

**WNCF(TV), WBMM(TV)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2009–November 30, 2010**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	25, 26, 30	25
Reporter *	9	9
Reporter *	9	9
Promotions Manager	1-22, 26, 30	26
Account Executive	26, 30	26

\* - exigent circumstances.

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**II. MASTER RECRUITMENT SOURCE LIST (MRS�)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	Ms. Edna Vincent Auburn University Montgomery 7400 East Drive Montgomery, AL 36193 334-244-3342	Y	0
2	Ms. Bence Edwards H. Councill Trenholm Technical College P.O. Box 100488 Montgomery, AL 36108 334-420-4200	Y	0
3	Ms. Nancy Bernard Career Services Auburn University 303 Martin Hall Auburn, AL 36849 334-844-4944	Y	0
4	Ms. Marie Ottinger Director of Career Placement Faulkner University 5345 Atlanta Highway Montgomery, AL 36193 334-386-7512	Y	0
5	Cindi McGee Alabama Broadcasters Association 1361 Alford Ave. Suite 201 Birmingham, AL 35226 205-979-1690 <i>Source places postings on association website.</i>	Y	0
6	Mr. Jim Ramsey Montgomery Employment Service 1060 East South Blvd. Montgomery, AL 36116 334-286-1746	Y	0
7	Ms. Heather Slagle Human Resources Center Huntingdon College 1500 E. Fairview Ave. Montgomery, AL 36194 334-833-4222	Y	0

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8	Montgomery Advertiser Brenda Jackson 425 Molton St. Montgomery, AL 334-264-4561	N	0
9	Tvjobs.com Broadcast Employment Service P.O. Box 4116 Oceanside, CA 92052 www.tvjobs.com	N	5
10	CareerBuilder.com 8420 West Bryn Mawr Ave. Chicago, IL 60631 773-527-3600 www.careerbuilder.com	N	0
11	Ms. Sarah Stringer Career Development and Replacement Carnegie Hall, 3 <sup>rd</sup> Fl. Tuskegee, AL 36088 334-727-3031 334-727-0084	N	0
12	Lynn Beshear Envision 20/20 600 S. Court St. Ste. 311 Montgomery, AL 36104 334-269-0224	Y	0
13	Ms. Ella Tucker Office of Career Services Alabama State University Montgomery, AL 36101-0271 334-229-4156	N	0
14	Vaughncile Ftizpatrick Mt. Zion AME Zion Church 455 West Jeff Davis Ave. Montgomery, AL 36104 334-265-9361	Y	0
15	Anna Buckalew Montgomery Chamber of Commerce 41 Commerce St. Montgomery, AL 36101 334-834-5211	N	0

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16	Christian Job Exchange Rev. Charles Kendall Frazer Memorial United Methodist Church 6000 Atlanta Highway Montgomery, AL 36117 334-272-8622	N	0
17	Ms. Lee Ann Thrasher Manpower 3447-H McGehee Pl., Dr., South Montgomery, AL 36117 334-281-4441	Y	0
18	Mr. Aaron Taylor Troy State University Television Department Wallace Hall Troy, AL 36082 334-670-3100	Y	0
19	Ms. Pat Brynside South University 5355 Vaughn Rd. Montgomery, AL 36082 334-395-8800	Y	0
20	Mr. Jim Oakley, Jr. University of Alabama P.O. Box 870172 Tuscaloosa, AL 35487 205-348-3836	Y	0
21	Central Alabama Opportunities Industrialization Center Sylvia Harper 3005 Fairview Place Montgomery, AL 36108 334-265-1594	N	0
22	Mr. Daryl Watkins Montgomery-Tuskegee Times/Westside Weekly 525 Augusta Ave. Montgomery, AL 36111 334-280-2444	N	0
23	Employee Referrals	N	0
24	Non-Employee Referrals	N	0
25	Walk-Ins	N	1
26	WNCF(TV) On-Air Announcements	N	3
27	Milton Wald Ambassador 4178 Lomac St. Montgomery, AL 36106 334-271-1666	N	0

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28	Mark Free Aspire Staffing Inc. 1113-C Perry Hill Road Montgomery, AL 36109 334-396-3714	N	0
29	Chad Thomason Snelling Personnel 3001 Zelda Road Montgomery, AL 36106 334-270-0100	N	0
30	Station Website: <a href="http://www.wncftv.com">www.wncftv.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			9

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program	<p>The stations' internship program allows qualified students the opportunity to gain hands-on experience in a functioning broadcast television environment. Guidelines have been established to ensure that the internship experience is of the utmost value to the students while also meeting station needs.</p> <p>During the Spring of 2010, a student from Auburn University interned in the Sports Department. This intern went out and covered stories, conducted interviews, assisted in writing stories, and participated in the nightly sportscast.</p> <p>Another Auburn University student interned during the Spring. Both of the students gained experience shooting, editing, writing, and producing live nightly sports segments for WNCF, and sports packages for WBMM. During their internships, they acquired detailed knowledge concerning how sports programming is put together and how a TV station is run.</p> <p>An Auburn University Senior interned in the News Department during the summer. She covered stories, shot footage, appeared on air, wrote script, and participated in every way to ensure a successful newscast each night.</p>
<b>2</b>	Job Fair	<p>On June 3, 2010, the stations participated in a job fair at The Maxwell-Gunter Employment Expo, discussing job openings/opportunities and internships at the stations with interested candidates and handing out applications. Station participants included Promotions Manager.</p>
<b>3</b>	Job Fair	<p>On September 15, 2010, the stations participated in the Auburn University Montgomery Fall Career Fair. Station, speaking to individuals interested in employment at the stations, handing out information about the company, discussing internship opportunities, distributing promotional items, and providing interested parties with applications. Station participants included Promotions Manager.</p>

**WNCN(TV), WBMM(TV)**  
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	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
4	Job Fair	On October 14, 2010, the stations participated in a Career Fair at the University of Alabama in Tuscaloosa, speaking to students about careers in broadcasting, answering questions, and handing out station information and applications for employment. Several students expressed interest in the stations and submitted their resumes. Station participants included Promotions Manager.