

WDFX (TV), DOTHAN, AL¹
EEO PUBLIC FILE REPORT
(December 1, 2010 thru November 30, 2011)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, contact person and telephone number of each as appropriate. Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

**FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hire's Recruitment Source Noted in Brackets²]**

Account Executive (1,4,7-26) [26]

Account Executive (3,4,7-26) [25]

Account Executive (3,4,7-26) [26]

Multi Media Journalist (4,7-26) [7]

Multi Media Journalist (4,7-26) [7]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

18 Persons

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

#7 (12 Persons), #8 (1 Persons), #25 (2 Persons), #26 (3 Persons).

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¹ The numbers correspond to the numbers in Appendix A.

MASTER LIST OF RECRUITMENT SOURCES
 (An asterisk (*) after the source denotes organizations
 that requested notification of full-time job vacancies.)

No.	Source (name, address, contact, person, telephone)	No.	Source (name, address, contact, person, telephone)
1.	Asian American Journalists Assn http://aaja.org/html/programs_jobs.html	8.	WDFX Website www.myfox34.net
2.	Career Women http://careerwomen.com	9.	Army Career and Alumni Program Center ACAP Building 5700, Suite 208 Ft. Rucker, AL 36362 Attn: Christy Mote 334-255-2546/334-255-9160 Christy.mote@us.army.mil
3.	Native American Journalists Assn. http://naja.com	10.	Dothan Career Center 787 Ross Clark Circle Dothan, AL 36303 Carl.white@dir.alabama.gov
4.	Nat'l Association of Hispanic Journalists jobbank@nahj.org	11.	Community Career Development Center 301 W. Lafayette Dothan, AL 36301 Attn: Teresa Stewart 334-712-0090 334-794-3900 fax
5.	Diversity Search www.diversitysearch.com	12.	Alabama Broadcasters Association 1316 Alford Ave, Suite 201 Birmingham, AL 35226 Attn: Cindi McGee 205-979-1690 cmcgee@networktel.net / www.al-ba.com
6.	The Dothan Eagle Classifieds 227 N. Oates Street Dothan, AL 36301 Attn: Grace Howard 334-792-3141 / 334-712-7975 classifieds@dothaneagle.com	13	Troy University at Dothan 500 University Drive Dothan, AL 36303 Attn: Pamela Williamson 334-983-6556 x 221 334-983-6322 fax careerservices@tsud.edu Trojan Recruiting Live www.troy.edu/careerservices
7.	Raycom Media Inter-station Website www.raycommedia.com	14	Wallace Community College Sparks Campus P.O. Drawer 580 Eufaula, AL 36072-0580 mmhudson@wallace.edu

MASTER LIST OF RECRUITMENT SOURCES

(An asterisk (*) after the source denotes organizations that requested notification of full-time job vacancies.)

No.	Source (name, address, contact, person, telephone)	No.	Source (name, address, contact, person, telephone)
15	Wallace Community College Ft. Rucker Campus P.O. Box 6200032 Building 4502 Kingsman St Ft. Rucker, AL 36362 annajohnson@wallace.edu	21	Alabama State University 915 S. Jackson Street Montgomery, AL 36101 Attn: Ella Tucker 334-229-4147 etucker@alasu.edu
16	Enterprise Ozark Community College P.O. Box 1300 Enterprise, AL 36331 Attn: Janet Daniel jdaniels@eocc.edu	22	Auburn University Montgomery P.O. Box 244023 Montgomery, AL 36124 Attn: Keith Cullen 334-244-3345/ kcullen1@aum.edu
17	Columbus State University 4225 University Ave Columbus, GA 31907 706-507-8800 www.career.colstate.edu	23	Trenholm State Technical College 3920 Troy Hwy Montgomery, AL 36116 Attn: Benee Edwards 334-420-4348 / btedwards@trenholmstate.edu
18	Columbus Technical College 928 Manchester Expressway Columbus, GA 31904 www.columbustech.edu	24	Alabama Department of Rehabilitation 2129 East South Blvd Montgomery, AL 36116 Attn: Baron Owens 334-281-8780/ baron.owens@rehab.alabama.gov
19	Auburn University 400 Martin Hall Auburn, AL 36849 Attn: Karen Allen 334-844-3864/ allenkm@auburn.edu	25	Walk In – Referral/Intercompany
20	University of Alabama P.O. Box 870172 Tuscaloosa, AL 32307 Attn: Jim Oakley 205-348-8594/ joakley@ua.edu	26	WDFX-TV On Air Announcement

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 1, 2010 – ongoing

Describe Nature of Initiative:

From FCC menu categories #12 – listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Using job banks of media trade groups whose membership includes substantial participation by women and minorities to promote all upper level category openings with our station. Such job banks include: hirediversity.com, diversitysearch.com, careerwomen.com, and naja.com (sponsored by the Native American Journalist Association).

Names of Station Personnel involved in Initiative:

Denise L. Holley , HR Coordinator, posted jobs in job banks and sent out notifications to other organizations

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 7, 2010-December 8, 2010

Describe Nature of Initiative:

From FCC Menu Category #14 – Provision of training to management level personnel for methods of ensuring equal employment opportunity and preventing employment discrimination.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Names of Station Personnel involved in Initiative:

Megan Anderson, Marketing Manager; Ken McCrimmon, Chief Engineer; Dave Nahley, Local Sales Manager; Denise Holley, EEO Coordinator; Erick Steffens, General Manager & EEO Officer.