole Davis	Phone #:	
Address:	WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW		
City:	Washington	State: DC Zipcode: 20016	
Name:			
Contact Person:		Phone #:	
Address:			
City:		State: Zipcode:	
Name:			
Contact Person:		Phone #:	
Address:			
City:		State: Zipcode:	
Name:			
Contact Person:		Phone #:	
Address:			
City:		State: Zipcode:	

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 01/14/05
Position: Account Executive - Trainee
396B Classification: Salesperson
Status: Full-Time Regular
Total Number of Applicants: 1
No. of Minorities: 1
No. of Women: 1

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>0</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>1</u>	<u>1</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 02/10/05
Individual Filling Position: Nicole Davis
Source: Current WTTG Employee

Race: 2 **Sex:** F **Veteran Status:** Not a Veteran

Completed By: Heather Frascella **Approved By:** Mary Tally

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 02/24/05
Position/Job Title: Technician: Editor **Job Classification:** Technician
Recruitment Source 1: Current WTTG Freelance Employee
Contact Person: David Gedney
Address: WTTG/WDCA - Fox Television Stations, Inc.
5151 Wisconsin Avenue, NW, Washington, DC 20016
Phone #: (202) 895-3232
Total # of Interviewees: 1

Referral Sources 2			No. of Interviewees
Name: <u>Current WTTG Freelance Employee</u>			1
Contact Person: <u>David Gedney</u>	Phone #: <u>(202) 895-3232</u>		
Address: <u>WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW</u>			
City: <u>Washington</u>	State: <u>DC</u>	Zipcode: <u>20016</u>	
Name:			
Contact Person:		Phone #:	
Address:			
City:	State:	Zipcode:	
Name:			
Contact Person:		Phone #:	
Address:			
City:	State:	Zipcode:	
Name:			
Contact Person:		Phone #:	
Address:			
City:	State:	Zipcode:	

1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.

2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 02/11/05

Position: Technician: Editor

395B Classification: Technician

Status: Full-Time Regular

Total Number of Applicants: 5

No. of Minorities: 1

No. of Women: 0

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>1</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 02/24/05

Individual Filling Position: David Gedney

Source: Current WTTG Freelance Employee

Race: 1 **Sex:** M

Veteran Status: Not a Veteran

Completed By: Heather Frascella

Approved By: *Mary Talley*

Recruitment Reconciliation Form

Station: WTTG/WDCA **Date Position Filled:** 02/25/05
Position/Job Title: Traffic Coordinator **Job Classification:** Clerical-Administrati
Recruitment Source 1: The Washington Post
Contact Person: Robin Wilkerson
Address: 1115 15th Street, NW
Washington, DC 20016
Phone #: (202) 334-4100
Total # of Interviewees: 6

Referral Sources :			No. of Interviewees
Name:	The Washington Post		5
Contact Person:	Robin Wilkerson	Phone #: (202) 334-4100	
Address:	1115 15th Street, NW		
City:	Washington	State: DC Zipcode: 20016	
Name:	WTTG Website		1
Contact Person:	Keith Meade	Phone #: (202) 895-3232	
Address:	1200 Ashwood Parkway, Suite #135		
City:	Washington	State: DC Zipcode: 20071	
Name:			
Contact Person:		Phone #:	
Address:			
City:		State: Zipcode:	
Name:			
Contact Person:		Phone #:	
Address:			
City:		State: Zipcode:	
Name:			
Contact Person:		Phone #:	
Address:			
City:		State: Zipcode:	

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 01/04/05

Position: Traffic Coordinator

395B Classification: Clerical-Administrative

Status: Full-Time Regular

Total Number of Applicants: 82

No. of Minorities: 51

No. of Women: 58

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>32</u>	<u>33</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>17</u>	<u>24</u>
Other Sources	<u>2</u>	<u>1</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>
	<u> </u>	<u> </u>
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	<u> </u>	<u> </u>
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Date Position Filled: 02/25/05

Individual Filling Position: Lauren Slabowsky

Source: The Washington Post

Race: 1

Sex: F

Veteran Status: Not a Veteran

Completed By: Heather Frascella

Approved By: *Mary Talley*

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 03/04/05
Position/Job Title: Asst. News Director **Job Classification:** Management
Recruitment Source 1: Self-Referral
Contact Person: Rena Popp
Address: c/o WTTG/WDCa-Fox Television Stations, Inc.
5151 Wisconsin Avenue, NW, Washington, DC 20016
Phone #: (202) 895-3232
Total # of interviewees: 17

3

Referral Sources :			No. of Interviewees
Name:	Self-Referral		
Contact Person:	Rena Popp	Phone #: (202) 895-3232	1
Address:	c/o WTTG/WDCa-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW		
City:	Washington	State: DC Zipcode: 20016	
Name:	Self-Referral		32
Contact Person:	M. Gordon	Phone #: (202) 895-3232	1
Address:	c/o WTTG/WDCa-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW		
City:	Washington	State: DC Zipcode: 20016	
Name:	Self-Referral		33
Contact Person:	M. Merritt	Phone #: (202) 895-3232	1
Address:	c/o WTTG/WDCa-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW		
City:	Washington	State: DC Zipcode: 20016	
Name:	Self-Referral		34
Contact Person:	A. Wiggins	Phone #: (202) 895-3232	1
Address:	c/o WTTG/WDCa-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW		
City:	Washington	State: DC Zipcode: 20016	
Name:	Self-Referral		35
Contact Person:	G. Jones	Phone #: (202) 895-3232	1
Address:	c/o WTTG/WDCa-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW		
City:	Washington	State: DC Zipcode: 20016	
Name:	Self-Referral		36
Contact Person:	P. Casey	Phone #: (202) 895-3232	1
Address:	c/o WTTG/WDCa-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW		
City:	Washington	State: DC Zipcode: 20016	
Name:	Self-Referral		37

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 03/04/05
Position/Job Title: Asst. News Director **Job Classification:** Management
Recruitment Source 1: Self-Referral
Contact Person: Rena Popp
Address: c/o WTTG/WDCA-Fox Television Stations, Inc.
5151 Wisconsin Avenue, NW, Washington, DC 20016
Phone #: (202) 895-3232
Total # of Interviewees: 17

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Referral Sources :			No. of Interviewees
Name: Self-Referral			
Contact Person: D. Hatcher	Phone #: (202) 895-3232		1
Address: c/o WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW	City: Washington State: DC Zipcode: 20016	26	
Name: Self-Referral			
Contact Person: T. Castrilli	Phone #: (202) 895-3232		1
Address: c/o WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW	City: Washington State: DC Zipcode: 20016	39	
Name: Self-Referral			
Contact Person: J. Parsons	Phone #: (202) 895-3232		1
Address: c/o WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW	City: Washington State: DC Zipcode: 20016	40	
Name: TVJobs.com			
Contact Person: Broadcast Employment Services	Phone #: (760) 754-6177		1
Address: P.O. Box 4116	City: Oceanside State: CA Zipcode: 92052		
Name: Unity 2004 Career Fair			
Contact Person: N. Plead	Phone #: (206) 292-9198		1
Address: Convention Services Northwest, 1809 Seventh Avenue, Suite #1414	City: Seattle State: WA Zipcode: 98101		
Name: Fox Television Stations			
Contact Person: C. Ford	Phone #: (407) 644-3535		1
Address: WOFL-Fox Television Stations, Inc., 35 Skyline Drive	City: Lake Mary State: FL Zipcode: 32746		

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- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 03/04/05
Position/Job Title: Asst. News Director **Job Classification:** Management
Recruitment Source 1: Self-Referral
Contact Person: Rena Popp
Address: c/o WTTG/WDCA-Fox Television Stations, Inc.
5151 Wisconsin Avenue, NW, Washington, DC 20016
Phone #: (202) 895-3232
Total # of Interviewees: 17

(3)
cont.

Referral Sources :	No. of Interviewees
Name: WJW Employee Contact Person: G. Easterly Phone #: (216) 432-4239 Address: WJW-Fox Television Stations, Inc., 5800 S. Marginal Road City: Cleveland State: OH Zipcode: 44103	1
Name: Current WDAF Employee Contact Person: L. Meier Phone #: (816) 753-4567 Address: WDAF-Fox Television Stations, Inc., 3030 Summit Street, Signal Hill City: Kansas City State: MO Zipcode: 64108	1
Name: WTTG Employee Contact Person: W. Thomas Phone #: (202) 895-3000 Address: WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: Current WDIV Employee Contact Person: K. Voet Phone #: (313) 962-9348 Address: WDIV-TV, 550 W. Lafayette Boulevard City: Detroit State: MI Zipcode: 48226	1
Name: WTTG Employee Contact Person: Katherine Green Phone #: (202) 895-3000 Address: WTTG/WDCA-Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW City: Washington State: DC Zipcode: 20016	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 08/06/04

Position: Assistant News Director

395B Classification: Management

Status: Full-Time Regular

Total Number of Applicants: 48

No. of Minorities: 9

No. of Women: 11

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>4</u>	<u>7</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>3</u>	<u>2</u>
Other Sources	<u>1</u>	<u>2</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>1</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 03/04/05

Individual Filling Position: Rena Popp

Source: Self-Referral

Race: 1

Sex: F

Veteran Status: Not a Veteran

Completed By: Heather Frascella

Approved By: Margaret Talley

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 03/10/05
Position/Job Title: Director of Eng
Engineering Manager **Job Classification:** Management
Recruitment Source 1: TV Technology Website
Contact Person: Tom Butts
Address: IMAS Publishing, Inc., P.O. Box 1214
Falls Church, VA 22041
Phone #: (703) 998-7600
Total # of interviewees: 2

Referral Sources :				No. of Interviewees
Name: <u>TV Technology Website</u>				
Contact Person:	<u>Tom Butts</u>	Phone #:	<u>(703) 998-7600</u>	1
Address:	<u>IMAS Publishing, Inc., P.O. Box 1214</u>			
City:	<u>Falls Church</u>	State:	<u>VA</u>	
		Zipcode:	<u>22041</u>	
Name: <u>WTTG Employee</u>				
Contact Person:	<u>Jeff Andrew</u>	Phone #:	<u>(202) 895-3232</u>	1
Address:	<u>WTTG/WDCB - Fox Television Stations, Inc., 5151 Wisconsin Avenue, NW</u>			
City:	<u>Washington</u>	State:	<u>DC</u>	
		Zipcode:	<u>20016</u>	
Name:				
Contact Person:		Phone #:		
Address:				
City:		State:		
		Zipcode:		
Name:				
Contact Person:		Phone #:		
Address:				
City:		State:		
		Zipcode:		
Name:				
Contact Person:		Phone #:		
Address:				
City:		State:		
		Zipcode:		

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 12/31/04

Position: Engineering Manager

395B Classification: Management

Status: Full-Time Regular

Total Number of Applicants: 25

No. of Minorities: 3

No. of Women: 1

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>1</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>2</u>	<u>1</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 03/10/04

Individual Filling Position: James Seaman

Source: TV Technology Website

Race: 1

Sex: M

Veteran Status: Not a Veteran

Completed By: Heather Frascella

Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WTTG/FOX 5 **Date Position Filled:** 3/15/2005
Position/Job Title: Accounts Payable Coordinator **Job Classification:** Office & Clerical
Recruitment Source 1: Self- Referral - P. Cohen
Contact Person: Carolyn Sheedy
Address: c/o Human Resources 5151 Wisconsin Avenue, NW
Washington DC 20018
Phone #: 202-895-3232
Total # of interviewees: 5

4

Referral Sources :				No. of Interviewees
Name:	Self - Referral - P Cohen			
Contact Person:	Carolyn Sheedy, Human Resources		Phone #:	202-895-3232
Address:	c/o 5151 Wisconsin Avenue, NW			1
City:	Washington DC	State:	Zipcode:	20018
Name:	Washington Post			4
Contact Person:	Robin Wilkerson		Phone #:	202-334-6200
Address:	11150 15th Street, NW			
City:	Washington DC	State:	Zipcode:	20071
Name:				
Contact Person:			Phone #:	
Address:				
City:		State:	Zipcode:	
Name:				
Contact Person:			Phone #:	
Address:				
City:		State:	Zipcode:	
Name:				
Contact Person:			Phone #:	
Address:				
City:		State:	Zipcode:	

could be
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post

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 02/17/05
Position: Accounts Payable Coordinator
395B Classification: Clerical-Administrative
Status: Full-Time Regular
Total Number of Applicants: 82
No. of Minorities: 59
No. of Women: 56

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>32</u>	<u>33</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>27</u>	<u>23</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 03/15/05
Individual Filling Position: Pamela Cohen
Source: Self Referral

Race: 2 **Sex:** F **Veteran Status:** Not a Veteran

Completed By: Carolyn Sheedy **Approved By:** Mary Tally

Recruitment Reconciliation Form

Station: WTTG/FOX 5 **Date Position Filled:** 3/28/2005
Position/Job Title: National Sales Coordinator **Job Classification:** Office & Clerical
Recruitment Source 1: Current WTTG/FOX5 VP, General Sales Manager
Contact Person: Patrick Paolini
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3223
Total # of Interviewees: 1

Referral Sources :				No. of Interviewees
Name:	Current WTTG/FOX 5 VP, General Sales Manager			1
Contact Person:	Patrick Paolini	Phone #:	202-895-3232	
Address:	5151 Wisconsin Avenue, NW			
City:	Washington DC	State:	Zipcode: 20016	
Name:				
Contact Person:				
Address:				
City:		State:	Zipcode:	
Name:				
Contact Person:				
Address:				
City:		State:	Zipcode:	
Name:				
Contact Person:				
Address:				
City:		State:	Zipcode:	
Name:				
Contact Person:				
Address:				
City:		State:	Zipcode:	

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 03/28/05

Position: National Sales Coordinator

395B Classification: Clerical-Administrative

Status: Full-Time Regular

Total Number of Applicants: 1

No. of Minorities: 1

No. of Women: 1

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>0</u>	<u>0</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>0</u>	<u>0</u>
Other Sources	<u>1</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>1</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 03/28/05

Individual Filling Position: Jessica Caldwell

Source: Patrick Paolini, VP General Sales Manager

Race: 2 Sex: F

Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy

Approved By: Mary Talley

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 4/4/2005
Position/Job Title: Assignment Editor **Job Classification:** Professional - Creati
Recruitment Source 1: Current WTTG Employee
Contact Person: Katherine Green, VP, News Director
Address: 5151 Wisconsin Avenue, NW
Washington DC 20016
Phone #: 202-895-3000
Total # of Interviewees: 2

Referral Sources :	No. of Interviewees
Name: Other - Current WTTG Employee Contact Person: Katherine Green, VP, News Director Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	1
Name: Other - Current WTTG Employee Contact Person: Elisa Berkowitz, EP, Planning Phone #: 202-895-3000 Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 10/25/04
Position: Assignment Editor
395B Classification: Professional - Creative
Status: Full Time Regular
Total Number of Applicants: 15
No. of Minorities: 5
No. of Women: 8

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>3</u>	<u>5</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>2</u>	<u>3</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 04/04/05

Individual Filling Position: Sean McGarvy

Source: Katherine Green, WTTG Employee

Race: 1 **Sex:** M **Veteran Status:** Not a veteran

Completed By: Carolyn Sheedy **Approved By:** *[Signature]*

Recruitment Reconciliation Form

Station: WDCA **Date Position Filled:** 4/11/2005
Position/Job Title: Sales Coordinator **Job Classification:** Office & Clerical
Recruitment Source 1 : WTTG Website
Contact Person: Keith Meade, On Line Manager
Address: 1200 Ashwood Parkway, Suite 135
Atlanta, GA 30338
Phone #: 770-671-0200
Total # of Interviewees: 5

Referral Sources :		No. of Interviewees
Name: <u>Current WTTG Employee</u> Contact Person: <u>A. Scott, Research Director</u> Phone #: <u>202-895-3232</u> Address: <u>WTTG/FOX 5 5151 Wisconsin Avenue, NW</u> City: <u>Washington DC</u> State: <u></u> Zipcode: <u>20016</u>		1
Name: <u>WTTG Website</u> Contact Person: <u>Keith Meade, Whats Up Inc</u> Phone #: <u>770-671-0200</u> Address: <u>1200 Ashwood Parkway, Suite 135</u> City: <u>Atlanta</u> State: <u>GA</u> Zipcode: <u>30338</u>		1
Name: <u>Washington Post</u> Contact Person: <u>R. Wilkerson</u> Phone #: <u>202-334-5475</u> Address: <u>11150 15th Street NW</u> City: <u>Washington DC</u> State: <u></u> Zipcode: <u>2071</u>		3
Name: <u></u> Contact Person: <u></u> Phone #: <u></u> Address: <u></u> City: <u></u> State: <u></u> Zipcode: <u></u>		
Name: <u></u> Contact Person: <u></u> Phone #: <u></u> Address: <u></u> City: <u></u> State: <u></u> Zipcode: <u></u>		
Name: <u></u> Contact Person: <u></u> Phone #: <u></u> Address: <u></u> City: <u></u> State: <u></u> Zipcode: <u></u>		

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 2/15/2005

Position: Local Sales Coordinator

395B Classification: Clerical-Administrative

Status: Full-Time Regular

Total Number of Applicants: 80

No. of Minorities: 58

No. of Women: 64

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>39</u>	<u>42</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>18</u>	<u>21</u>
Other Sources	<u>1</u>	<u>1</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 4/11/2005

Individual Filling Position: Aaron Pinchback

Source: WTTG Website

Race: 2

Sex: M

Veteran Status: Not a Veteran

Completed By: Carolyn Sheedy

Approved By: Margaret Talbot

Recruitment Reconciliation Form

Station: WTTG/WDC **Date Position Filled:** 4/22/2005
Position/Job Title: pecial Projects Produc **Job Classification:** Professional - Creative
Recruitment Source 1: Self - Referral
Contact Person: L. Green
Address: C/O Human Resources, WTTG/FOX 5, 5151 Wisconsin Avenue, NW
Washington DC 20018
Phone #: 202-895-3232
Total # of interviewees: 1

5

Referral Sources 2	No. of Interviewees
Name: Self-Referral - L. Green Contact Person: Human Resources Phone #: 202-895-3232 Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20018 <i>42</i>	1
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	
Name: Contact Person: Phone #: Address: City: State: Zipcode:	

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1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 02/15/05

Position: Special Projects Producer

395B Classification: Professional - Creative

Status: Full Time Regular

Total Number of Applicants: 17

No. of Minorities: 9

No. of Women: 12

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>8</u>	<u>11</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>1</u>	<u>1</u>
Other Sources	<u>0</u>	<u>0</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 04/22/05

Individual Filling Position: Lauren Green

Source: Self-Referral

Race: 2 **Sex:** F

Veteran Status: Not a veteran

Completed By: Carolyn Sheedy

Approved By: Mary Talley

Recruitment Summary Form

Reporting Period: 06/01/04 to 05/31/05

Total Hires Reporting Period: 40

*** Dates reflect when position filled, not start date. Actual start date within reporting period*

Position/Job Title	Job Classification	Referral Source
On-Air Promotions Manager (4/8/04)	Professional	WJBK Employee, G. Wann 16550 W. Nine Mile Road Southfield, MI 48075
National Sales Manager (6/23/04)	Officials & Managers	WTTG/Fox 5- J. Cheadle, 5151 Wisconsin Avenue, NW Washington DC 20016
Traffic Coordinator (5/26/04)	Office & Clerical	Self Referral - J. Matthews, c/o Human Resources 5151 Wisconsin Avenue, NW Washington DC 20016
Traffic Coordinator (5/16/04)	Office & Clerical	Washington Post, Robin 11150 15 th Street, NW, Washington DC 20071
Account Executive (6/2/04)	Salesperson	W.W. VP, GSM - P. Perozini, 5800 S. Marginal Road Cleveland, OH 44103
Writer (6/28/04)	Professional	WTTG/Fox 5- J. DeDeigo, 5151 Wisconsin Avenue, NW Washington DC 20016
Technician: Photographer / Editor (5/17/04)	Technician	WTTG/Fox 5- P. Greer, 5151 Wisconsin Avenue, NW Washington DC 20016
Weather Producer / Weekend Anchor (6/28/04)	Professional	NS Beinstock, E. Marcus 1740 Broadway, New York, NY 10019
Account Executive (8/24/04)	Salesperson	Spots n Dots, D. Korba 167 Oakdate Road Johnson City, NY 13790
Producer (7/8/04)	Professional	WTTG/Fox 5- J. Marcelle, 5151 Wisconsin Avenue, NW Washington DC 20016
Sr. Assignment Editor (7/8/04)	Professional	WTTG/Fox 5- H. Gauntt, 5151 Wisconsin Avenue, NW Washington DC 20016
News Staff Accountant (7/19/04)	Professional	Washington Post, Robin 11150 15 th Street, NW, Washington DC 20071
Technician: Photographer / Editor (8/17/04)	Technician	WTTG/Fox 5- P. Greer, 5151 Wisconsin Avenue, NW Washington DC 20016
Anchor PM (8/4/04)	Professional	WTTG/Fox 5- S. Yancy, 5151 Wisconsin Avenue, NW Washington DC 20016
Traffic Coordinator (11/4/04)	Office & Clerical	Washington Post, Robin 11150 15 th Street, NW, Washington DC 20071
Technician: Photographer / Editor (10/18/04)	Technician	WTTG/Fox 5- P. Greer, 5151 Wisconsin Avenue, NW Washington DC 20016
Technician: Editor (Promo) (10/4/04)	Technician	Self Referral - K. McAdams, c/o Human Resources 5151 Wisconsin Avenue, NW Washington DC 20016

Recruitment Summary Form

Traffic Coordinator (11/4/04)	Office & Clerical	WTTG Website, Keith Meade 1200 Ashwood Pkwy., Suite 135, Atlanta, GA 30338
News Assistant / Writer (10/29/04)	Professional	WTTG/Fox 5- J. Feeney, 5151 Wisconsin Avenue, NW Washington DC 20016
Managing Editor (11/1/04)	Professional	WTTG/Fox 5- K. Green, 5151 Wisconsin Avenue, NW Washington DC 20016
Special Projects Producer (11/1/04)	Professional	WTTG/Fox 5- K. Green, 5151 Wisconsin Avenue, NW Washington DC 20016
Anchor, AM (11/1/04)	Professional	WTTG/Fox 5- K. Green, 5151 Wisconsin Avenue, NW Washington DC 20016
Sr. Broadcast Designer (12/7/04)	Professional	Creative Planet Communities, 1551 S. Robertson Blvd Suite 201, Los Angeles, CA 90035
Technician: Photog / Editor (12/23/04)	Technician	WTTG/Fox 5- P. Greer, 5151 Wisconsin Avenue, NW Washington DC 20016
Technician: Photographer / Editor (12/23/04)	Technician	WTTG/Fox 5- P. Greer, 5151 Wisconsin Avenue, NW Washington DC 20016
Weather Producer (12/26/04)	Professional	WTTG/Fox 5- K. Green, 5151 Wisconsin Avenue, NW Washington DC 20016
Traffic Coordinator (12/22/04)	Office & Clerical	Howard University Career Fair, C. Dudley Howard University Powell Building 2400 6 th St. Washington DC
Director of Finance (1/7/05)	Officials & Managers	Washington Post, Robin 11150 15 th Street, NW, Washington DC 20071
Account Executive (1/25/05)	Salesperson	WTFX, Human Resources 330 Market St, Philadelphia, PA 19106
Special Projects Producer (11/1/04)	Professional	WTTG/Fox 5- K. Green, 5151 Wisconsin Avenue, NW Washington DC 20016
Traffic Coordinator (2/25/05)	Office & Clerical	Washington Post, Robin 11150 15 th Street, NW, Washington DC 20071
National Sales Coordinator (3/28/05)	Office & Clerical	WTTG/Fox 5- P. Paolini, 5151 Wisconsin Avenue, NW Washington DC 20016
Assistant News Director (3/4/05)	Officials & Managers	Self Referral - R. Popp, c/o Human Resources 5151 Wisconsin Avenue, NW Washington DC 20016
Accounts Payable Coordinator (3/15/05)	Office & Clerical	Self Referral - P. Cohen, c/o Human Resources 5151 Wisconsin Avenue, NW Washington DC 20016
Technician: Editor (Promo) (10/4/04)	Technician	WTTG/Fox 5- D. Gedney 5151 Wisconsin Avenue, NW Washington DC 20016
Account Executive (Trainee) (2/10/05)	Salesperson	WTTG/Fox 5- N. Davis 5151 Wisconsin Avenue, NW Washington DC 20016
Sales Coordinator (4/11/05)	Office & Clerical	WTTG Website, Keith Meade 1200 Ashwood Pkwy., Suite 135, Atlanta, GA 30338
Engineering Manager (3/10/05)	Officials & Managers	TV Technology Website, PO Box 1214 Falls Church, VA 22041
Assignment Editor (4/4/05)	Professional	WTTG/Fox 5- K. Green, 5151 Wisconsin Avenue, NW Washington DC 20016
Special Projects Producer (4/22/05)	Professional	Self Referral - L. Green, c/o Human Resources 5151 Wisconsin Avenue, NW Washington DC 20016

Interviewees for Vacancies
06/01/05 – 05/31/06

Recruitment Reconciliation Form

Station: WDCA
Position/Job Title: Traffic Coordinator
Recruitment Source 1: Washington Post
Contact Person: Employment Ads - Kathy
Address: 11150 15th Street, NW
Washington DC 20071
Phone #: 202-334-6200
Total # of Interviewees: 4

Date Position Filled: 5/25/2005
Job Classification: Office & Clerical

Referral Sources 2		No. of Interviewees
Name: Washington Post Contact Person: Employment Ads - Kathy Address: 11150 15th Street, NW City: Washington DC State: Zipcode: 20071 Phone #: 202-334-6200	3	
Name: Self Referral - A. Finley Contact Person: c/o Human Resources Address: 5151 Wisconsin Avenue, NW City: Washington DC State: Zipcode: 20016 Phone #: 202-895-3232	1	
Name: Contact Person: Address: Phone #: City: State: Zipcode:		
Name: Contact Person: Address: Phone #: City: State: Zipcode:		
Name: Contact Person: Address: Phone #: City: State: Zipcode:		
Name: Contact Person: Address: Phone #: City: State: Zipcode:		

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
- 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 05/20/05
Position: Traffic Coordinator
395B Classification: Office & Clerical
Status: Full Time Regular
Total Number of Applicants: 32
No. of Minorities: 21
No. of Women: 22

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	12	14
Job Line	0	0
Media Advertisement	6	5
Other Sources	3	3
Minority and Women Organizations	0	0
Job Fair	0	0
Educational Institutions	0	0

Date Position Filled: 05/25/05
Individual Filling Position: Ellen Hilburn
Source: Washington Post

Race: 1 **Sex:** F **Veteran Status:** Not a veteran

Completed By: Carolyn Sheedy

Approved By: [Signature]

Recruitment Reconciliation Form

Station: WTTG **Date Position Filled:** 5/25/2005
Position/Job Title: Traffic Coordinator **Job Classification:** Office & Clerical
Recruitment Source 1: Washington Post
Contact Person: Employment Ads - Kathy
Address: 11150 15th Street, NW
Washington DC 20071
Phone #: 202-334-6200
Total # of Interviewees: 4

Referral Sources 2		No. of Interviewees
Name: <u>Washington Post</u> Contact Person: <u>Employment Ads - Kathy</u> Address: <u>11150 15th Street, NW</u> City: <u>Washington DC</u> State: Zipcode: <u>20071</u> Phone #: <u>202-334-6200</u>	3	
Name: <u>Self Referral - A. Finley</u> Contact Person: <u>c/o Human Resources</u> Address: <u>5151 Wisconsin Avenue, NW</u> City: <u>Washington DC</u> State: Zipcode: <u>20016</u> Phone #: <u>202-895-3232</u>	1	
Name: Phone #: Contact Person: Address: City: State: Zipcode:		
Name: Phone #: Contact Person: Address: City: State: Zipcode:		
Name: Phone #: Contact Person: Address: City: State: Zipcode:		
Name: Phone #: Contact Person: Address: City: State: Zipcode:		

- 1 **Recruitment Source:** Identify by name the source that referred the successful job candidate.
 2 **Referral Source:** Identify the organization, agency, person(s), etc. that referred the interviewees.

Applicant Reconciliation Form

Date Position Became Available: 05/05/05
Position: Traffic Coordinator
395B Classification: Office & Clerical
Status: Full Time Regular
Total Number of Applicants: 32
No. of Minorities: 21
No. of Women: 22

Referral Sources:	No. of Minorities	No. of Women
Self-Referral	<u>12</u>	<u>14</u>
Job Line	<u>0</u>	<u>0</u>
Media Advertisement	<u>6</u>	<u>5</u>
Other Sources	<u>3</u>	<u>3</u>
Minority and Women Organizations	<u>0</u>	<u>0</u>
Job Fair	<u>0</u>	<u>0</u>
Educational Institutions	<u>0</u>	<u>0</u>

Date Position Filled: 05/25/05
Individual Filling Position: Jenell Talley
Source: Washington Post

Race: 2 **Sex:** F **Veteran Status:** Not a veteran

Completed By: Carolyn Sheedy **Approved By:** Mary Talley