

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 11/27/07 to 11/21/08.

1) Employment Unit: LIN of Alabama, LLC

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

3) EEO Contact Information for Unit Member:

Mailing Address: WALA/WBPG 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. Windows System Admin	Employee Referral
2. Director of Sales	Employee Referral
3. New Business Account Executive	External Referral
4. Account Executive	Spots N Dots
5. Continuity Clerk/Traffic Asst.	Mobile Press Register
6. Continuity Clerk/Traffic Asst.	Mobile Press Register
7. Continuity Clerk/Traffic Asst.	Mobile Press Register
8. Commercial Producer/Editor	Fox10tv.com
9. Anchor/Reporter	Mort Meisner Agency
10. Reporter/Photojournalist	FOX10 Website
11. General Assignment Reporter	FOX10 Website
12. General Assignment Reporter	TVJobs.com
13. News Photojournalist	FOX10 Website
14. News Photojournalist	TVJobs.com
15. News Photojournalist	Employee Referral
16. News Producer	Internal Transfer

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

Job Title Hiree	Recruitment Source Referring
17. Newscast Director	TVJobs.com
18. News Production Technician	Mobile Count Job Fair
19. News Production Technician	Employee Referral
20. News Production Technician	Internship Program
21. News Production Technician	FOX10 Website
22. News Production Technician	Employee Referral
23. News Production Technician	University South Alabama
24. Graphic Designer	Internal Transfer

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	13	N	1,3,5,6,7,8,9 ,11,12,13,14 ,15,20,21,22 ,23,24,25
SARPC	Terri Pringle	110 Beauregard St Mobile, AL. 36633 251-433-6541	3	N	18
Pro Resources	Janice Stanley	602 Bel Air Blvd. Mobile, AL 36606 (251) 473-1881	2	N	All Jobs
Internal Posting	Donna Howell	1501 Satchel Paige Dr. Mobile, AL 36606 (252) 424-1010	1	N	All Jobs
University of South Alabama Job Line	Jennifer Z. Ekman	250 Adminisrtation Bldg. Mobile, AL 36688 (251) 460-6211	1	N	23
Frank Magid, Assoc.	Barbara Frye	Magid One Research Center Marion, IA 52302 (319) 377-7345	1	N	9,11,12

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FOX10 Website	Devin Walker	fox10tv.com (251) 434-1010	56	N	All Jobs
Career Builder	Jerry Clark	8420 W Bryr Mawr Ave. Chicago, IL 60632 (866) 438-1485	0	N	9,11,12
tvjobs.com	Mark Holloway	tvjobs.com	10	N	2,3,4,5,6,8,9 ,10,11,13,14 ,16,17,18,21 ,22,23,25
Lin Television	Lisa Sousa	1 Richmond Square Ste. 230 Providence RI 02906 (401) 454-2880	1	N	All Jobs
TVBR.com	www.tvbr.com		0	N	24
Mobile Chamber		451 Government Street Mobile, Al 36602 (251) 433-6951	0	N	20
Spots N Dots	alice@spotsndots.com	167 Oakdale Rd. Johnson City, NY (888) 884-2630	3	N	2,3,4,5,25
Career Line TV Ad		1501 Satchel Paige Dr. Mobile, AL 36606 (252) 424-1010	1	N	3
Collective Talent	Michelle Bille	collectivetalent.com	0	N	9,11,12
al.com	Mobile Register	al.co mobile register.com	5	N	5,21,22,23
Walk-ins/employee referrals	N/A	N/A	42	N/A	N/A
ABA	www.al-ba.com	Alabama Broadcasters Association 1316 Alford Ave ste 201 Birmingham, Al. 35226	0	N	3,5,8,9,10,11,12,13,14,17,18,21,22,23,24,25
Gnewell@602 communicatons.com		Gnewell@602 communicatons.com	0	N	8,24
Medialine	www.Medialine.com	Medialine P.O. Box 51909 Pacific Grove , CA 93950	2	N	9,11,12,13,14,21,22,23
NAHJ	www.nahj.org	NABJ 1000 National Press Building Washington, DC 20045	0	N	9,11,12,13,14
NABJ	www.nabj.org	NABJ 8701 Adelphi Rd Adelphi, MD 20783	0	N	9
AWRT	www.awrt.org	AWRT 8405 Greensboro Drive Ste 800 McLean, VA 22102	0	N	9,11,12
Pensacola News Journal	Classified Ads	Pensacola News Journal P.O. Box 12710 Pensacola, Fl	0	N	11,12

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6) Total # of Interviewees Referred: For the period from 12/1/07 to 11/21/08 this Employment Unit interviewed 141 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participated in the SARPC Job Fair

On 5/2/08 WALA/WBPG Sales Management, The Chief Engineer and Assignment Editor, all with hiring responsibility, participated in the 10th 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.

(b) Initiative: Participated in a Job Fair held the at the Alabama Career Center

On 11/20/08 The Chief Engineer and Assignment Editor, both with hiring responsibilities, participated in a Jobs Fair hosted by Long's Personnel at the Alabama Career Center. Information about job types and availabilities as well as employment applications were disseminated.

(c) Initiative: Internship Program

WALA/WBPG 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 2008 a total of 10 students were involved in the program.

One intern was hired in a permanent full time position.

(d) Initiative: WALA/WBPG has an established training program designed to enable station personnel to acquire skills that could qualify them for a higher position.

Entry level employees are trained in multiple categories to enhance skills and identify talents to ensure readiness when higher levels of employment become available. For example a total of 2 promotions from within were due to this training program.

(e) Initiative: WALA/WBPG lists upper-level category openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Commencing in January 2008, Employment Unit notified AWRT, a trade organization whose Membership includes substantial participation of women and minorities of each upper-level category job opening. AWRT posted these openings in its job bank.

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- (f) Initiative: WALA/WBPG participate in other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job applicants who might otherwise be unaware of such opportunities.**

WALA/WBPG Administrative personnel oversaw the training of a low to moderate income minority student supplied by the Mobile Housing Board. The student was trained in a variety of areas in the News, Promotion, Production, Traffic and Accounting Departments over an eight week period.

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

WALA/WBPG uses on-air advertisements (Career Line) in recruitment of some sales oriented jobs.

(g) Initiative: Educational Tours

WALA/WBPG conducts tours for civic groups, elementary, middle and high school aged children on a regular basis. Additionally, more enhanced educational tours are given to college level students in hopes of promoting possible careers in the broadcast industry. Tours: 12/3/07 McGill-Toolen High School (25); 12/13/07 Ella Grant Elementary School; 2/20/08 Cottage Hill High School; 3/3/08 McGill-Toolen High School (24); 4/22/08 Bay Minette High School (25); 4/25/08 South Baldwin County Junior Ambassadors (20); 5/1/08 Mobile Advertising Federation (30); 6/19/08 Mobile College (10); 9/23/08 McGill-Toolen High School (25); 11/12/08 Satsuma Middle School (25); 11/13/08 Satsuma Middle School (25); 11/14/08 Satsuma Middle School (25).