

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 11/22/08 to 11/21/09.

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. Commercial Producer	Fox10tv.com
2. Video Journalist	Fox10tv.com
3. Master Control Operator	Employee
4. Studio Services	Employee
5. Graphics	Employee
6. Studio Services	Fox10tv.com
7. Video Journalist	TVJobs.com
8. Account Executive	Employee
9. Account Executive	Employee
10. Account Executive	Employee

Station WALA/WFNA is an Equal Opportunity Employer.

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	2	N	1,3,7
Job Fairs				N	N/A
Pro Resources	Janice Stanley	602 Bel Air Blvd. Mobile, AL 36606 (251) 473-1881		Y	All Jobs
Internal Posting	Donna Howell	1501 Satchel Paige Dr. Mobile, AL 36606 (252) 424-1010		N	All Jobs
University of South Alabama Job Line	N/A			N	N/A
Frank Magid, Assoc.	Barbara Frye	Magid One Research Center Marion, IA 52302 (319) 377-7345		N	
FOX10 Website	Devin Walker	fox10tv.com (251) 434-1010	16	N	All Jobs
Job Nugget	Jobnugget.com	Jobnugget.com		N	8,9,10
tvjobs.com	Mark Holloway	tvjobs.com	7	N	1,2,3,4,5,6,7,8,9,10
Lin Television	Lisa Sousa	1 Richmond Square Ste. 230 Providence RI 02906 (401) 454-2880		N	All Jobs
TVBR.com	www.tvbr.com		1	N	1,2,3,4,5,6,7,8,9,10
Mobile Chamber		451 Government Street Mobile, Al 36602 (251) 433-6951		N	
Spots N Dots	alice@spotsndots.com	167 Oakdale Rd. Johnson City, NY (888) 884-2630		N	
Career Line TV Ad		1501 Satchel Paige Dr. Mobile, AL 36606 (252) 424-1010		N	
Collective Talent	Michelle Bille	collectivetalent.com		N	
al.com	Mobile Register	al.co mobile register.com			
Walk-ins/employee referrals	N/A	N/A	14	N/A	

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ABA	www.al-ba.com	Alabama Broadcasters Association 1316 Alford Ave ste 201 Birmingham, Al. 35226	3		1,2,3,5,8,9,10
Gnewell@602communications.com		Gnewell@602communications.com	1		1,
Medialine	www.Medialine.com	Medialine P.O. Box 51909 Pacific Grove , CA 93950			2,7
NAHJ	www.nahj.org	NABJ 1000 National Press Building Washington, DC 20045			1,
NABJ	www.nabj.org	NABJ 8701 Adelphi Rd Adelphi, MD 20783			
AWRT	www.awrt.org	AWRT 8405 Greensboro Drive Ste 800 Mclean, VA 22102			1,2,8,9,10
Promax Website	Promax.org	Promax.org			1,

6) Total # of Interviewees Referred: For the period from 11/22/08 to 11/21/09 this Employment Unit interviewed 44 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

Initiative: Participated in the SARPC Job Fair

On 4/24/09 WALA/WFNA Sales Management, The Chief Engineer and Assignment Editor, all with hiring responsibility, participated in the 11th 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: 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 2008 a total of 8 students were involved in the program.

Two interns were hired in permanent full time positions.

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Initiative: WALA/WFNA 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/WFNA 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/WFNA's Production Manager spoke to the television production class at McGill-Toolen High School. He showed examples of news stories and discussed how to put together a news story from start to finish. A question and answer session was held afterwards. 35 students attended.

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

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

Initiative: Educational Tours

WALA/WFNA 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: 1/7/09 East Central High School Business Class (15); 1/20/09 Family of Faith Christian School (15); 1/25/09 Cub Scouts (10); 4/1/09 Vigor High School Future Leaders (26); 4/14/09 ITT Technical School (12); 4/20/09 Bay Minette High School Technical Students (20); 4/23/09 ITT Technical School (20); 4/30/09 Grace Christian School (20); 5/5/09 Rotary Club International (12); 5/8/09 Satsuma Christian School (25); 8/12/09 Mobile Chamber of commerce (35); 10/2/09 Baldwin County Mental Health Center (20); Red Square Advertising Agency Intern Students (7); 10/20/09 Lake Forest High School (20); 10/23/09 North Mobile Christian School (30); 10/27/09 St. Pius Catholic School TV Class (20); 11/16/09 Robert E. Lee Elementary School (25); 11/17/09 Robert E. Lee Elementary School (25); 11/18/09 Robert E. Lee Elementary School (25); 11/19/09 Robert E. Lee Elementary School (25); 11/20/09 Robert E. Lee Elementary School (25).