

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 12/1/09 to 11/30/10.

1) Employment Unit: LIN of Alabama, LLC

**2) Unit Members (Stations and Communities of License): WALA-TV: Mobile, AL
WFNA-TV: Gulf Shores, AL**

3) EEO Contact Information for Unit Member:

Mailing Address: WALA/WFNA 1501 Satchel Paige Dr. Mobile, AL 36606	Telephone Number: (251) 434-1010
	Contact Person: Donna Howell
	E-mail Address: dhowell@fox10tv.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring
Hiree	
1. New Media Manger	Twitter
2. Sales Assistant	Referral
3. Account Executive	Employee Referral
4. Account Executive	Employee Referral
5. Account Executive	Referral
6. Meteorologist	TVjobs.com
7. News Reporter	Fox10tv.com
8. Video Journalist	Employee Referral
9. Production Tech	Employee Referral
10. News Producer	TVjobs.com
11. Promotion Producer	Fox10tv.com
12. Photojournalist	Employee Referral
13. Photojournalist	Intern
14. News Production Assistant	Former Intern.
15. News Production Assistant	Former Intern

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4) Full-Time Job Vacancies Filled by Each Station. (cont.)

Job Title Hiree	Recruitment Source Referring
16. News Production Assistant	Fox10tv.com
17. News Production Assistant	Employee Referral
18. Photojournalist	Former Employee Referral
19. News Production Assistant	Intern

5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
Mobile Press Register	Classified Ads Department	401 N. Water St. Mobile, al 36602 (251) 219-5400		N	1,2,6,11 12,13,18
Job Fairs				N	
Pro Resources	Janice Stanley	602 Bel Air Blvd. Mobile, AL 36606 (251) 473-1881		N	6
Internal Posting	Donna Howell	1501 Satchel Paige Dr. Mobile, AL 36606 (252) 424-1010		N	ALL Jobs
FOX10 Website	Laura Rainey	fox10tv.com (251) 434-1010	31	N	All Jobs
Ad Fed	Devin Walker	1501 Satchel Paige Drive Mobile, Al 36606		1	1
tvjobs.com	Mark Holloway	P.O.Box 4116 Oceanside, Ca 92052 800-374-0119	12	N	All Jobs
Lin Television	Donna Howell	1 Richmond Square Ste. 230 Providence RI 02906 (401) 454-2880		N	All Jobs
TVBR.com	April McLynn	P.O. Box 6632 Woodbridge, Va 22195 703-490-3099		N	1,3,4,5,6,7 9,10,12,13, 14,18
Collective Talent	Michelle Bille	26150 Hersheyvale Franklin, MI 48025 813-254-9695		N	7

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al.com	Mobile Register	al.co mobile register.com		N	1,2,6,11,12 13,18
Walk-ins/employee referrals	Donna Howell	1501 Satchel Paige Drive Mobile, Al. 36606	44	N/A	
ABA	Cindi McGee	Alabama Broadcasters Association 1316 Alford Ave ste 201 Birmingham, Al. 35226	3	N	All Jobs
Gnewell@602 communicatons.com	Sandy Lizik	1011 Lyndhurst Falls Lane Knightdale NC 813-234-9695		N	11
Medialine	Mark Shilstone	P.O. Box 51909 Pacific Grove , CA 93950 800-237-8073		N	6,7,8,10,12 13,14,15,16, 17,18,19
AWRT	Kate Niswander	8405 Greensboro Drive Ste 800 Mclean, VA 22102 703-506-3290		N	2,3,4,5,6
Craigslist.com	Devin Walker	1501 Satchel Paige Drive Mobile, Al 36606 251-434-1047	2	N	1
Twitter	Devin Walker	1501 Satchel Paige Drive Mobile, Al. 36606 251-434-1047	1	N	1
AMS	Beth Farley	45 Beacon Street Boston, Ma 02108-3693 617-227-2426		N	6
NWAS.ORG	Steve Harned	228 West Millbrook Road Raleigh, NC 27609 919-845-1546		N	6
Facebook	Devin Walker	1501 Satchel Paige Drive Mobile, Al 36606 251-434-1047		N	1

6) Total # of Interviewees Referred: For the period from 12/1/09 to 11/30/10 this Employment Unit interviewed 93 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

Initiative: Participated in the Bishop State Community College Job Fair

On 2/9/10 WALA/WFNA participated in a Job Fair at Bishop State Junior College. Information about job types and availabilities as well as employment applications was disseminated. WALA/WFNA's Chief Engineer, Assistant Chief Engineer and Master Control Supervisor, all responsible for hiring, attended the job fair. Approximately 250 students participated.

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Initiative: Cosponsored the Remington College Job Fair

On 2/26/10 WALA/WFNA cosponsored a Job Fair with Remington College. WALA/WFNA's Digital Media Director, with hiring responsibilities, attended the fair. The Job Fair was promoted on-air, online and with news mentions and coverage. Information about job types and availabilities as well as employment applications was disseminated.

Initiative: Participated in the SARPC Job Fair

On 4/23/10 WALA/WFNA's Chief Engineer, Assistant Chief Engineer and Master Control Supervisor, all with hiring responsibility, participated in the Annual Business Expo/Jobs Fair hosted by the South Alabama Regional Planning Commission and the City of Mobile. Information about job types and availabilities as well as employment applications were disseminated. Approximately 4,500 job seekers participated.

Initiative: Participated in the NABJ Job Fair

7/28-8/1/10 Dee Sendrowski, Human Resources Director LIN Media participated in the National Association of Black Journalists Job Fair and advertised openings for WALA/WFNA.

Initiative: Internship Program

WALA/WFNA offers a Class Credit internship program which is open to college students attending an accredited college or university. The internship program allows students majoring in the communications or related fields to gain valuable experience and explore potential career opportunities in broadcasting. Students can learn and specialize in the following areas: on-air/producers; photographers; weather; graphics. Students are assigned projects that allow them to become familiar with overall station operations specifically news production duties. The internship is designed to expose the student to the rigors of the television business and interns must be available to work at least a 20 hour shift per week for a semester. Interns are exposed to various station positions and are given hands-on experience during the program. In 2010 a total of 9 students were involved in the program. Four interns were hired in permanent full time positions

Initiative: WALA/WFNA participated in other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to who might otherwise be unaware of such opportunities.

WALA/WFNA maintains a listing of all currently available job opportunities on their Websites.

Initiative: EEOC Seminar

On 5/5/10 WALA/WFNA employees attended an FCC EEO File Webinar hosted by LIN Media's regulatory council. Donna Howell, Business Administrator and Human Resources Director, Paula Redd, Administrative Assistant and Larry Pate, Program Director attended the Webinar.

Initiative: Educational Tours

WALA/WFNA conducts tours for civic groups, elementary, middle and high school aged children on a
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regular basis. Additionally, more enhanced educational tours are given to college level students in hopes of promoting possible careers in the broadcast industry. Tours: 2/5/10 B.C. Raines High School 25 students; 3/26/10 Alma Bryant High School 25 students; 6/16/10 UMS Technical 12 students; 6/23/10 UMS Technical 15 students; 9/24 Capstone Christian School 32 students: 11/12/10 Baker High school 12 students.

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