

EEO Public File Report

Station: **WVTM-TV, Birmingham, AL**

Period Covered by Report: **12/1/2006 - November 30, 2007**

| Full-Time Position | Position Title | Date Open | Date Filled | Recruitment Source* | Total # Interviewed | Number Hired | Recruitment Source for Hire |
|--------------------|-------------------------------|-----------|-------------|---|---------------------|--------------|---|
| 1 | Executive Producer | 2/23/2007 | 7/2/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 8 | 1 | Talent Dynamics Web Site |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 2 | Sales Development Coordinator | 3/9/2007 | 6/11/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MGBG WebSite/WVTM WebSite |
| 3 | Sales Assistant | 5/29/2007 | 7/23/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 6 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| 4 | Sales Assistant | 7/13/2007 | 8/6/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 6 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| 5 | News Director | 12/6/2006 | 3/1/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 6 | Account Executive | 8/10/2007 | 10/1/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| 7 | Accountant | 7/25/2006 | 2/5/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 8 | 1 | Recruiting Firm Sunbelt Search/Savela Solutions |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 8 | Marketing Director | 9/10/2007 | 11/26/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |

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|----|----------------------------|-----------|-----------|---|---|---|---|
| 9 | Assignment Editor | 4/20/2007 | 6/11/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 10 | Producer | 3/23/2007 | 8/20/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 11 | Producer | 2/28/2007 | 8/6/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MGBG WebSite/WVTM WebSite |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 12 | Producer | 3/23/2007 | 8/20/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MGBG WebSite/WVTM WebSite |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 13 | Anchor,WKDY, AM/Noon | 2/1/2007 | 7/2/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| 14 | Promotions Writer/Producer | 1/23/2007 | 3/7/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 15 | Commercial Producer | 3/9/2007 | 5/8/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 1 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| 16 | Account Executive | 3/9/2007 | 4/23/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MGBG WebSite/WVTM WebSite |
| 17 | Associate Producer | 8/2/2007 | 8/20/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 2 | 1 | MGBG WebSite/WVTM WebSite |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 18 | Research Director | 12/1/2006 | 1/29/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 1 | 1 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) |
| 19 | Video Editor | 6/13/2007 | 7/23/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | Client Referral/Other Referral/Intern Program/Talent Agent |
| 20 | Business Manager | 4/30/2007 | 7/23/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 5 | 1 | MGBG WebSite/WVTM WebSite |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |

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|----|-------------------|-----------|-----------|---|---|---|--|
| 21 | Account Executive | 4/30/2007 | 6/11/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 1 | 1 | Client Referral/Other Referral/Intern Program/Talent Agent |
| 22 | Reporter/Anchor | 6/27/2007 | 10/1/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | TV Jobs |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 23 | Reporter/Anchor | 8/21/2007 | 10/1/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 3 | 1 | Client Referral/Other Referral/Intern Program/Talent Agent |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |
| 24 | Reporter/Anchor | 6/13/2007 | 8/27/2007 | Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) | 4 | 1 | Talent Dynamics Web Site |
| | | | | Recruitment Sources Contacted for Specific Vacancies (see attached) | | | |

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EEO Public File Report
Recruitment Sources Contacted for Each Full-Time Vacancy
Station: WVTM-TV - Birmingham, Alabama
Period Covered by Report: 12/1/2006 - November 30, 2007

| No. | Recruitment Source | Contact/Telephone # | Total Interviewed by Source | Entitled to Notification |
|-----|---|---|-----------------------------|--------------------------|
| 1 | NAACP 2034 Metropolitan Parkway, Atlanta GA 30315 | Judith Hanson 404/761/1266 | 0 | N |
| 2 | Miles College Post Office Box 3800, Birmingham, AL 35208 | Charles Crockrom 205/929-1405 | 0 | N |
| 3 | Lawson State Community College 3060 Wilson Road SW, Birmingham, AL 35211 | Carl Davis 205/925-2515 | 0 | N |
| 4 | League of Women Voters 3357 Cherokee Road, Birmingham, AL 35223 | Career Services 205/521-2346 | 0 | N |
| 5 | Birmingham Urban League 1717 4th Ave. North, Bham, AL35203 | Career Services 205/326-0162 | 0 | N |
| 6 | Alabama State University Post Office Box 271, Montgomery, AL 36101-0271 | Ms. Doris Jenkins 334/229-4156 | 0 | N |
| 7 | Alabama A&M Post Office Box 997, Normal, AL 35762 | Ms. Carolyn Lewis 256/851-5690 | 0 | N |
| 8 | Faulkner University 5345 Atlanta Hwy, Montgomery, AL 36193 | Career Services (334) 386-7512 | 0 | N |
| 9 | University of Alabama Post Office Box 850172, Tuscaloosa, AL 35487 | Jim Oakley 205/348-6010 | 0 | N |
| 10 | Jefferson State Jr. College 2601 Carson Road, Birmingham, AL 35215 | Career Services 205/853-1200 | 0 | N |
| 11 | The Birmingham Times Magazine 115 3rd Avenue West, Birmingham, AL 35204 | Joe Hooks jhooks@BirminghamTimes.com | 0 | N |
| 12 | The Birmingham News/Post Herald Post Office Box 2553, Birmingham, AL 35203 | Michael Roddy mroddy@bhamnews.com AL.com | 2 | N |
| 13 | ITT Technical Inst. 6270 Park South Drive, Bessemer, AL 35020 | Chad Jaynes | 0 | N |
| 14 | Media Line (web site) | www.medialine.com | 0 | N |
| 15 | National Association of Hispanic Journalists Nat'l Press Bldg. 529 14th Street NW, Washington, DC 20045-2001 | Job Bank 1-888-346-NAHJ | 0 | |
| 16 | Client Referral/Other Referral/Intern Program/Talent Agent | | 11 | N |
| 17 | MGBG WebSite/WVTM WebSite | www.mgbg.com ; www.nbc13.com | 33 | N |
| 18 | Talent Dynamics Web Site | Corporate HR | 4 | N |
| 19 | MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG) | | 24 | N |

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Recruitment Sources Contacted for Each Full-Time Vacancy
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| No. | Recruitment Source | Contact/Telephone # | Total Interviewed by Source | Entitled to Notification |
|-----|---|--|-----------------------------|--------------------------|
| 1 | NAACP | Judith Hanson | 0 | N |
| No. | Recruitment Source Contacted for Specific Vacancies | Contact/Telephone # | Total Interviewed by Source | Entitled to Notification |
| 1 | Broadcasting and Cable 360 Park Avenue South, 14th Floor, NY NY 10010 | Yuki Atsumi 646-746-6949 | 0 | N |
| 2 | Television Weekly 6500 Wilshire Blvd, Suite 2300 Los Angeles, CA 90048 Washington, DC 20045 | Eric Chasko 323-370-2415 | 0 | N |
| 3 | Rick Gevers & Associates Post Office Box 577 Zionsville, IN 46077 | Rick Gevers 317-769-7900 Rick@RickGevers.com | 1 | N |
| 4 | Collective Talent | www.collective.talent.com | | |
| 5 | TV Jobs | tvjobs.com | 4 | N |
| 6 | Spots N Dots | April Causey Subscriptions & Classifieds 888-884-2630 x1 ads@spotsndots.com | 0 | |
| 7 | Recruiting Firm Sunbelt Search/Savela Solutions | 205-444-0080 205-313-6399 | 8 | N |
| 8 | Graeme Newell 602 Communications | Sandy Lizik slizik@602communications.com | 0 | |

TOTAL INTERVIEWED FROM ALL SOURCES 13
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EEO Public File Report

Supplemental Recruitment Initiatives

Station: Station: WVTM-TV

Period Covered by Report: December 1, 2006 to November 30, 2007

| No. | Initiative | Date | Description | Scope of Involvement | Personnel Involved |
|-----|--|----------|--|---|---|
| 1 | Training programs | On-going | Training employees to do jobs other than what they were hired for. | Department heads are continually training their employees on other "desks" to enable current station personnel to acquire skills that will assist them in obtaining internal promotions or transfers to larger markets. | Gene Kirkconnell/GM; Jacob Pigott - Production Mgr.; Tim Gardner- News Dir.; Ronda Garvin - GSM; Lowell Briggs- Marketing Director.; Chuck Blackwood - Chief Eng. |
| 2 | Mentoring programs | On-going | Allow employees aspiring to further their careers in the broadcasting field to mentor internal professionals in their goal position. | Employees looking to further their careers have been allowed to be involved in or participate in other departments or processes which will allow them to gain a working knowledge of that department. | Gene Kirkconnell/GM; Jacob Pigott - Production Mgr.; Tim Gardner- News Dir.; Ronda Garvin - GSM; Lowell Briggs- Marketing Director.; Fred Vinson Chief Eng.; Don Hawes - Sports Director; Tom Allen - Assistant News Director |
| 3 | Educating student on the inner workings of television. | 3/6/2007 | University of Alabama, Birmingham | As a part of an Economics Panel, the Business Manager spoke to a group of classmembers from a Fundamentals of Broadcasting class. It's purpose was to give the students some real life exposure to their field of study. | Jamie Ambrose; Business Manager |
| 4 | Intern Program | On-going | Expose eligible college students to the broadcasting environment. | Host interns from area colleges as part of their course credit who are majoring in broadcast journalism or broadcast production. During this reporting period we hired two students into full-time positions. (Mike Moon - News and Josh Nicholson Sales) | Gene Kirkconnell/GM; Jacob Pigott - Production Mgr.; Tim Gardner- News Dir.; Ronda Garvin - GSM; Lowell Briggs- Marketing Director.; Chuck Blackwood; Chief Eng. |