

Elisabeth M. Washburn  
Senior Counsel  
Broadcasting & Interactive  
312/222-4191

# TRIBUNE

Tribune Company  
435 North Michigan Avenue  
Chicago, Illinois 60611-4066  
fax: 312/222-4206  
e-mail: ewashburn@tribune.com

June 30, 2006

**VIA AIRBORNE EXPRESS**

EEO Staff, Policy Division  
Media Bureau, Federal Communications Commission  
The Portals -- 445 Twelfth St., S.W.  
Washington, D.C. 20554

Re: WBZL(TV), Miami, Florida  
June 2006 Equal Employment Opportunity ("EEO") Audit

To the EEO Staff:

On behalf of Channel 39, Inc., licensee of Station WBZL(TV), Miami, Florida, enclosed herewith please find its response to the EEO audit letter from Lewis C. Pulley, Assistant Chief, Policy Division of the Media Bureau of the Federal Communications Commission dated June 7, 2006. This response is accompanied by a declaration signed by Crane Kenney, Secretary of Channel 39, Inc.

Tribune Television Company ("TTC") is the 100% owner and direct corporate parent of Channel 39, Inc., and is wholly-owned by Tribune Broadcasting Company, which in turn, is wholly-owned by Tribune Company. The enclosed submission provides information about recruitment activities and supplemental initiatives undertaken by both Channel 39, Inc. and its ultimate corporate parents, TTC, Tribune Broadcasting Company and Tribune Company.

Please direct any questions regarding this matter to this office.

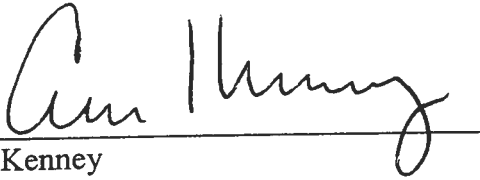
Respectfully submitted,



Elisabeth M. Washburn  
Enclosures

### **CERTIFICATION**

I, Crane Kenney, am the Secretary of Channel 39, Inc., licensee of WBZL(TV), Miami, Florida. I understand that willful false statements are punishable by fine and/or imprisonment (U.S. Code, Title 18, Section 1001), and /or revocation of any station license or construction permit (U.S. Code, Title 47, Section 312(a)(1)), and/or forfeiture (U.S. Code, Title 47, Section 503). I certify that to the best of my knowledge, information and belief, all information contained herein is true and correct.

A handwritten signature in cursive script, appearing to read "Crane Kenney", written over a horizontal line.

Crane Kenney  
Channel 39, Inc.

Dated: June 30, 2006

## STATEMENT

This responds to the EEO Audit Letter from Lewis C. Pulley, Assistant Chief, Policy Division of the Media Bureau of the Federal Communications Commission dated June 7, 2006 (the "Audit Letter"), addressed to Channel 39, Inc., licensee of WBZL(TV), Miami, Florida ("WBZL" or the "Station"). This response provides information about practices and undertakings by the licensee as well as those completed by the licensee's corporate parents, Tribune Broadcasting Company ("TBC") and Tribune Company ("Tribune").

1. EEO Public File Reports. Attachment 1 contains WBZL's two most recent EEO Public File Reports, dated October 1, 2004 and October 1, 2005. WBZL's website address is: <http://wb39.trb.com/>. Note that each Public File Report includes a list of referral sources and identifies sources that have specifically requested to receive job posting information with an asterisk ("\*").

2. Job-Specific Recruitment. At Section 3(b) and 3(c) of the Audit Letter, the Commission requests a variety of documentation supporting WBZL's job-specific recruitment activities for the period covered by the 2004 and 2005 EEO Public File Reports. Attachment 2 contains the following information supporting each of the two EEO Public File Reports: a list of vacancies filled during the period covered by the EEO Public File Report, including the date each listed position was filled, the number of interviewees for the position and the referral source for each interviewee; and copies of advertisements, website postings and job notices announcing vacancies.

WBZL currently utilizes nearly 30 external recruitment sources. Except for internal promotions permitted under the rules and noted in the Station's EEO Public File Reports, and except for Account Executive positions that the Station continuously recruits for (described below), WBZL distributes job postings to all of the sources that have requested notification of job openings, and other sources on a selective basis. WBZL disseminates these notices via facsimile, email, or by direct posting on referral source websites. Some of the more productive referral sources include the Station website, Tribune Company's internal listing (TribLink), SpotsNDots, and Careerbuilder.com. Currently, as reflected in the 2005 list of referral sources, two sources have specifically requested job vacancy: Community Development Outreach and NATAS Suncoast Chapter.

When it has position openings, WBZL submits job vacancy notices to the Tribune Company Recruitment Center, which then posts the notices internally on the Tribune's corporate intranet and externally through Tribune's "CareerBuilder" website. Tribune's corporate intranet is accessible to all employees of Tribune and its various business units, and Tribune encourages interested employees to pursue opportunities within the company at other business units. The CareerBuilder website enables employers to reach a variety of potential applicants directly through careerbuilder.com and an extensive network of affiliated websites including local and national newspapers, special interest websites and diversity focused websites, thereby significantly expanding the reach of an employer's recruitment efforts.

Because of extremely high turnover, WBZL recruits for advertising Account Executives continuously. WBZL periodically distributes a position-specific vacancy notice to referral sources on its current list, including the *Sun Sentinel*, SpotsNDots, and those sources that have requested to be notified of job vacancy information at the Station. In addition, WBZL maintains an evergreen job vacancy posting on Triblink (internal to Tribune) and on CareerBuilder (external). WBZL also receives and considers on an ongoing basis, applicants and inquiries referred by employees, word of mouth or business/industry associates. Finally, WBZL's Sales Manager and the Department Manager, in their sales calls both locally and throughout the country, regularly recruit for new account executives through client meetings and other networking opportunities.

3. Supplemental Recruitment Initiatives. As of June 3, 2006, WBZL employed forty-seven (47) full-time employees. More than 250,000 people live in the Miami designated market area. WBZL conducts general outreach by participating in supplemental recruitment initiatives such as two internship programs, a high school job-shadowing program and attending area job fairs and career programs.

a. Internship and Job-Shadowing Programs: WBZL sponsors two ongoing internship programs. One is a four-year paid internship for academic credit available to graduating minority high school students interested in pursuing broadcast and communications careers under the *YES TO JOBS* program. The intern works for a different department during each summer employment period during college, thereby gaining hands-on experience in all aspects of broadcast operations. WBZL also offers an un-paid semester-long internship for college credit. During the applicable EEO reporting periods, WBZL hosted one four-year *YES TO JOBS* intern and two unpaid interns. WBZL also sponsors a High School Shadowing Program whereby high school students spend from one to four days matched to a station employee based on the student's interests and career goals. In 2005, WBZL hosted two high school students in its job-shadowing program. A detailed list of interns and job-shadow students is available upon request.

b. Career Fairs: During the relevant reporting period, WBZL attended a career fair sponsored by the National Academy of Television Arts and Sciences ("NATAS") and two job fairs sponsored jointly by the *Sun Sentinel* and CareerBuilder.com. At these job fairs, WBZL's Human Resources Director staffed a booth, discussed broadcast career opportunities with attendees and actively recruited for open positions and internships. Recognizing the need to increase its participation in recruitment initiatives following the most recent 2005 EEO Public File Report, since October 1, 2005 WBZL has attended four university and trade association career events and two job fairs.

In addition to the three job fairs reported during the term above, one recruitment initiative undertaken at the corporate (TBC) level deserves special mention. Tribune Company, a sponsor and supporter of Unity: Journalists of Color, Inc., provided more than \$100,000 in sponsorship support for the 2004 Unity Convention held in Washington, DC. Unity is a strategic alliance of minority newsgathering and journalism professionals whose mission includes "challenging the industry to staff its organization at all levels to reflect the nation's diversity." The Unity Convention is held every five years and is supported by a wide variety of news organizations. In addition to Tribune's sponsorship of the 2004 Unity Convention, Tribune and its business units,

including TBC and some of its broadcast stations, attended the convention, met with and discussed employment opportunities with attendees, accepted resumes and discussed position openings. Although no WBZL staff member attended the Unity Convention, resumes collected at the convention were entered into the internal resume database and distributed to all TBC stations for consideration for station openings.

4. Pending or Resolved Complaints. Section 3(e) of the Audit Letter requests information about any pending or resolved complaints filed during the current license term. WBZL's current license term is from February 1, 2005 through February 1, 2013. From February 1, 2005 to the present, WBZL has had no complaints filed before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in employment practices on the basis of race, color, religion, national origin, or sex.<sup>1</sup>

5. Management EEO Responsibilities & Policy Dissemination. Section 3(f) asks the Station to describe management level responsibilities pertaining to informing Station employees and applicants about EEO policies and programs, and enforcing Station EEO policies. Attachment 4 contains excerpts from Tribune's and WBZL's Employee Handbooks, describing employment policies and procedures, sample EEO notices and the script for the EEO PSA (described below).

Tribune and its business units believe in equal employment opportunities for all, regardless of race, color, religion, sex, national origin, age, disability or any other legally protected classification. The company's policy is to hire and promote the most qualified applicants and to comply with all federal, state and local equal employment opportunity laws. This policy governs employment and all the company's terms and conditions of employment, including but not limited to, policies and practices affecting recruitment, recruitment advertising, hiring, promotion, demotion, transfers, reclassification, selection for training, compensation, benefits, company-sponsored educational programs and any other aspects of employment. Tribune is also committed to providing its employees a professional work environment free from physical, psychological or verbal harassment, in keeping with the company's equal opportunity policy.

Station EEO policies are reinforced at every level of the recruitment process. When there are position vacancies at WBZL, the department manager works with the human resources manager to review the staffing needs, to define the duties of the position to be filled, to develop an appropriate job description, and to craft a recruitment strategy. The station manager then approves plans before the hiring process officially commences. Once a candidate is hired, it is the department manager's responsibility to ensure that the employment environment complies with company policies, and to manage any problems arising thereunder.

As employees, managers are aware of, trained in and held to the standards and policies described in the employee handbook. Managers are expected to have thorough knowledge of employment relations and personnel matters, as well as company policies to ensure that they can

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<sup>1</sup> As reported in WBZL's 2004 license renewal application (B396-20040930AOQ & BRCT-20040930APN), WBZL was subject to one discrimination complaint before the Civil Rights Division of Broward County, Florida and the U.S. Equal Employment Opportunity Commission, during the previous license term. The Civil Rights Division issued a Notice of Dismissal on January 31, 2005, and the issued a Notice of Dismissal on March 14, 2005.

effectively manage their department and their employees. In addition to this general understanding of and responsibility for EEO policies, managers are periodically trained in company anti-harassment policies in conjunction with the Station's commonly-owned area newspapers, *Orlando Sentinel* and the *Sun Sentinel*. Employees promoted to managerial positions also receive one-on-one training on the Station's EEO policies and on how to implement the performance appraisal process in conformity with Station policies and applicable EEO requirements.

In addition, individual leadership and development training is provided to certain high-potential WBZL employees. Though these programs are focused on management and leadership generally, diversity, EEO and non-discrimination are important principles and Tribune values that are woven into the fabric of these programs. Since March 10, 2003, at least 5 management level Station employees have participated in leadership and training opportunities.<sup>2</sup> All Station employees are encouraged (but not required) to take advantage of Tribune's NetgLearning—an on-line learning management tool offering skills development courses in a variety of areas, including courses in Harassment, Diversity, and EEO. Lastly, Station policy requires employers to provide anti-harassment training to any and all of its employees with supervisory responsibilities. WBZL complies with those requirements.

WBZL informs employees and job applicants of its EEO policies in a variety of ways. First, it is Tribune policy that all job postings, advertisements and position descriptions disseminated to any referral source include the statement: "Station is an equal opportunity employer" or communicate this statement through use of the term "EOE." In addition, all employment application forms contain a statement indicating that the employer is an equal opportunity employer. There is an EEO statement on the Station's website (under the "employment" tab), and the statement also appears on each EEO Public File Report (available on the website and in the local public inspection file). WBZL airs an EEO public service announcement ("EEO PSA", indicating that the station is an equal opportunity employer and announcing the availability of job vacancy information. The EEO PSA airs in a general rotation in a variety of time periods. WBZL further disseminates its EEO policies through the universal distribution of the employee handbook and a separate distribution of Tribune's anti-harassment policy, making relevant postings on bulletin boards at the station, and through its employee orientation program. Employees also undergo a one-on-one training session with the Human Resources Manager which all new employees must attend on their first day of employment.

6. Analysis of EEO Recruitment Program. The Audit Letter asks WBZL to describe efforts to analyze its EEO recruitment program to ensure its effectiveness from March 10, 2003 through June 7, 2006. WBZL periodically analyzes its recruitment programs in two ways: first, by analyzing its program annually in conjunction with the preparation of the annual EEO Public File Report, and second, by reviewing the results of its recruitment efforts on an annual basis. WBZL's Human Resources Manager prepares the annual EEO Public File Report with the assistance of Tribune's in-house legal counsel. During this process WBZL reviews and analyzes

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<sup>2</sup> Ali DiPalma, General Sales Manager, attended Tribune's Leadership Development Program in April 2003; Scott Urquhart, Creative Services Director, and Terry Ferber, Traffic Manager attended Introduction to Tribune Leadership ("ITL") in July 2004, and Charlie Slaight, Local Sales Manager, and Michael Gurthie, Chief Engineer, attended ITL in July 2005.

recruitment efforts undertaken during the pertinent reporting period, including reviewing the scope and variety of referral sources used, reviewing the effectiveness of sources in referring qualified applicants and the successful candidate (the hire) for various positions, evaluating whether there appears to be sufficient awareness of the availability of station job vacancy information, observing and reviewing any trends in referrals or dissemination of job vacancy information, seeking assistance with recruiting from WBZL peers in the *Sun Sentinel* and appropriate trade magazines, and reviewing the cost versus benefits of various general recruitment initiatives undertaken by the station.

A review of the 2004 EEO Public File Report revealed that WBZL identified no referral organizations that had requested job information, and subsequently undertook to enhance public awareness by increasing the frequency with which it airs the EEO PSA. In 2005, WBZL reported that two referral organizations have requested to receive information about employment opportunities at the station. This increase suggests that WBZL has better publicized the availability of job information. A review of the 2005 EEO Public File Report demonstrated the need for increased Station participation in general recruitment activities (i.e., supplemental initiatives). As discussed in Section 3(a) above, WBZL has significantly increased its general outreach activities by participating in six separate general recruitment events since October 2005.

The second manner in which WBZL analyzes the effectiveness of its efforts is by comparing its employment profile in "top-four" job categories (officials and managers, professionals, technicians and sales workers) with the composition of the local labor force on monthly basis. This "results-oriented" review does not inform any employment decisions; however, WBZL does use it as a tool to gauge whether the composition of the employment unit is reasonably reflective of the community in which it operates. To the extent that this review identifies any problematic trends, it allows WBZL to adjust its efforts appropriately, by, for example, seeking the participation of more minority sources or engaging in general outreach activities with different organizations.

7. Periodic Analysis of Internal Practices. The Audit Letter asks WBZL to describe its efforts to analyze its measures to examine pay, benefits, seniority practices, promotions and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. WBZL does not have a union agreement. Consistent with Tribune policies, all potential hires at WBZL must pass a drug test and background check, irrespective of gender and ethnicity.

Tribune and all of its business units endeavor to abide by the corporate equal employment opportunity policies in all aspects of employment, from recruitment and hiring, to promotion or demotion, to transfers and training. These broad policies are implemented at the business unit level on a non-discriminatory basis. In general, compensation rates are developed at the business unit in conjunction with Tribune corporate guidance; benefits are established and monitored at the corporate level, with implementation at each business unit. Tribune provides its employees a "Unified Benefits Plan" that offers all full-time employees a variety of benefits (including, for example, participation in a 401K retirement savings plans, a choice of health and dental coverage plans, supplemental life insurance, health care reimbursement accounts and the like). These benefits are offered to all full-time employees. There are no other selection criteria for

participation in benefit plans. Core health and welfare benefit plans are reviewed annually in advance of the annual "open enrollment" period (which occurs each fall). Changes are adopted at the corporate level and implemented at the business unit level.

Compensation rates are analyzed periodically, primarily at the corporate level. The Vice President of Human Resources for TBC conducts a periodic compensation survey to review salary levels of department heads across stations in the broadcast group. Relying on external compensation data sources such as the NAB Salary Survey, the Belo Compensation Survey and the Tower Perrin Compensation Survey, TBC evaluates the salaries of all broadcast group department heads, benchmarked based on factors such as the station's market size, annual revenues, and cost of living indices, to develop a recommended salary range for a particular position at a particular station in a particular market. Age, gender, ethnicity and other individual characteristics are not part of this analysis. Each station, then, evaluates its director-level salaries against the TBC recommendations and can make adjustments based on factors such as individual performance, experience and other relevant qualities.

WBZL also participates in the annual Financial Television Employee Compensation and Fringe Benefits sponsored by the NAB-BCFM and reviews the results issued in the annual NAB-BCFM report to ensure that WBZL salaries are in-line with stations of comparable size and market. As a result of this annual analysis, WBZL has adjusted salaries for two positions in the past two years and has added an incentive pay to the Master Control third shift following phone call consultations with WBZL peers.



## **SCHEDULE OF ATTACHMENTS**

Attachment 1: 2004 and 2005 Annual EEO Public File Reports

Attachment 2: Job-Specific Recruitment Records

Attachment 3: Supplemental Recruitment Initiatives Documentation

Attachment 4: Excerpts from Employee Handbook, Application Form & Sample Job Posting,  
Script for EEO PSA

**ATTACHMENT 1**

**2004 and 2005 EEO Public File Reports**

**WBZL TV, Miami Florida**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**October 1 2005**

**Statement of EEO Policy**

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WBZL-TV, Miami Florida.

STATION, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Director at 954-925-3939.

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

**Full-Time Vacancies Filled During Reporting Period October 1, 2004- September 30, 2005**

Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1 Account Executive (5 positions filled)	Sources 1 - 33	Employee Referral (Source 27), Two from Industry Referral (Source 26), CareerBuilder (Source 25), Tribune Posting (Source 22)	39
2 Local Sales Manager	Sources 1-32,exc 24	Employee Referral (Source 27)	7
3 Master Control Operator	Sources 1- 22,25-33	Employee Referral (Source 27)	6
4 Chief Engineer	Sources 1- 22,25-32	CareerBuilder (Source 25)	4
5 National Sales Assistant	Sources 1- 22,25-32	Employee Referral (Source 27)	5
6 Creative Service Coordinator	Sources 1- 22,25-32	CareerBuilder (Source 25)	12
7 Associate Producer	Sources 1- 22,25-32	CareerBuilder (Source 25)	14
8 Producer/Writer		Internal Promotion	
9 Sr Writer/Producer		Internal Promotion	

Total number of persons interviewed during applicable period: 87

**Supplemental Recruitment Measures 10/01/04 - 9/30/05**

Activity/Description	Date	Staff Participant	Sponsor
<b>Internship Program:</b> College students spend a semester in a position that gives them hands-on experience in their career field. This position is part time, usually 20 hours per week. WBZL hosted one intern this past year	Ongoing	Human Resources Director, Master Control Supervisor	WBZL
<b>Sun Sentinel Careerbuilder Job Fair:</b> HR Director attended Job Fair sponsored by the Local Paper in conjunction with CareerBuilder, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates. Recruited actively for Master Control Operator	2/1/05	Human Resources Director	Sun Sentinel -CareerBuilder
<b>High School Shadowing Program:</b> The High School Students spend from one to four days with a station employee. Matching students to employees is based on the student interest and career goals. Student gets a first hand real world look at the job. WBZL hosted two student participants this past year	Ongoing	Human Resources Director, Creative Services Director, Sr. Writer/Producer	WBZL
<b>Sun Sentinel Careerbuilder Job Fair:</b> HR Director attended Job Fair sponsored by the Local Paper in conjunction with CareerBuilder, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates. Recruited actively for Account Executives	5/10/05	Human Resources Director	Sun Sentinel -CareerBuilder

## Recruitment Sources

An asterisk ("\*") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

Recruitment Source & Contact Information		Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
1	Urban League of Miami 8500 NW 25th Ave. Miami, FL 33147 Contact: Sharon Hendley (305)-696-4455 F (305) 696-4450 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
2	NAACP Broward County 1409 NW 6th Street Ft. Lauderdale, FL 33311 Contact: William McCormack Jr. (954) 467-8303 F (954) 764-7604 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
3	Florida International University 3000 NE 151st Street WUC 255 North Miami, FL 33181 Contact: Craig Cunningham (305) 919-5607 F (305) 919-5770 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
4	Urban League of Broward County 11 NW 36th Ave Ft. Lauderdale, FL 33311 Contact: Marie Coe (954) 584-4413 F (954) 584-0777 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
5	Career Ctr. of Broward Comm. College 7200 Pines Blvd Pembroke Pines, FL 33024 Contact: Leslie White (954) 201-8958 F (954) 201-8865	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
6	Florida Dept. of Labor 2610 W Oakland Park Blvd Ft. Lauderdale, FL 33311 Contact: Flavia Anderson (954) 677-5444 F (954) 714-3479 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
7	NAACP of Miami 1409 W. Sistrunk Blvd Ft. Lauderdale, FL 33311 Contact: (305) 685-7152 F (305) 685-8694 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
8	Career Development Services / FAU 777 Glades Road Boca Raton, FL 33431 Contact: Student Employment (561) 297-2740 F (561) 297-3680 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator

An asterisk ("\*") denotes those sources that have requested notification of job vacancies pursuant to Section 13.2080(c) of the FCC's 2002 EEO Rule.

	Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
9	Florida Memorial College 15800 NW 42nd Ave Miami, FL 33054 Contact: Steven Davis (305) 626-3781 F (305) 626-3142 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
10	American Adult Education 18350 NW 37th Ave Hialeah, FL 33015 Contact: Edwardo Diaz (305) 828-7380 F (305) 557-3770 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
11	Hispanic Coalition 5659 W. Flager Street Miami, FL 33134 Contact: Aurora Thomen (305) 262-0518 F (305) 262-0060 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
12	Career & Counseling/ Barry University 11300 NE 2nd Ave Landon Student Union Rm 105 Miami Shores, FL 33161 Contact: Paul Luttman (305) 899-3959 F (305) 899-3950	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
13	Work Force One 7550 Davie Road Ext. Hollywood, FL 33024 Contact: Beverly Allen (954) 893-5030 F (954) 967-1039 T	2	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
14	Sheridan Vo. Tech. Ctr 5400 Sheridan Street Hollywood, FL 33021 Contact: Miriam Gross (754) 321-5680 F (754) 321-5545	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
15	Hialeah Career Oppty Center 240 E. 1st Ave Suite 208 Hialeah, FL 33010 Contact: Juan Plata (305) 883-6910 F (305) 883-6925 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
16	Hispanic Unity of Florida 5840 Johnson Street Hollywood, FL 33021 Contact: Rosario Valladares (954) 964-8646 F (954) 964-8884 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator

- An asterisk ("\*") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

	Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
17	Fla A&M University 100 Student Union Plaza MLK Blvd Tallahassee, FL 32307 Contact: Barbara Sutton (854) 599-3353 F (850) 599-3700 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Swicher Operator
18	Jobs For Miami 7900 NE 2nd Ave Suite 600 Miami, FL 33138 Contact: Luis Colon (305) 759-7639 F (305) 759-6511 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Swicher Operator
19	FAB Job Bank 800 N. Calhoun Street Tallahassee, FL 32303 Contact: Pat Roberts (850) 222-3957 F (850) 681-6444 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Swicher Operator
20	Cuban American Natl. Council 1223 SW 4th Street Miami, FL 33135 Contact: Roberto Valdez (305) 642-7463 F (305) 642-3484 T	0	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Swicher Operator
21	WBZL Channel 39 2055 Lee Street Hollywood, FL 33020 Contact: Cam Trinh <a href="http://www.wb39.com">www.wb39.com</a> (954) 924-1405 F (954) 924-1326	6	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Swicher Operator
22	Trib Link (Tribune Company) 435 N. Michigan Ave. Chicago, IL 60611 <a href="http://www.tribune.com">www.tribune.com</a> Contact:	6	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Swicher Operator
23	Spots N Dots <a href="http://www.spotsndots.com">www.spotsndots.com</a> (607) 729-7331 F (888) 884-2630 E-mail: <a href="mailto:SellTV@aol.com">SellTV@aol.com</a>	1	Local Sales Manager, Account Executives
24	MediaRecruiter.com Birschbach Media Sales & Marketing 20456 E. Orchard Place Centennial, CO 80016	0	Account Executives
25	Career Builder <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	41	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Swicher Operator

- An asterisk ("\*") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

	Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
26	Industry Referral	11	Local Sales Manager, Account Executives
27	Employee Referral	16	Account Executives, National Sales Assist., Tape/Switcher Operator,
28	WBZL Internal Posting Cam Trinh/HR Director Phone: 954-925-3939 Email: ctrinh@tribune.com	4	Account Executives (4), C.S. Coordinator, Graphic Designer, National Sales Assist., Associate Producer, Local Sales Manager, Chief Engineer, Tape/Switcher Operator
29	Florida Department of Education 3411 NW 9th Ave. Suite 704 Oakland Park, FL 33309 954-564-1732 ph, 954-630-0348 Fax Contact: Alan Sokol e-mail: SokolAl@vr.doe.state.fl.us	0	Account Executives (4), C.S. Coordinator, Graphic Designer, Associate Producer,
30	Henderson Tropical Center 1957 Jackson Street Hollywood, FL 33020 Website: www.hendersonmhc.org 954-921-2600 Ext. 111 954-927-2393 Fax Contact: Blodine Francois, B.A.	0	Account Executives (4), C.S. Coordinator, Graphic Designer, Associate Producer,
31 *	Community Development Outreach 3800 Inverrary Blvd Suite 100-H Lauderhill, FL 33319 877-612-8091 Ph/Fax Contact: Franklin Nickens e-mail: talk2us@cdofl.org	0	Account Executives (4), C.S. Coordinator, Graphic Designer, Associate Producer,
32 *	NATAS Suncoast Chapter P.O. Box 840738 Pembroke Pines, FL 33084 OR 10385 Rue Vendome Pembroke Pines, FL 33026 Contact: Karla MacDonald 954-322-3171 Ph 954-322-3178 Fax E-Mail: emmysuncst@aol.com	0	Account Executives (4), C.S. Coordinator, Graphic Designer, Associate Producer,

**WBZL TV, Miami Florida**  
**ANNUAL EEO PUBLIC FILE REPORT**  
**October 1 2004**

**Statement of EEO Policy**

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WBZL-TV, Miami Florida.

STATION, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Director at 954-925-3939

For purposes of this Report, a vacancy was deemed "filled" when the hiree accepted the job offer and passed a background check and drug test. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

**Full-Time Vacancies Filled During Reporting Period October 1, 2003- September 30, 2004**

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Account Executive (4 position 1-24, 25-28		Source 26, Employee Referral (2 positions) Source 27, Unknown (2 positions)	35
2	IS Manager	22, 28	Source 28, Internal Posting	1
3	Graphic Designer	1-22, 25-28	Source 27, Unknown	4
4	Controller/HR Director	22, 28	Source 22, Triblink	2
5	Director of Sales	1-23, 25-28	Source 28, Internal Posting	9
6	Creative Services Director	Source 1-28	Source 26, Employee Referral	4
7	National Sales manager	22, 28	Source 28, Internal Posting	6
8	Staff Accountant	1-22, 25-28	Source 25, CareerBuilder	6
9	Sr. Graphic Designer	22, 28	Source 28, Internal Promotion	5

Total number of persons interviewed during applicable period: 67

**Supplemental Recruitment Measures 10/01/03 - 9/31/04**

Activity/Description	Date	Staff Participant	Sponsor
<u>4-Year paid Internship Program:</u> WBZL sponsors one minority college interested in a career in the communications by employing her during summer breaks. The intern works for a different department during each summer employment periods thereby gaining hands-on experience in all aspects of broadcast operations. WBZL's current intern is in the second year of this 4-year internship	Ongoing	Human Resources Director Various Department Heads	WBZL
<u>NATAS Career Day.</u> WBZL's Senior Promotion Producer was among ten TV professionals to address an audience of college students at the NATAS Career Day Program. Panelists discussed their experiences breaking into the TV business and offered career advice. WBZL accepted resumes from Florida Atlantic University, Florida International University, Barry University and The University of Miami students.	2/14/04	Sr. Promotion Producer	National Academy of Television Arts and Sciences



## Recruitment Sources

An asterisk ("\*") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
1 Urban League of Miami 8500 NW 25th Ave. Miami, FL 33147 Contact: Sharon Hendley (305)-696-4455 F (305) 696-4450 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
2 NAACP Broward County 1409 NW 6th Street Ft. Lauderdale, FL 33311 Contact: William McCormack Jr. (954) 467-8303 F (954) 764-7604 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
3 Florida International University 3000 NE 151st Street WUC 255 North Miami, FL 33181 Contact: Craig Cunningham (305) 919-5607 F (305) 919-5770 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
4 Urban League of Broward County 11 NW 36th Ave Ft. Lauderdale, FL 33311 Contact: Marie Coe (954) 584-4413 F (954) 584-0777 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
5 Career Ctr. Of Broward Comm. College 7200 Pines Blvd Pembroke Pines, FL 33024 Contact: Leslie White (954) 201-8958 F (954) 201-8865	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
6 Florida Dept. of Labor 2610 W Oakland Park Blvd Ft. lauderdale, FL 33311 Contact: Flavia Anderson (954) 677-5444 F (954) 714-3479 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
7 NAACP of Miami 1409 W. Sistrunk Blvd Ft. Lauderdale, FL 33311 Contact: (305) 685-7152 F (305) 685-8694 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
8 Career Development Services / FAU 777 Glades Road Boca Raton, FL 33431 Contact: Student Employment (561) 297-2740 F (561) 297-3680 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer

An asterisk ("\*") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
9 Florida Memorial College 15800 NW 42nd Ave Miami, FL 33054 Contact: Steven Davis (305) 626-3781 F (305) 626-3142 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
10 American Adult Education 18350 NW 37th Ave Hialeah, FL 33015 Contact: Edwardo Diaz (305) 828-7380 F (305) 557-3770 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
11 Hispanic Coalition 5659 W. Flager Street Miami, FL 33134 Contact: Aurora Thomen (305) 262-0518 F (305) 262-0060 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
12 Career & Counseling/ Barry University 11300 NE 2nd Ave Landon Student Union Rm 105 Miami Shores, FL 33161 Contact: Paul Luttmann (305) 899-3959 F (305) 899-3950	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
13 Work Force One 7550 Davie Road Ext. Hollywood, FL 33024 Contact: Beverly Allen (954) 893-5030 F (954) 967-1039 T	2	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
14 Sheridan Vo. Tech. Ctr 5400 Sheridan Street Hollywood, FL 33021 Contact: Miriam Gross (754) 321-5680 F (754) 321-5545	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
15 Hialeah Career Oppty Center 240 E. 1st Ave Suite 208 Hialeah, FL 33010 Contact: Juan Plata (305) 883-6910 F (305) 883-6925 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer

An asterisk ("\*") denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

Recruitment Source & Contact Information	Total Number of Interviewees Referred by Source during Reporting Period	Full-time Positions for which Source was Utilized
16 Hispanic Unity of Florida 5840 Johnson Street Hollywood, FL 33021 Contact: Rosario Valladares (954) 964-8646 F (954) 964-8884 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
17 Fla A&M University 100 Student Union Plaza MLK Blvd Tallahassee, FL 32307 Contact: Barbara Sutton (854) 599-3353 F (850) 599-3700 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
18 Jobs For Miami 7900 NE 2nd Ave Suite 600 Miami, FL 33138 Contact: Luis Colon (305) 759-7639 F (305) 759-6511 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
19 FAB Job Bank 800 N. Calhoun Street Tallahassee, FL 32303 Contact: Pat Roberts (850) 222-3957 F (850) 681-6444 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
20 Cuban American Natl. Council 1223 SW 4th Street Miami, FL 33135 Contact: Roberto Valdez (305) 642-7463 F (305) 642-3484 T	0	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
21 WBZL Channel 39 2055 Lee Street Hollywood, FL 33020 Contact: Cam Trinh <a href="http://www.wb39.com">www.wb39.com</a> (954) 924-1405 F (954) 924-1326	2	Staff Accountant, Director of Creative Services, Account Executives (4) Director of Sales. Graphic Designer
22 Trib Link (Tribune Company) 435 N. Michigan Ave. Chicago, IL 60611 <a href="http://www.tribune.com">www.tribune.com</a> Contact:	5	Dir. Of Sales, Staff Accountant, Controller/HR Dir., Graphic Designer, I.S. Manager, Account Exec, Sr. Graphic Designer, National Sales Manager
23 Spots N Dots <a href="http://www.spotsndots.com">www.spotsndots.com</a> (607) 729-7331 F (888) 884-2630 E-mail: <a href="mailto:SellTV@aol.com">SellTV@aol.com</a>	1	Dir. Of Sales, Account Executives
24 TV Weekly / Broadcasting & Cable New York # 212-210-0292 Los Angeles #323-370-2412 Fax # 323-655-8157	0	Dir. Of Creative Services
25 Career Builder	8	Staff Accountant, Director of Creative

26	Unknown Source; Unsolicited Applicants; Walk-in Applicants	14	Dir. Of Sales, Account Executives
27	Employee Referral	26	Account Executives, Director of Creative Services, Graphic Designer
28	WBZL Internal Posting Cam Trinh/HR Director Phone: 954-925-3939 Email: ctrinh@tribune.com	18	Dir. Of Sales, Staff Accountant, Controller/HR Dir., Graphic Designer, I.S. Manager, Account Exec (4), Sr. Graphic Designer, Director Creative Services, National Sales manager

## **ATTACHMENT 2**

### **Job-Specific Recruitment Activities**

#### **Part 1: Documentation Supporting 2004 EEO Public File Report**

Includes a list of vacancies filled identifying the position vacancy, the date the position was filled, the number of interviewees for the position and the referral source for each interviewee, and, where applicable, copies of job posting notices along with confirmation notices.

#### **Part 2: Documentation Supporting 2005 EEO Public File Report**

Includes a list of vacancies filled identifying the position vacancy, the date the position was filled, the number of interviewees for the position and the referral source for each interviewee, and, where applicable, copies of job posting notices along with confirmation notices.

#### **NOTE RE: CONTINUOUS RECRUITMENT FOR ACCOUNT EXECUTIVES**

As discussed in the attached Statement, because of extremely high turnover in Account Executive positions, WBZL continuously recruits for AE applicants. In addition to periodic distribution of a position vacancy notice to referral sources, WBZL maintains an evergreen job vacancy posting on Triblink and on CareerBuilder.com. WBZL also receives and considers on an ongoing basis, applicants and inquiries referred by employees, word of mouth, business and/or industry associates, and those derived from other networking activities undertaken by the General Manager and Sales Manager.

WBZL(TV) FT Positions Filled October 1, 2003-September 30, 2004			
<u>Position</u>	<u>Date Filled</u>	<u>Number of Interviewees</u>	<u>Referral Source for Interviewees</u>
Asst. Traffic Manager	11/3/2003	5	Spots N Dots 2 Employee Referral 2 Careerbuilder.com
Account Executive*	11/20/2003	10	Employee Referral 8 Careerbuilder.com Word of Mouth
Account Executive*	4/5/2004	7	2 Industry Referral 2 Employee Referral Spots N Dots 1 TribLink (Tribune Company) 1 Careerbuilder.com
Director of Sales**	4/12/2004	9	1 WBZL Internal Posting 2 TribLink (Tribune Company) 5 Word of Mouth 1 Employee Referral
National Sales Manager**	4/29/2004	5	5 WBZL Internal Posting
Account Executive*	5/10/2004	8	WBZL Internal Posting 4 Employee Referral 3 Careerbuilder.com
Account Executive*	5/25/2004	6	3 Industry Referral 2 Employee Referral 1 Careerbuilder.com
Creative Service Director	6/17/2004	4	3 Careerbuilder.com 1 Employee Referral
Account Executive*	7/12/2004	6	4 Word of Mouth 2 Employee Referral
Staff Accountant***	7/12/2004	6	3 Careerbuilder.com 1 Tribune 2 Work Force One
Senior Designer	9/14/2004	5	WBZL Internal Posting Careerbuilder.com Industry Referral Employee Referral TribLink (Tribune Company)

\* WBZL recruited for the designated AE positions through a combination of periodic wide distribution of the position vacancy notices and use of an evergreen posting on Triblink and careerbuilder.com.

\*\* Recruited internally only within Station & Triblink.

\*\*\* Unable to locate recruitment records.

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

## NETWORK NEWS

Turns out Fox's coverage of the fifth game between **Chicago Cubs** and the **Atlanta Braves** was the net's top-rated divisional playoff telecast ever. It got a 12/18 in the overnight markets, the net's highest rating for any night since May. The telecast also won in most demographic categories. Interestingly, one of the only programs that actually did well against the game was **ABC's 10-8** which drew a second-place 3.4/9 in A18-49 in the 8PM hour, compared to its fourth-placed 2.6/7 the week before. The premiere of **Tarzan** on the **WB** managed to hold on to 72% of the A18-34 of its lead-in **Charmed**, but was off last year's mark for **Angel** in the time period.... **NBC's** movie on Saturday, 10/18, is **Erin Brockovich**, starring **Julia Roberts**.

## CBS BEATS SPORTS MONDAY

With **ABC** and **Fox** fighting it out for the sports viewer, **CBS** took first place on Monday in the **Nielsen** overnight markets. The Eye managed an 11.1/16, buoyed by big numbers for **Raymond** (13.4/18) and **CSI: Miami** (13.2/20). Sandwiched between those two shows, **Two and a Half Men** got a 10.9/15.

**Monday Night Football** delivered an 11.4/16 in prime for **ABC**, leading to the net's overall 10.2/14. In third place was **Fox**, which averaged an 8.9/12 in primetime with the **Pre-Game Show** (7.3/11) and the **Red Sox/ A's** contest (9.9/14). The game's overnight rating was 36% higher than that for a **San Francisco/Atlanta** game the year before. With two "cursed" teams still in the pennant races, **Fox** can look forward to similar upturns for the games this week. **NBC** got an 8.2/12 average in prime, which was very consistent throughout the night. On the **WB**, **7th Heaven** drew a 7.2/11 and **Everwood**, a 5.7/6. **UPN's** 3.4/5 average was topped by **Girlfriends'** 3.6/5.

## CBS, NBC SPLIT WEEK AGAIN

Once again for the week ending 10/5, **CBS** was tops in HH delivery and **NBC** won in A18-49. In HHs, **CBS** was an 8.7/14 to **NBC's** 7.4/12, **ABC's** 6.5/11, **Fox's** 6.4/10, the **WB's** 3.0/5, **UPN's** 2.3/4 and **Pax's** 0.7/1. In the demo, **NBC** did a 4.2/12 to **Fox's** 3.8/11, **ABC's** 3.7/10, **CBS's** 3.6/10, **WB's** 1.8/5, **UPN's** 1.4/4 and **Pax's** 0.2/1.

**CSI** was the top-rated show of the week, getting a 16.9/25, compared to second place **Friends'** 15.1/24. The rest of the top 10 consisted of: **ER**, **Raymond**, **Law & Order**, **Monday Night Football**, **Survivor**, **Scrubs**, **CSI: Miami** and **Will & Grace**.

**Fox's** Sunday night **Cubs/Braves** game was its best performer, getting a 9.8/15, good enough for 16th place. The Tuesday night game drew a 7.5/12 and landed at #37 for the week. Once again, **7th Heaven** was the **WB's** best (#68T), while **UPN's** top show was **Half and Half**, coming in at #91.

(Continued, Next Column)

spots  dots

10/8/03

For Subscription Call Toll Free 1-888-884-2630

## AVAILS

**WBZL, Miami/Ft. Lauderdale**, seeks a high energy, self starter for **Assistant Traffic Mgr.** Will assist with formatting issues, program changes & day-to-day operations. Req. 5+ yrs exp. with sales service/inventory control, commercial copy, program formatting & log editing. Req. excellent interpersonal, comm. & analytical skills, decision making, trouble shooting, sound judgment & proficiency with **Enterprise/Encoda**. Degree preferred. Fax resume to 954-924-1405. No calls. EOE.....

**Univision National Sales** seeks **Account Executive** for **Los Angeles** office. Req. 3-5 years broadcast sales experience, documented sales success, solid key client/agency contacts & strong presentation and negotiation skills. Should have a strong working knowledge of **NSI**, **NHSI**, **MS Office** programs and the Internet. Knowledge

of **Donovan**, **Scarborough**, **CMR** & **Polk** data helpful. Fax resume to **Laurie Kaman** -VP, **Univision National Sales**, LA 310-348-3619. No calls please. EOE.....**WSAV, NBC**, seeks a **National Sales Manager**. College degree & 3-5 yrs exp. (**NSM**, **National Rep**, **Regional/Local Sales Mgr.**)

preferred. Requires great negotiation skills, sound judgment, strong organizational & leadership skills, and demonstrated comprehension of research. Will work with **GSM** & local staff to meet station revenue goals and to have fun. EOE, Drug Screen. No calls please. Resume, references and salary req. to: **HR, WSAV-TV**, PO Box 2429, **Savannah, GA 31402**, email [hr@wsav.com](mailto:hr@wsav.com)..... Great Job at a great station in a Super Bowl City! **Gannett's WJXX, ABC 25, in Jacksonville, FL** seeks an **Account Executive**. Looking for someone to handle both direct & agency accounts, who can develop new business in TV, print & Internet. 2 yrs of TV/media sales exp. preferred. Come sell a great station & a powerful duopoly (**WTLV/NBC**) in the sunny south. Email resume to **Lou Schottelkotte, LSM** at [lschottelkotte@firstcoastnews.com](mailto:lschottelkotte@firstcoastnews.com).

## DONE DEALS

**Mark Strachota** has been named **Vice President and General Manager** of **WTMJ-TV**, the **NBC** affil in **Milwaukee**. He had been filling that position on an interim basis since August, and had previously served the station as **GSM**.....**Giuliana Gillette** has joined **KBHK, UPN44, San Francisco**, as an **Account Executive**. She comes from cable network **Tech TV** where she was a **Sales Associate**.....**Jorge Daboub** is the new **Vice President of Marketing and Business Development** for **Univision's** television group. **Jorge** was previously **Director of Marketing and Business Development** for **KMEX-TV in Los Angeles**, where he also served as **LSM**.....*Congratulations to you all!*

## WEEKLY RATINGS, Cont'd

Among the new shows, **Two and a Half Men** did best (10.2/15, #12), followed by **Cold Case** (9.3/13, #18), **Coupling** (8.8/13, #20), **Joan of Arcadia** (8.4/15, #25T) **Navy NCIS** (8.4/15, #25T), **I'm With Her** (7.7/12, #32) and **Las Vegas** (7.6/11, #34T)



Wednesday, October 8, 2003

Reed Business Information.

# BROADCASTING & CABLE

## TV FAX

**KANE EXITS WABC-TV**—Thomas Kane is out as GM of WABC-TV New York. A source says station group head Walter Liss met with department heads at the station yesterday to break the news. An official announcement of the change is expected as soon as a successor has been named. Parent Disney is expected to look within the existing ABC GM ranks for a successor. Kane joined ABC as an account executive at WABC-TV in 1975. He has been president/GM of WABC-TV since 1996, when he came over from the same post at WPVI-TV, ABC's station in Philadelphia.

**NET AFFILIATES FEAR NEWS WILL BE EXEMPT FROM FLAG PROTECTION**—NBC and CBS affiliates are asking the FCC not to exempt news and public affairs shows from the broadcast flag's Internet copy protections for DTV programming.

Station owners were alarmed by a questionnaire sent to TV and Hollywood trade groups soliciting their opinions on various proposals for implementing the flag, which is being developed to restrict peer-to-peer file sharing and other illegal Internet transmission of copyrighted broadcast DTV programming. The FCC is said to be considering the news exemption in order to allow for the widest possible dissemination of critical information. But affiliates say preventing them from limiting redistribution of the primary programming they generate themselves "would substantially gut the utility of this important technology." Roger Ogden, chairman of the NBC Affiliate Board, told the FCC in a letter Monday.

Such a move "will be particularly harmful to local stations that have a considerable financial stake in the integrity of their local news programming." He added that protecting network news from illegal transmission is also critical to local stations' franchises. The networks, which have been commenting as a team with the Motion Picture Association of America, are still preparing their response to the FCC. An MPAA spokesman, however, said the group generally desires copy protection for all high value programming, including news. The FCC is expected by the end of October to require that digital TV and storage devices be equipped to implement the flag, a code imbedded in broadcast signals that determines the extent to which a broadcast may be duplicated.

**NCTA VOWS TO APPEAL BROADBAND ACCESS RULING**—The cable industry is lashing out at Monday's court decision forcing cable companies to open their high speed Internet platforms to competing Web service providers.

The National Cable & Telecommunications Association said it will appeal the federal appeals court in San Francisco's decision to toss out

impose that type of access requirement.

The same court ruled in 2000 that cable modem service was bound by the same strict access obligations as telephone companies' digital subscriber lines. Monday's decision is "a strained reading" of the earlier ruling and is "legally erroneous," complained NCTA head of law and regulatory policy Daniel Brenner. He said the court should have deferred to FCC judgment because judges must acquiesce to agency interpretations when statutes are ambiguous. The FCC is also appealing the decision.

**ACTIVISTS FORMALIZE PLANS FOR MADISON MEDIA REFORM CONFERENCE**—Legislators, regulators, consumer groups, civil rights and labor groups are sponsoring a conference on media reform in the wake of industry consolidation and the FCC's relaxed ownership rules. The event is planned for Nov. 7-9 at the University of Wisconsin. PBS pundit Bill Moyers will be keynote speaker. Scheduled participants include PBS chief Pat Mitchell; FCC Commissioners Michael Copps and Jonathan Adelstein; Sen. Russ Feingold, D-Wis.; Reps. Tammy Baldwin, D-Wis., Maurice Hinchey, D-N.Y., Jan Schakowsky, D-III.; Consumers Union's Gene Kimmelman; and AFL-CIO President John Sweeney. Musicians Tom Morello, Billy Bragg, Steve Earle, Lester Chambers, and others will perform.

**MTV PICKS UP REALITY PAIR**—MTV is bringing back celebrity-driven reality shows *Newlyweds* and *Doggy Fizzle Televizzle* for second seasons. *Newlyweds* follows recently-married singers Nick Lachay and Jessica Simpson; rapper Snoop Dogg stars in *Doggy Fizzle Televizzle*.

**TRADING SPACES TRIUMPH**—TLC's *Trading Spaces* nailed a mammoth rating for its highly promoted two-hour special last Sunday night. *Trading Space\$ 100 Grand*, in which the redecorating budget was upped to \$50,000 per house from \$1,000, drew a 7.0 rating with 9 million viewers, according to Nielsen, the show's highest-ever rating.

**SCI FI TRIES 'TRI FI'**—Steven Spielberg's next project for the Sci Fi Channel will be a trilogy of miniseries slated to air in 2005. *Nine Lives*, executive produced by Spielberg, Dreamworks SKG and Les Bohem, will chronicle a single story over three distinct miniseries.

Sci Fi Channel has not decided how it will schedule the minis, but no doubt will try something creative, as it did with last December's *Taken* miniseries. That 20-hour series, also produced by Spielberg and Dreamworks, aired over 10 consecutive nights.

**RATINGS ROUNDUP**—CBS won households, viewers, adults 18-49 and 25-54 Monday night with *Yes Dear*, *Still Standing*, *Raymond*, *Two*

#1 AT 10AM • WTVJ • MIAMI • 10/06/03

## ellen heats up miami beach!

#1 in the time period...up over her lead-in & up over the prior year!

2.9/8 today lead-in	3.6/10 ellen 10am
---------------------------	-------------------------

+24%/+25% vs. L.I.

A Very Good Production in association with

WARNER BROS. DOMESTIC TELEVISION DISTRIBUTION  
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Source: NSI WRAP PRELIMS, HH RTG/SHR, 1HR TP, SPECS AVAIL, 1/4 HR LL, PRIOR YEAR-OCT'02

## Sun-Sentinel Team Proof

Ad ID: 11623023

Run Date: 10/05/03  
Section: SUN  
Sales Rep.: Kaestler, Cindy  
Cur. Proc.: CustProof

Date Out: 10/02/03  
Queue: 102  
Ad Team: DFL-Cyan  
Ad Size: 3.461 x 4.001

Time Out: 15:34:18

Color:  
Ink Use:

Due to printing and ink variances, we can not guarantee exact color matching to this proof.

**Asst. Traffic Mgr.:** WB39, WBZL-TV- Miami- Ft. Lauderdale, seeks high energy, self-starter to assist the Traffic Mgr. with all formatting issues, program changes, & daily operations. 5+ yrs. experience in sales service/inventory control, commercial copy, program formatting, & log editing a must. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street  
Hollywood, FL 33020  
A Tribune Broadcasting Station

11623023

Attn: Laura  
This is the final  
proof - NO changes  
from now on -  
Agelani

# Fax

Career & Employment Services (C.A.V.E.)  
3501 SW Davis Road  
Building 18 Room 116  
Davis, FL 33114  
Phone: 954-201-6612  
Fax: 954-201-6413

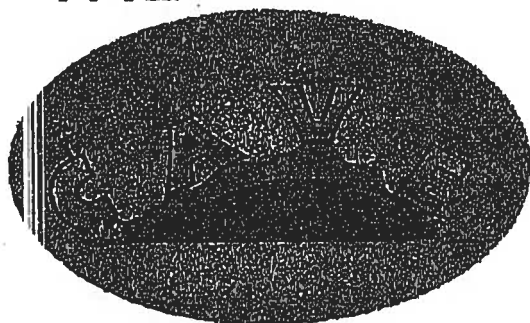
To: WB 39 From: Career & Employment Services  
Fax: (954) - 924 - 1405 Pages: 1  
Phone: \_\_\_\_\_ Date: 10-01-03  
Re: Employment Posting CC: \_\_\_\_\_

☐ Urgent ☒ For Review ☐ Please Comment ☐ Please Reply ☐ Please Recycle

Thank you for listing employment opportunities with The Career & Employment Center at Broward Community College, Central Campus. Your posting has been received and will stay available to students for 30 days. If the position has been filled please contact us to remove the listing. Flyers are posted every Thursday and removed after one week.

Thank you,

## THE



☒ Career & Employment  
☒ Academic Transfer  
☒ Volunteerism  
☒ Educational Planning

## JOB POSTING CHECKLIST 2003

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	305-696-4455	305-696-4450	✓
NAACP Broward County	954-467-8303	954-764-7604	✓
Florida International Univeristy	305-919-5607	305-919-5770	✓
Urban League of Broward County	954-584-4413	954-584-0777 x 306	✓
Career Ctr of Broward Comm. College	954-963-8958 <i>201-6612</i>	954-963-8865 <i>201-6612</i>	✓
FL Dept of Labor	954-677-5444	954-714-3480	✓
NAACP of Miami	305-685-7152	305-685-8694	✓
Career Development Services / FAU	561-297-2740	561-297-3000	✓
Florida Memorial College	305-626-3781	305-626-3142	✓
American Adult Education	305-828-7380	305-557-3770	✓
Hispanic Coalition	305-262-0518	305-262-0060	✓
Career & Counseling / Barry University	305-899-3959	305-899-3950	✓
Work Force One	954-843-5028	954-967-1039 <i>677-8271</i>	✓
Sheridan Vo Tech Ctr (Tech Jobs Only)	954-985-3229	954-985-3220	✓
Hialeah Career Oppty Center	305-883-6910	305-883-6925	✓
Hispanic Unity of Florida	954-964-8646	954-964-8884	✓
Fla A&M University	850-599-3353	850-599-3700	✓
Jobs For Miami	305-759-7639	305-759-6511 x 1295	✓
FAB Job Bank	850-222-3957	850-681-6444	✓
Cuban American Natl Council	305-642-7463	305-642-3484	✓

Position: Assist. Traffic Manager

Date: Sept. 30, 2003

# MEMORY TRANSMISSION REPORT

TIME : 01-OCT-2003 11:24AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 060  
DATE : 01-OCT 11:22AM  
TO : 9546775444  
DOCUMENT PAGES : 001  
START TIME : 01-OCT 11:23AM  
END TIME : 01-OCT 11:24AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 060

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 11:28AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 932  
DATE : 30-SEP 10:40AM  
TO : 9549648646  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 11:27AM  
END TIME : 30-SEP 11:28AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 932

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



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# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 11:20AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 930  
DATE : 30-SEP 10:40AM  
TO : 9549853229  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 11:20AM  
END TIME : 30-SEP 11:20AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 930

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
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# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 11:06AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 925  
DATE : 30-SEP 10:39AM  
TO : 3056263781  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 11:06AM  
END TIME : 30-SEP 11:06AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 925

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



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A Tribune Broadcasting Station



# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 11:06AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 924  
DATE : 30-SEP 10:39AM  
TO : 15612972740  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 11:05AM  
END TIME : 30-SEP 11:06AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 924

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
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# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 10:52AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 920  
DATE : 30-SEP 10:38AM  
TO : 9545844413  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 10:51AM  
END TIME : 30-SEP 10:52AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 920

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 10:51AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 918  
DATE : 30-SEP 10:37AM  
TO : 9544678303  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 10:44AM  
END TIME : 30-SEP 10:51AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 918

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
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# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 10:46AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 919  
DATE : 30-SEP 10:37AM  
TO : 3059195607  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 10:45AM  
END TIME : 30-SEP 10:46AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 919

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
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# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 11:50AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 944  
DATE : 30-SEP 11:49AM  
TO : 13056964455  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 11:49AM  
END TIME : 30-SEP 11:50AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 944

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
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# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 11:33AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 933  
DATE : 30-SEP 10:40AM  
TO : 18505993353  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 11:32AM  
END TIME : 30-SEP 11:33AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 933

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 11:58AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 947  
DATE : 30-SEP 11:49AM  
TO : 13056857152  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 11:57AM  
END TIME : 30-SEP 11:58AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 947

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 11:59AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 948  
DATE : 30-SEP 11:50AM  
TO : 13058287380  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 11:58AM  
END TIME : 30-SEP 11:59AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 948

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station



# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 12:03PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 950  
DATE : 30-SEP 11:50AM  
TO : 13058993959  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 12:03PM  
END TIME : 30-SEP 12:03PM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 950

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 12:03PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 949  
DATE : 30-SEP 11:50AM  
TO : 13052620518  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 11:59AM  
END TIME : 30-SEP 12:00PM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 949

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 12:03PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 948  
DATE : 30-SEP 11:50AM  
TO : 13058287380  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 11:58AM  
END TIME : 30-SEP 11:59AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 948

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 12:05PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 952  
DATE : 30-SEP 11:50AM  
TO : 13058836910  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 12:04PM  
END TIME : 30-SEP 12:05PM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 952

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encode system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 12:12PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 954  
DATE : 30-SEP 11:51AM  
TO : 13057597639  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 12:11PM  
END TIME : 30-SEP 12:12PM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 954

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 12:13PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 955  
DATE : 30-SEP 11:51AM  
TO : 13056427463  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 12:12PM  
END TIME : 30-SEP 12:13PM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 955

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 30-SEP-2003 01:42PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 970  
DATE : 30-SEP 01:37PM  
TO : 18502223957  
DOCUMENT PAGES : 001  
START TIME : 30-SEP 01:41PM  
END TIME : 30-SEP 01:42PM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 970

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station

# MEMORY TRANSMISSION REPORT

TIME : 01-OCT-2003 11:33AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 062  
DATE : 01-OCT 11:32AM  
TO : 9542016413  
DOCUMENT PAGES : 001  
START TIME : 01-OCT 11:32AM  
END TIME : 01-OCT 11:33AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 062

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

**Asst Traffic Mgr:** WB39, WBZL-TV- Miami/Ft. Lauderdale, seeks a high energy, self-starter to assist the Traffic Mgr with all formatting issues, program changes, & day to day operations. Candidate must 5+ yrs experience in sales service/inventory control, commercial copy, program formatting, & log editing. Requires excellent interpersonal/communication/analytical skills, decision-making, trouble shooting, sound judgment & proficiency with the Enterprise/Encoda system. College degree preferred. Fax resume to 954-924-1405. No phone calls please. WBZL is an EOE.



WBZL-TV 2055 Lee Street, Hollywood, FL 33020.  
A Tribune Broadcasting Station



# Thank You For Filling Out This Form

Below is what you submitted to gbeetner@tribune.com,msegerson@tribune.com on Thursday, March 11, 2004 at 09:05:19

---

**Business Unit:** WBZL-TV

**Department:** Sales

**Location:** Hollywood, Florida

**Full/Part:** Full-Time

**Title:** Director of Sales

**Posting Text:** Job Description: Directs the National and Local Sales effort of WBZL. Qualifications: Bachelor's degree preferred. Excellent written and verbal communication skills and presentation skills. 10+ years of broadcast sales management experience. Strong leadership qualities with proven track record of success. Ability to aggressively pursue market opportunities, analyze pricing structure, manage inventory and competitive information to garner a competitive share of business utilizing ratings and creative strategies. Knowledge of market rates, revenue principles, market share, sales analysis and trends, and technology.

**Category1:** Advertising/Sales

**Category2:** -OPTIONAL-

**Posting:** Internal

**Contact Name:** Laura Pietrzak

**Phone #:** 954-924-1348

**E-Mail:** lpietrzak@tribune.com

**Address:** 2055 Lee Street Hollywood, FL 33020 Fax: 954-924-1405

**Submit:** Submit

---

# Job Opening

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**Post From:** 4/12/04 **To:** TFN

**Job Title:** National Sales Manager

**Date Position Available:** ASAP

**Job Description:** Here's your opportunity to join a Tribune Broadcasting Station's, WBZL-TV in Miami as a National Sales Manager. Requires an advertising/marketing degree or equivalent related experience with minimum 5 years in TV sales, 3 or more of these years in a major market. National sales experience and contacts within the New York and Atlanta markets a plus

**Qualifications:** Must have analytical and technical skills to study the ratings and market while being able to package, price and sell available airtime. Excellent negotiation, organization, oral and writing skills are needed. Must be computer literate and familiar with TvScan, Scarborough & CMR. Qualified candidates will be familiar with sales, research, agency and rep firm operations. Travel is required.

Please fax or send resume to: HR Dept. 2055 Lee Street, Hollywood, FL 33020 954-924-1405

WBZL, the WB 39 is a commercial, WB-affiliated station located in Hollywood, Florida and serves the Miami/Fort Lauderdale area.

WBZL, the WB 39 is an Equal Opportunity Employer. This station seeks and employs qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability.

2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# Thank You For Filling Out This Form

Below is what you submitted to gbeetner@tribune.com,msegerson@tribune.com on Tuesday, April 13, 2004 at 13:18:32

---

**Business Unit:** WBZL-TV

**Department:** Sales

**Location:** Hollywood, Florida

**Full/Part:** Full-Time

**Title:** National Sales Manager

**Posting Text:** Here's your opportunity to join a Tribune Broadcasting Station's, WBZL-TV in Miami as a National Sales Manager. Requires an advertising/marketing degree or equivalent related experience with minimum 5 years in TV sales, 3 or more of these years in a major market. National sales experience and contacts within the New York and Atlanta markets a plus. Must have analytical and technical skills to study the ratings and market while being able to package, price and sell available airtime. Excellent negotiation, organization, oral and writing skills are needed. Must be computer literate and familiar with TvScan, Scarborough & CMR. Qualified candidates will be familiar with sales, research, agency and rep firm operations. Travel is required.

**Category1:** Advertising/Sales

**Category2:** -OPTIONAL-

**Posting:** Internal

**Contact Name:** Laura Pietrzak

**Phone #:** 954-924-1348

**E-Mail:** lpietrzak@tribune.com

**Address:** 2055 Lee Street Hollywood, FL 33020 Fax: 954-924-1405

**Submit:** Submit

# JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	<del>4</del> -305-696-4455	305-696-4450	✓
NAACP Broward County	954-467-8303	954-764-7604	✓
Florida International Univeristy	305-919-5607	305-919-5770	✓
Urban League of Broward County	954-584-4413	954-584-0777 x 306	✓
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	✓
FL Dept of Labor	954-677-5444	954-714-3480	✓
NAACP of Miami	<del>4</del> -305-685-7152	305-685-8694	✓
Career Development Services / FAU	561-297-2740	561-297-3000	✓
Florida Memorial College	305-626-3781	305-626-3142	✓
American Adult Education	<del>4</del> -305-828-7380	305-557-3770	✓
Hispanic Coalition	<del>4</del> -305-262-0518	305-262-0060	✓
Career & Counseling / Barry University	<del>4</del> -305-899-3959	305-899-3950	✓
Work Force One	954-893-5030	954-967-1039	✓
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	✓
Hialeah Career Oppty Center	<del>4</del> -305-883-6910	305-883-6925	✓
Hispanic Unity of Florida	954-964-8646	954-964-8884	✓
Fla A&M University	850-599-3353	850-599-3700	✓
Jobs For Miami	<del>4</del> -305-759-7639	305-759-6511 x 1295	✓
FAB Job Bank	850-222-3957	850-681-6444	✓
Cuban American Natl Council	<del>4</del> -305-642-7463	305-642-3484	✓

Position: AE

Date: \_\_\_\_\_

## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:11PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 618  
DATE : 06-MAY 01:10PM  
TO : 13056964455  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:10PM  
END TIME : 06-MAY 01:11PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 618

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive

Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

WBZL, the WB 39 is a commercial, WB-affiliated station located in Hollywood, Florida and serves the Miami/Fort Lauderdale area.

WBZL, the WB 39 is an Equal Opportunity Employer. This station seeks and employs qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability.

## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:12PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 619  
DATE : 06-MAY 01:10PM  
TO : 9544678303  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:11PM  
END TIME : 06-MAY 01:12PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 619

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive

Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:15PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 620  
DATE : 06-MAY 01:11PM  
TO : 3059195607  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:12PM  
END TIME : 06-MAY 01:15PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 620

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive  
Date Position Available: ASAP

Job Description: **WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!**

Qualifications: **Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.**

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:17PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 622  
DATE : 06-MAY 01:14PM  
TO : 9545844413  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:15PM  
END TIME : 06-MAY 01:17PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 622

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive  
Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:21PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 623  
DATE : 06-MAY 01:14PM  
TO : 9542018958  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:20PM  
END TIME : 06-MAY 01:21PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 623

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive  
Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:22PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 624  
DATE : 06-MAY 01:14PM  
TO : 9546775444  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:22PM  
END TIME : 06-MAY 01:22PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 624

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive

Date Position Available: ASAP

Job Description: WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

Qualifications: Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:24PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 625  
DATE : 06-MAY 01:15PM  
TO : 13056857152  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:22PM  
END TIME : 06-MAY 01:24PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 625

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive  
Date Position Available: ASAP

Job Description: **WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!**

Qualifications: **Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.**

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:26PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 626  
DATE : 06-MAY 01:19PM  
TO : 15612972740  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:25PM  
END TIME : 06-MAY 01:26PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 626

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TPN  
Job Title: Local Account Executive  
Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:31PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 627  
DATE : 06-MAY 01:19PM  
TO : 3056263781  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:29PM  
END TIME : 06-MAY 01:31PM  
SENT PAGES : 003  
STATUS : OK  
FILE NUMBER : 627

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive  
Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:33PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 629  
DATE : 06-MAY 01:20PM  
TO : 13052620518  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:32PM  
END TIME : 06-MAY 01:33PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 629

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive

Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:34PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 628  
DATE : 06-MAY 01:19PM  
TO : 13058287380  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:31PM  
END TIME : 06-MAY 01:34PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 628

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive

Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:38PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 630  
DATE : 06-MAY 01:20PM  
TO : 13058993959  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:37PM  
END TIME : 06-MAY 01:38PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 630

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive  
Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:41PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 632  
DATE : 06-MAY 01:21PM  
TO : 9548935030  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:39PM  
END TIME : 06-MAY 01:40PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 632

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: January 26, 2004 To: TFN

Job Title: Local Account Executive

Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:43PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 634  
DATE : 06-MAY 01:22PM  
TO : 13058836910  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:41PM  
END TIME : 06-MAY 01:43PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 634

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive

Date Position Available: ASAP

Job Description: WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

Qualifications: Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:48PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 635  
DATE : 06-MAY 01:22PM  
TO : 9549648646  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:47PM  
END TIME : 06-MAY 01:48PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 635

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive  
Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:49PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 636  
DATE : 06-MAY 01:22PM  
TO : 18505993353  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:48PM  
END TIME : 06-MAY 01:49PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 636

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive  
Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:51PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 637  
DATE : 06-MAY 01:23PM  
TO : 13057597639  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:49PM  
END TIME : 06-MAY 01:51PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 637

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive

Date Position Available: ASAP

Job Description: WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

Qualifications: Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

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## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 01:58PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 638  
DATE : 06-MAY 01:23PM  
TO : 18502223957  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:56PM  
END TIME : 06-MAY 01:58PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 638

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

### Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive

Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

WBZL, the WB 39 is a commercial, WB-affiliated station located in Hollywood, Florida and serves the Miami/Fort Lauderdale area.

WBZL, the WB 39 is an Equal Opportunity Employer. This station seeks and employs qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability.

## MEMORY TRANSMISSION REPORT

TIME : 06-MAY-2004 02:00PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 639  
DATE : 06-MAY 01:24PM  
TO : 13056427463  
DOCUMENT PAGES : 003  
START TIME : 06-MAY 01:58PM  
END TIME : 06-MAY 02:00PM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 639

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive

Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

WBZL, the WB 39 is a commercial, WB-affiliated station located in Hollywood, Florida and serves the Miami/Fort Lauderdale area.

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## MEMORY TRANSMISSION REPORT

TIME : 07-MAY-2004 08:28AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 674  
DATE : 07-MAY 08:27AM  
TO : 7543215680  
DOCUMENT PAGES : 003  
START TIME : 07-MAY 08:27AM  
END TIME : 07-MAY 08:28AM  
SENT PAGES : 003  
STATUS : OK

FILE NUMBER : 674

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: January 26, 2004 To: TFN  
Job Title: Local Account Executive  
Date Position Available: ASAP

**Job Description:** WBZL, Tribune Broadcasting's South Florida WB station, is seeking an aggressive, customer-focused sales professional to join their sales team. The individual will be responsible for servicing existing clients with major emphasis on developing new to television advertisers. The ideal candidate should possess excellent communication skills, creative outlook on selling, have positive outlook on account service, and have exceptional organizational skills. Knowledge of computer based tools a plus. If you are that person don't tell us why, show us!

**Qualifications:** Minimum 1 year media sales experience preferred. Candidates must have college degree or equivalent related experience.

Please fax or send resume to: Human Resources 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405 NO PHONE CALLS PLEASE

WBZL, the WB 39 is a commercial, WB-affiliated station located in Hollywood, Florida and serves the Miami/Fort Lauderdale area.

WBZL, the WB 39 is an Equal Opportunity Employer. This station seeks and employs qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability.



# Job Opening



**Post From:** 4/15/04 **To:** TFN

**Job Title:** Director of Creative Services

**Date Position Available:** 4/26/04

**Job Description:** WBZL-TV has a unique opportunity for a talented creative manager interested in developing entirely new multiple-media solutions. As Director of Creative Services for WB-39, you'll help lead the marketing and promotion of Tribune Broadcasting Company's TV operations in the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach). This includes being part of the cross-media team that promotes South Florida's Sun Sentinel newspaper and more than 30 other publications.

The position requires a professional with broadcast marketing experience. You'll be part of the team of "market managers" at both WBZL-TV and the Sun-Sentinel reporting directly to the VP/General Manager.

**Specific responsibilities include:**

- Producing on-air and other promotional materials for WBZL-TV, South Florida's WB.
- Managing all media relationships including print, radio, broadcast and cable.
- Working with the Sun Sentinel's marketing team on joint promotions and strategic projects

**Qualifications:** - Coordinating brand related efforts including community affairs, public Criteria for consideration include strong creative ability, an appropriate college degree, and 3-5 years experience in an advertising or promotion department. Some supervisory responsibility is also required. Excellent verbal and written communications skills are a must in order to engage in constructive and effective consensus building. Proven leadership ability and organizational skills are necessary to be part of this ground-breaking new management structure.

If you, or someone you know, is interested in applying for the above position, please fax or send resume to: HR Dept. 2055 Lee Street, Hollywood, FL 33020 Fax: 954-924-1405

(NO PHONE CALLS PLEASE)

WBZL, the WB 39 is a commercial, WB-affiliated station located in Hollywood, Florida and serves the Miami/Fort Lauderdale area.

WBZL, the WB 39 is an Equal Opportunity Employer. This station seeks and employs qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability.

2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	1-305-696-4455	305-696-4450	✓
NAACP Broward County	954-467-8303	954-764-7604	✓
Florida International Univeristy	305-919-5607	305-919-5770	✓
Urban League of Broward County	954-584-4413	954-584-0777 x 306	✓
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	✓
FL Dept of Labor	954-677-5444	954-714-3480	✓
NAACP of Miami	1-305-685-7152	305-685-8694	✓
Career Development Services / FAU	561-297-2740	561-297-3000	✓
Florida Memorial College	305-626-3781	305-626-3142	✓
American Adult Education	1-305-828-7380	305-557-3770	✓
Hispanic Coalition	1-305-262-0518	305-262-0060	✓
Career & Counseling / Barry University	1-305-899-3959	305-899-3950	✓
Work Force One	954-893-5030	954-967-1039	✓
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	✓
Hialeah Career Oppty Center	1-305-883-6910	305-883-6925	✓
Hispanic Unity of Florida	954-964-8646	954-964-8884	✓
Fla A&M University	850-599-3353	850-599-3700	✓
Jobs For Miami	1-305-759-7639	305-759-6511 x 1295	✓
FAB Job Bank	850-222-3957	850-681-6444	✓
Cuban American Natl Council	1-305-642-7463	305-642-3484	✓

Position: Dir of CS

Date: \_\_\_\_\_

**Trinh, Cam B.**

---

**From:** Trinh, Cam B.  
**Sent:** Thursday, April 15, 2004 7:49 AM  
**To:** Pietrzak, Laura  
**Subject:** CSD job post

**Importance:** High

**Attachments:** WBZL CSD.doc

Good morning!



WBZL CSD.doc (24 KB)

Please post on the web and Electronics Media and Spots & Dots ASAP

Thanks

Cam

**Tracking:**                      **Recipient**  
Pietrzak, Laura

**Read**  
Read: 4/15/2004 8:12 AM

**Trinh, Cam B.**

---

**From:** Pietrzak, Laura  
**Sent:** Tuesday, April 20, 2004 12:29 PM  
**To:** 'SellTV@aol.com'  
**Cc:** Trinh, Cam B.  
**Subject:** spots & dots employment ad

**Importance:** High

**Attachments:** WBZL CSD short.doc

Good afternoon,  
Please add the attached employment ad to the next available issue. I understand that there is a \$99.00 fee. Please invoice us.

The contact info is as follows: HR Dept., WBZL, 2055 Lee St, Hollywood, FL 33069 Fax 954-924-1405.

Please contact me with any questions or concerns.

Thank you,

*Laura E. Pietrzak*  
HR/PR/AP Coordinator  
WBZL Channel 39, Inc.  
2055 Lee Street  
Hollywood, FL 33020  
954.924.1348 Direct Line  
954.924.1405 Fax

-----Original Message-----

**From:** Trinh, Cam B.  
**Sent:** Tuesday, April 20, 2004 11:12 AM  
**To:** Pietrzak, Laura  
**Subject:** spots & dots  
**Importance:** High

Please add the EEO and instructions for them to send the resume to this short version to see if we can make the 75-word cut for this posting.

Thanks



WBZL CSD  
short.doc (23 KB)

Cam

**Trinh, Cam B.**

---

**From:** Pietrzak, Laura  
**Sent:** Thursday, April 22, 2004 10:52 AM  
**To:** 'Eric Chasko'  
**Cc:** Trinh, Cam B.  
**Subject:** RE: Info regarding posting a job opening  
**Importance:** High  
**Attachments:** WBZL CSD short2.doc

Eric,

Thank you for the proof. However, there were some changes made to the ad. Please disregard the last one, and enter this updated one. I realize we can not get a proof of this edited version at this point.

Please contact me with any questions or concerns.

Thank you,

*Laura E. Pietrzak*  
HR/PR/AP Coordinator  
WBZL Channel 39, Inc.  
2055 Lee Street  
Hollywood, FL 33020  
954.924.1348 Direct Line  
954.924.1405 Fax

-----Original Message-----

**From:** Eric Chasko [mailto:echasko@crain.com]  
**Sent:** Wednesday, April 21, 2004 1:39 PM  
**To:** Pietrzak, Laura  
**Subject:** RE: Info regarding posting a job opening

Laura:

Thank you for your ad. I have enclosed the PROOF for your review. If everything looks good, please sign and fax back before Thursday 12pm.(PST)

We do take credit cards, we can also send an invoice to you the following week with a tearsheet of the ad. This ad will be for next week April 26th, Online is Free once you post in Print. The Online ad will begin this Friday and run through to next Saturday.

Best,

Eric Chasko  
Classified Advertising Manager  
Television Week  
EChasko@Crain.com  
(p) 323-370-2415  
(f) 323-658-6174

>>> "Pietrzak, Laura" <LPietrzak@tribune.com> 04/21/04 05:44AM >>>  
Eric,

Thank you for your response. I would like to put in the attached ad as a "straight text classified ad". Do you invoice or take credit cards (MasterCard)? According to my understanding of your deadlines, this should be in the next Monday issue. When would it be expected to be seen on line? I appreciate your assistance in this matter.

Thank you,

*Laura E. Pietrzak*

HR/PR/AP Coordinator

WBZL Channel 39, Inc.

2055 Lee Street

Hollywood, FL 33020

954.924.1348 Direct Line

954.924.1405 Fax

-----Original Message-----

**From:** Eric Chasko [mailto:echasko@crain.com]

**Sent:** Tuesday, April 20, 2004 5:42 PM

**To:** Pietrzak, Laura

**Subject:** Re: Info regarding posting a job opening

Laura:

Per my voice message, I have enclosed our Classified rate card for your records/reference. If you have further questions, or if your ad is ready please send me an email.

Best regards,

Eric Chasko

Classified Advertising Manager

Television Week

EChasko@Crain.com

(p) 323-370-2415

(f) 323-658-6174

>>> "Pietrzak, Laura" <LPietrzak@tribune.com> 04/15/04 12:20PM >>>

Good afternoon,

I was hoping to find out whom I need to contact to get a job opening posted in "Electronic Media" and what the cost is, if any. Please advise.

Thank you,

Laura E. Pietrzak

HR/PR/AP Coordinator

WBZL Channel 39, Inc.

2055 Lee Street

Hollywood, FL 33020

954.924.1348 Direct Line

954.924.1405 Fax

**Trinh, Cam B.**

---

**From:** Trinh, Cam B.  
**Sent:** Tuesday, April 20, 2004 11:12 AM  
**To:** Pietrzak, Laura  
**Subject:** spots & dots

**Importance:** High

**Attachments:** WBZL CSD short.doc

Please add the EEO and instructions for them to send the resume to this short version to see if we can make the 75-word cut for this posting.

Thanks



WBZL CSD  
short.doc (23 KB)

Cam

**Tracking:**

**Recipient**

Pietrzak, Laura

**Read**

Read: 4/20/2004 12:19 PM

## **WBZL POSITION DESCRIPTION**

**POSITION:**           **Staff Accountant**

**DATE:** 7/2004

**DEPARTMENT:**    Finance

**REPORTS TO:**      Director of Finance/Admin. & HR

### **ROLE**

Process, control and account code all accounts payable invoices through issuance of checks in a timely manner. Process purchase cards billing. Assist Director of Finance, Administration and HR with various Human Resources. Assist Accounting Manager with monthly closing and reconciliations.

### **RESPONSIBILITIES**

#### Accounting/Accounts Payable

- Open daily mail, date stamp, code and distribute to appropriate department head for approval
- Prepare daily bank deposit
- Maintain and control purchase order system
- Process and input all approved accounts payable into the People Soft system on a weekly basis. Pay all payables on Thursday of each week
- Reconcile weekly payable run, vendor and monthly film statements
- Reconcile all monthly General Ledger accounts
- Reconcile monthly film statements
- Reconcile all purchase card statements
- Prepare monthly accrual

#### Human Resources

- Complete new employee personnel packet. Maintain suspense file for eligibility dates for benefits.
- Field all requests for employment verifications
- Create internal job postings and classified advertisements for open positions
- Coordinate drug screening and background checks for potential new hires
- Assist Director in employee termination procedures
- Process Worker Compensation Claims/Report Worker Compensation Accidents
- Receive resumes for open position and distribute to appropriate contact



## **REQUIREMENTS/QUALIFICATIONS**

- Prior experience in Accounting, Accounts Payable and Human Resources
- Must be proficient with MS computer applications
- Detail and strong organizational skills a must
- A college degree preferred

## **ORGANIZATION STRUCTURE**

Reports to Director of Finance/Admin & HR

# Thank You For Filling Out This Form

B is what you submitted to gbeetner@tribune.com,msegerson@tribune.com on Wednesday, July 14, 2004 at 15:45:56

---

**Business Unit:** WBZL-TV

**Department:** Creative Services

**Location:** Hollywood, Florida

**Full/Part:** Full-Time

**Title:** Senior Designer

**Posting Text:** Senior Designer: WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/newspaper hybrid organization serving the nation's 6th largest MSA (Miami, fort Lauderdale & West Palm Beach). Reporting to the Creative Services Director, qualified candidates will have strong working knowledge of AfterEffects, Photoshop, Quark and Illustrator. Criteria for consideration include strong creative ability, an appropriate college degree, and 3-5 years experience in an advertising or promotion department. Interested candidates that have a great passion for design and can work well in a team environment should mail their resume and demo tape.

**Category1:** Graphic Arts

**Category2:** -OPTIONAL-

**Posting:** Internal

**Contact Name:** Cam B. Trinh

**Phone #:** 954-924-1326

**E-Mail:** ctrinh@tribune.com

**Address:** WBZL 2055 Lee St. Hollywood, Fl 33020

**Submit:** Submit

---

## JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	1-305-696-4455	305-696-4450	✓
NAACP Broward County	954-467-8303	954-764-7604	✓
Florida International Univeristy	305-919-5607	305-919-5770	✓
Urban League of Broward County	954-584-4413	954-584-0777 x 306	✓
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	✓
FL Dept of Labor	954-677-5444	954-714-3480	✓
NAACP of Miami	1-305-685-7152	305-685-8694	✓
Career Development Services / FAU	561-297-2740	561-297-3000	✓
Florida Memorial College	305-626-3781	305-626-3142	✓
American Adult Education	1-305-828-7380	305-557-3770	✓
Hispanic Coalition	1-305-262-0518	305-262-0060	✓
Career & Counseling / Barry University	1-305-899-3959	305-899-3950	✓
Work Force One	954-893-5030	954-967-1039	✓
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	✓
Hialeah Career Oppty Center	1-305-883-6910	305-883-6925	✓
Hispanic Unity of Florida	954-964-8646	954-964-8884	✓
Fla A&M University	850-599-3353	850-599-3700	✓
Jobs For Miami	1-305-759-7639	305-759-6511 x 1295	✓
FAB Job Bank	850-222-3957	850-681-6444	✓
Cuban American Natl Council	1-305-642-7463	305-642-3484	✓

Position: Senior Graphic D  
 Date: 8/10

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 03:16PM  
 TEL NUMBER : +9549223965  
 NAME : WBZL CHANNEL 39

FILE NUMBER : 259  
 DATE : 10-AUG 03:15PM  
 TO : 13056964455  
 DOCUMENT PAGES : 002  
 START TIME : 10-AUG 03:15PM  
 END TIME : 10-AUG 03:16PM  
 SENT PAGES : 002  
 STATUS : OK

FILE NUMBER : 259

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	4-305-896-4455	305-896-4450	
NAACP Broward County	954-467-8303	954-764-7804	
Florida International Univeristy	305-919-5607	305-919-5770	
Urban League of Broward County	954-584-4413	954-584-0777 x 306	
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	
FL Dept of Labor	954-877-5444	954-714-3480	
NAACP of Miami	4-305-685-7152	305-685-8594	
Career Development Services / FAU	661-297-2740	661-297-3000	
Florida Memorial College	305-626-3781	305-626-3142	
American Adult Education	4-305-828-7380	305-557-3770	
Hispanic Coalition	4-305-262-0518	305-262-0060	
Career & Counseling / Barry University	4-305-899-3958	305-899-3950	
Work Force One	954-893-5030	954-967-1039	
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	
Hialeah Career Oppty Center	4-305-883-8910	305-883-8925	
Hispanic Unity of Florida	954-964-8648	954-964-8884	
Fisr A&M University	850-599-3353	850-599-3700	
Jobs For Miami	1-305-759-7639	305-759-6511 x 1285	
FAB Job Bank	850-222-3957	850-681-6444	
Cuban American Natl Council	4-305-642-7463	305-642-3484	

Position: \_\_\_\_\_

Date: \_\_\_\_\_

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 03:27PM  
 TEL NUMBER : +9549223965  
 NAME : WBZL CHANNEL 39

FILE NUMBER : 261  
 DATE : 10-AUG 03:26PM  
 TO : 9544678303  
 DOCUMENT PAGES : 002  
 START TIME : 10-AUG 03:26PM  
 END TIME : 10-AUG 03:27PM  
 SENT PAGES : 002  
 STATUS : OK

FILE NUMBER : 261

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	305-696-4455	305-696-4450	
NAACP Broward County	954-467-8303	954-764-7604	
Florida International University	305-919-5607	305-919-5770	
Urban League of Broward County	954-684-4413	954-584-0777 x 306	
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	
FL Dept of Labor	954-677-5444	954-714-3480	
NAACP of Miami	305-685-7152	305-685-8694	
Career Development Services / FAU	561-297-2740	561-297-3000	
Florida Memorial College	305-626-3781	305-626-3142	
American Adult Education	305-828-7380	305-557-3770	
Hispanic Coalition	305-262-0518	305-262-0080	
Career & Counseling / Barry University	305-899-3959	305-899-3950	
Work Force One	954-893-5030	954-967-1039	
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	
Hialeah Career Oppty Center	305-883-6910	305-883-6925	
Hispanic Unity of Florida	954-964-8646	954-964-8884	
Fla A&M University	850-599-3353	850-599-3700	
Jobs For Miami	1-305-759-7639	305-759-6511 x 1295	
FAB Job Bank	850-222-3957	850-681-6444	
Cuban American Natl Council	305-642-7463	305-642-3484	

Position: \_\_\_\_\_

Date: \_\_\_\_\_

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 03:34PM  
 TEL NUMBER : +9549223965  
 NAME : WBZL CHANNEL 39

FILE NUMBER : 262  
 DATE : 10-AUG 03:26PM  
 TO : 3059195607  
 DOCUMENT PAGES : 002  
 START TIME : 10-AUG 03:28PM  
 END TIME : 10-AUG 03:34PM  
 SENT PAGES : 002  
 STATUS : OK

FILE NUMBER : 262

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	305-696-4455	305-696-4450	
NAACP Broward County	954-467-6303	954-764-7804	
Florida International University	305-919-5807	305-919-5770	
Urban League of Broward County	954-584-4413	954-584-0777 x 306	
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	
FL Dept of Labor	954-677-5444	954-714-3480	
NAACP of Miami	305-685-7152	305-685-8694	
Career Development Services / FAU	561-297-2740	561-297-3000	
Florida Memorial College	305-626-3781	305-626-3142	
American Adult Education	305-828-7380	305-657-3770	
Hispanic Coalition	305-262-0518	305-262-0060	
Career & Counseling / Barry University	305-899-3958	305-899-3950	
Work Force One	954-893-5030	954-867-1039	
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	
Hialeah Career Oppty Center	305-883-8910	305-883-6925	
Hispanic Unity of Florida	954-964-8646	954-964-8884	
Fla A&M University	850-599-3353	850-599-3700	
Jobs For Miami	305-759-7639	305-759-6511 x 1285	
FAB Job Bank	850-222-3957	850-681-6444	
Cuban American Natl Council	305-642-7463	305-642-3484	

Position: \_\_\_\_\_

Date: \_\_\_\_\_

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 03:36PM  
 TEL NUMBER : +9549223965  
 NAME : WBZL CHANNEL 39

FILE NUMBER : 263  
 DATE : 10-AUG 03:27PM  
 TO : 9545844413  
 DOCUMENT PAGES : 002  
 START TIME : 10-AUG 03:34PM  
 END TIME : 10-AUG 03:36PM  
 SENT PAGES : 002  
 STATUS : OK

FILE NUMBER : 263

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	305-696-4455	305-696-4450	
NAACP Broward County	954-467-8303	954-764-7604	
Florida International University	305-919-5607	305-919-5770	
Urban League of Broward County	954-584-4413	954-584-0777 x 306	
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	
FL Dept of Labor	954-677-5444	954-714-3460	
NAACP of Miami	305-686-7162	305-686-8694	
Career Development Services / FAU	561-297-2740	561-297-3000	
Florida Memorial College	305-626-3781	305-626-3142	
American Adult Education	305-628-7380	305-657-3770	
Hispanic Coalition	305-262-0518	305-262-0060	
Career & Counseling / Barry University	305-899-3959	305-899-3950	
Work Force One	954-893-5030	954-867-1039	
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	
Hialeah Career Oppty Center	305-883-6910	305-883-6925	
Hispanic Unity of Florida	954-964-8846	954-964-8884	
Fla A&M University	850-599-3353	850-599-3700	
Jobs For Miami	305-759-7639	305-759-6511 x 1295	
FAB Job Bank	850-222-3957	850-881-6444	
Cuban American Natl Council	305-642-7463	305-642-3484	

Position: \_\_\_\_\_

Date: \_\_\_\_\_

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 03:37PM  
 TEL NUMBER : +9549223965  
 NAME : WBZL CHANNEL 39

FILE NUMBER : 264  
 DATE : 10-AUG 03:27PM  
 TO : 9542018958  
 DOCUMENT PAGES : 002  
 START TIME : 10-AUG 03:36PM  
 END TIME : 10-AUG 03:37PM  
 SENT PAGES : 002  
 STATUS : OK

FILE NUMBER : 264

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	3-305-696-4455	305-696-4450	
NAACP Broward County	954-487-8303	954-784-7604	
Florida International University	305-919-5607	305-919-5770	
Urban League of Broward County	954-584-4413	954-584-0777 x 306	
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	
FL Dept of Labor	954-677-5444	954-714-3480	
NAACP of Miami	3-305-686-7152	305-886-8694	
Career Development Services / FAU	561-297-2740	561-297-3000	
Florida Memorial College	305-626-3781	305-626-3142	
American Adult Education	3-305-828-7380	305-657-3770	
Hispanic Coalition	3-305-262-0518	305-262-0060	
Career & Counseling / Barry University	4-305-899-3959	305-899-3950	
Work Force One	954-893-5030	954-967-1039	
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-6680	754-321-5400	
Hisleah Career Oppty Center	3-305-883-6910	305-883-6925	
Hispanic Unity of Florida	954-964-8646	954-964-8884	
Fla A&M University	850-599-3353	850-599-3700	
Jobs For Miami	3-305-759-7639	305-759-6511 x 1295	
FAB Job Bank	850-222-3957	850-681-6444	
Cuban American Natl Council	3-305-642-7463	305-642-3484	

Position: \_\_\_\_\_

Date: \_\_\_\_\_



# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 03:38PM  
 TEL NUMBER : +9549223965  
 NAME : WBZL CHANNEL 39

FILE NUMBER : 265  
 DATE : 10-AUG 03:28PM  
 TO : 9546775444  
 DOCUMENT PAGES : 002  
 START TIME : 10-AUG 03:37PM  
 END TIME : 10-AUG 03:38PM  
 SENT PAGES : 002  
 STATUS : OK

FILE NUMBER : 265

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	305-696-4455	305-696-4450	
NAACP Broward County	954-487-8303	954-764-7804	
Florida International University	305-919-5607	305-919-5770	
Urban League of Broward County	954-584-4413	954-584-0777 x 306	
Career Ctr of Broward Comm. College	954-201-8858	954-201-8865	
FL Dept of Labor	954-677-5444	954-714-3480	
NAACP of Miami	305-685-7152	305-685-8594	
Career Development Services / FAU	561-297-2740	561-297-3000	
Florida Memorial College	305-826-3781	305-826-3142	
American Adult Education	305-828-7380	305-557-3770	
Hispanic Coalition	305-262-0518	305-262-0060	
Career & Counseling / Barry University	305-899-3959	305-899-3950	
Work Force One	954-893-5030	954-897-1039	
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	
Hialeah Career Oppty Center	305-883-6910	305-883-6925	
Hispanic Unity of Florida	954-964-8646	954-964-8884	
Fia A&M University	850-599-3353	850-599-3700	
Jobs For Miami	1-305-759-7639	305-759-6511 x 1295	
FAB Job Bank	850-222-3957	850-681-6444	
Cuban American Natl Council	305-642-7463	305-642-3484	

Position: \_\_\_\_\_

Date: \_\_\_\_\_

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 03:44PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 266  
DATE : 10-AUG 03:29PM  
TO : 13056857152  
DOCUMENT PAGES : 002  
START TIME : 10-AUG 03:41PM  
END TIME : 10-AUG 03:43PM  
SENT PAGES : 002  
STATUS : OK

FILE NUMBER : 266

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	305-696-4455	305-696-4450	
NAACP Broward County	954-467-8303	954-764-7804	
Florida International University	305-919-5607	305-919-5770	
Urban League of Broward County	954-584-4413	954-584-0777 x 306	
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	
FL Dept of Labor	954-677-5444	954-714-3480	
NAACP of Miami	1-305-685-7152	305-685-8694	
Career Development Services / FAU	561-297-2740	561-297-3000	
Florida Memorial College	305-626-3781	305-626-3142	
American Adult Education	1-305-828-7380	305-557-3770	
Hispanic Coalition	1-305-262-0518	305-262-0050	
Career & Counseling / Barry University	1-305-899-3959	305-899-3950	
Work Force One	954-893-5030	954-967-1039	
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	
Hialeah Career Oppty Center	1-305-883-6910	305-883-6925	
Hispanic Unity of Florida	954-964-8646	954-964-8864	
Fie A&M University	850-599-3353	850-599-3700	
Jobs For Miami	1-305-759-7639	305-759-6511 x 1205	
FAB Job Bank	850-222-3957	850-681-6444	
Cuban American Natl Council	1-305-642-7463	305-642-3484	

Position: \_\_\_\_\_

Date: \_\_\_\_\_

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 03:45PM  
 TEL NUMBER : +9549223965  
 NAME : WBZL CHANNEL 39

FILE NUMBER : 268  
 DATE : 10-AUG 03:30PM  
 TO : 15612972740  
 DOCUMENT PAGES : 002  
 START TIME : 10-AUG 03:44PM  
 END TIME : 10-AUG 03:45PM  
 SENT PAGES : 002  
 STATUS : OK

FILE NUMBER : 268

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	1-305-696-4455	305-696-4450	
NAACP Broward County	954-467-8303	954-784-7604	
Florida International University	305-919-5607	305-919-5770	
Urban League of Broward County	954-584-4413	954-584-0777 x 306	
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	
FL Dept of Labor	954-677-6444	954-714-3480	
NAACP of Miami	1-305-685-7152	305-685-8694	
Career Development Services / FAU	561-297-2740	561-297-3000	
Florida Memorial College	305-626-3781	305-626-3142	
American Adult Education	1-305-828-7380	305-657-3770	
Hispanic Coalition	1-305-262-0518	305-262-0060	
Career & Counseling / Barry University	1-305-899-3959	305-899-3950	
Work Force One	954-893-5030	954-967-1039	
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	
Hialeah Career Oppty Center	1-305-883-6910	305-883-8925	
Hispanic Unity of Florida	954-964-8646	954-964-8884	
Fla A&M University	850-599-3353	850-599-3700	
Jobs For Miami	1-305-759-7639	305-759-6511 x 1285	
FAB Job Bank	850-222-3957	850-681-6444	
Cuban American Natl Council	1-305-642-7463	305-642-3484	

Position: \_\_\_\_\_

Date: \_\_\_\_\_

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 03:46PM  
 TEL NUMBER : +9549223965  
 NAME : WBZL CHANNEL 39

FILE NUMBER : 269  
 DATE : 10-AUG 03:30PM  
 TO : 3056263781  
 DOCUMENT PAGES : 002  
 START TIME : 10-AUG 03:45PM  
 END TIME : 10-AUG 03:46PM  
 SENT PAGES : 002  
 STATUS : OK

FILE NUMBER : 269

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## JOB POSTING CHECKLIST 2004

Organization Name	Fax Number	Phone Number	Fax Confirmation
Urban League of Miami	4-305-696-4456	305-696-4450	
NAACP Broward County	954-467-8303	954-764-7804	
Florida International University	305-919-5607	305-919-5770	
Urban League of Broward County	954-584-4413	954-584-0777 x 306	
Career Ctr of Broward Comm. College	954-201-8958	954-201-8865	
FL Dept of Labor	954-677-5444	954-714-3480	
NAACP of Miami	4-305-685-7162	305-685-8694	
Career Development Services / FAU	561-297-2740	561-297-3000	
Florida Memorial College	305-626-3781	305-626-3142	
American Adult Education	4-305-828-7380	305-557-3770	
Hispanic Coalition	4-305-262-0618	305-262-0060	
Career & Counseling / Barry University	4-305-899-3959	305-899-3950	
Work Force One	954-893-5030	954-967-1039	
Sheridan Vo Tech Ctr (Tech Jobs Only)	754-321-5680	754-321-5400	
Hialeah Career Oppty Center	4-305-883-6910	305-883-6926	
Hispanic Unity of Florida	954-964-8646	954-964-8884	
Fla A&M University	850-599-3353	850-599-3700	
Jobs For Miami	4-305-759-7639	305-759-6511 x 1295	
FAB Job Bank	850-222-3957	850-681-8444	
Cuban American Natl Council	4-305-642-7463	305-642-3484	

Position: \_\_\_\_\_

Date: \_\_\_\_\_

# MEMORY TRANSMISSION REPORT

TIME : 11-AUG-2004 10:39AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 330  
DATE : 11-AUG 10:36AM  
TO : 13058287380  
DOCUMENT PAGES : 001  
START TIME : 11-AUG 10:38AM  
END TIME : 11-AUG 10:39AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 330

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: July 14, 2004 To: TFN  
Job Title: Senior Graphic Designer

Date Position Available: July 14, 2004

**Job Description:** WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/Newspaper hybrid organization serving the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach).

**Qualifications:** Reporting to the Creative Services Director, qualified candidates must have strong working knowledge of AfterEffects, Photoshop, Quark and Illustrator. Criteria for consideration include strong creative ability, an appropriate college degree and 3-5 years experience in an advertising or promotion department. Interested candidates that have a great passion for design and can work well in a team environment should mail their resume and demo tape

If you, or someone you know, is interested in applying for the above position, please fax or send resume to: 2055 Lee Street, Hollywood, FL 33020 (NO PHONE CALLS PLEASE)

WBZL, the WB 39 is a commercial, WB-affiliated station located in Hollywood, Florida and serves the Miami/Fort Lauderdale area.

WBZL, the WB 39 is an Equal Opportunity Employer. This station seeks and employs qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability.

2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# MEMORY TRANSMISSION REPORT

TIME : 11-AUG-2004 10:39AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 331  
DATE : 11-AUG 10:36AM  
TO : 13052620518  
DOCUMENT PAGES : 001  
START TIME : 11-AUG 10:39AM  
END TIME : 11-AUG 10:39AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 331

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: July 14, 2004 To: TFN  
Job Title: Senior Graphic Designer

Date Position Available: July 14, 2004

**Job Description:** WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/Newspaper hybrid organization serving the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach).

**Qualifications:** Reporting to the Creative Services Director, qualified candidates must have strong working knowledge of AfterEffects, Photoshop, Quark and Illustrator. Criteria for consideration include strong creative ability, an appropriate college degree and 3-5 years experience in an advertising or promotion department. Interested candidates that have a great passion for design and can work well in a team environment should mail their resume and demo tape

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2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# MEMORY TRANSMISSION REPORT

TIME : 11-AUG-2004 10:45AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 333  
DATE : 11-AUG 10:37AM  
TO : 13058993959  
DOCUMENT PAGES : 001  
START TIME : 11-AUG 10:45AM  
END TIME : 11-AUG 10:45AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 333

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: July 14, 2004 To: TFN  
Job Title: Senior Graphic Designer

Date Position Available: July 14, 2004

Job Description: WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/Newspaper hybrid organization serving the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach).

Qualifications: Reporting to the Creative Services Director, qualified candidates must have strong working knowledge of AfterEffects, Photoshop, Quark and Illustrator. Criteria for consideration include strong creative ability, an appropriate college degree and 3-5 years experience in an advertising or promotion department. Interested candidates that have a great passion for design and can work well in a team environment should mail their resume and demo tape

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2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 04:01PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 275  
DATE : 10-AUG 03:34PM  
TO : 9548935030  
DOCUMENT PAGES : 001  
START TIME : 10-AUG 04:00PM  
END TIME : 10-AUG 04:01PM  
SENT PAGES : 001  
STATUS : OK  
FILE NUMBER : 275

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: July 14, 2004 To: TFN  
Job Title: Senior Graphic Designer

Date Position Available: July 14, 2004

Job Description: WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/Newspaper hybrid organization serving the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach).

Qualifications: Reporting to the Creative Services Director, qualified candidates must have strong working knowledge of AfterEffects, Photoshop, Quark and Illustrator. Criteria for consideration include strong creative ability, an appropriate college degree and 3-5 years experience in an advertising or promotion department. Interested candidates that have a great passion for design and can work well in a team environment should mail their resume and demo tape

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## MEMORY TRANSMISSION REPORT

TIME : 11-AUG-2004 11:07AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 339  
DATE : 11-AUG 11:06AM  
TO : 7543215680  
DOCUMENT PAGES : 001  
START TIME : 11-AUG 11:06AM  
END TIME : 11-AUG 11:07AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 339

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: July 14, 2004 To: TFN  
Job Title: Senior Graphic Designer

Date Position Available: July 14, 2004

Job Description: WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/Newspaper hybrid organization serving the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach).

Qualifications: Reporting to the Creative Services Director, qualified candidates must have strong working knowledge of AfterEffects, Photoshop, Quark and Illustrator. Criteria for consideration include strong creative ability, an appropriate college degree and 3-5 years experience in an advertising or promotion department. Interested candidates that have a great passion for design and can work well in a team environment should mail their resume and demo tape

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2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# MEMORY TRANSMISSION REPORT

TIME : 11-AUG-2004 10:52AM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 335  
DATE : 11-AUG 10:37AM  
TO : 13058836910  
DOCUMENT PAGES : 001  
START TIME : 11-AUG 10:52AM  
END TIME : 11-AUG 10:52AM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 335

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: July 14, 2004 To: TFN  
Job Title: Senior Graphic Designer  
Date Position Available: July 14, 2004

Job Description: WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/Newspaper hybrid organization serving the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach).

Qualifications: Reporting to the Creative Services Director, qualified candidates must have strong working knowledge of AfterEffects, Photoshop, Quark and Illustrator. Criteria for consideration include strong creative ability, an appropriate college degree and 3-5 years experience in an advertising or promotion department. Interested candidates that have a great passion for design and can work well in a team environment should mail their resume and demo tape

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2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 04:15PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 278  
DATE : 10-AUG 03:34PM  
TO : 9549648646  
DOCUMENT PAGES : 001  
START TIME : 10-AUG 04:15PM  
END TIME : 10-AUG 04:15PM  
SENT PAGES : 001  
STATUS : OK  
FILE NUMBER : 278

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: July 14, 2004  
Job Title: Senior Graphic Designer  
To: TFN  
Date Position Available: July 14, 2004

Job Description: WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/Newspaper hybrid organization serving the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach).

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2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 04:16PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 279  
DATE : 10-AUG 03:34PM  
TO : 18505993353  
DOCUMENT PAGES : 001  
START TIME : 10-AUG 04:16PM  
END TIME : 10-AUG 04:16PM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 279

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: July 14, 2004 To: TFN  
Job Title: Senior Graphic Designer

Date Position Available: July 14, 2004

Job Description: WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/Newspaper hybrid organization serving the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach).

Qualifications: Reporting to the Creative Services Director, qualified candidates must have strong working knowledge of AfterEffects, Photoshop, Quark and Illustrator. Criteria for consideration include strong creative ability, an appropriate college degree and 3-5 years experience in an advertising or promotion department. Interested candidates that have a great passion for design and can work well in a team environment should mail their resume and demo tape

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2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 04:17PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 280  
DATE : 10-AUG 03:36PM  
TO : 13057597639  
DOCUMENT PAGES : 001  
START TIME : 10-AUG 04:16PM  
END TIME : 10-AUG 04:17PM  
SENT PAGES : 001  
STATUS : OK  
FILE NUMBER : 280

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: July 14, 2004 To: TFN  
Job Title: Senior Graphic Designer

Date Position Available: July 14, 2004

Job Description: WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/Newspaper hybrid organization serving the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach).

Qualifications: Reporting to the Creative Services Director, qualified candidates must have strong working knowledge of AfterEffects, Photoshop, Quark and Illustrator. Criteria for consideration include strong creative ability, an appropriate college degree and 3-5 years experience in an advertising or promotion department. Interested candidates that have a great passion for design and can work well in a team environment should mail their resume and demo tape

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2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 04:21PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 281  
DATE : 10-AUG 03:37PM  
TO : 18502223957  
DOCUMENT PAGES : 001  
START TIME : 10-AUG 04:20PM  
END TIME : 10-AUG 04:21PM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 281

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

## Job Opening



Post From: July 14, 2004 To: TFN  
Job Title: Senior Graphic Designer

Date Position Available: July 14, 2004

**Job Description:** WBZL-TV has an opportunity for a talented Senior Graphic Designer interested in designing and producing graphics for a multitude of station uses including but not limited to on-air, print and station collateral materials. You'll become part of our "market management" approach which teams WBZL-TV with the Sun-Sentinel to form the very first TV/Newspaper hybrid organization serving the nation's 6th largest MSA (Miami, Fort Lauderdale & West Palm Beach).

**Qualifications:** Reporting to the Creative Services Director, qualified candidates must have strong working knowledge of AfterEffects, Photoshop, Quark and Illustrator. Criteria for consideration include strong creative ability, an appropriate college degree and 3-5 years experience in an advertising or promotion department. Interested candidates that have a great passion for design and can work well in a team environment should mail their resume and demo tape

If you, or someone you know, is interested in applying for the above position, please fax or send resume to: 2055 Lee Street, Hollywood, FL 33020 (NO PHONE CALLS PLEASE)

WBZL, the WB 39 is a commercial, WB-affiliated station located in Hollywood, Florida and serves the Miami/Fort Lauderdale area.

WBZL, the WB 39 is an Equal Opportunity Employer. This station seeks and employs qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability.

2055 Lee Street, Hollywood, Florida 33020 ~ Dade: 305.949.3900 ~ Broward: 954.925.3939

# MEMORY TRANSMISSION REPORT

TIME : 10-AUG-2004 04:23PM  
TEL NUMBER : +9549223965  
NAME : WBZL CHANNEL 39

FILE NUMBER : 282  
DATE : 10-AUG 03:37PM  
TO : 13056427463  
DOCUMENT PAGES : 001  
START TIME : 10-AUG 04:21PM  
END TIME : 10-AUG 04:23PM  
SENT PAGES : 001  
STATUS : OK

FILE NUMBER : 282

\*\*\* SUCCESSFUL TX NOTICE \*\*\*

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