

Annual EEO Public File Report Form

WABM/WTTO - BIRMINGHAM

Annual EEO Public File Report

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WABM/WTTO – BIRMINGHAM and is required to be placed in the public inspection files of these stations, and posted on their web sites, if they have web sites.

The information contained in this Report covers the time period beginning December 1, 2007 to and including November 30, 2008 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person or on the phone.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2007 to November 30, 2008

Station(s) Comprising Station Employment Unit: WABM/WTTO - BIRMINGHAM

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Account Exec (5 positions)	www.wtto21.com (2), Referral (2), www.monster.com (1)	24
2	Comm Photo/Prod/Editor (2 positions)	www.wtto21.com (1), Referral (1)	4
3	Assistant Traffic Manager	Internal Applicant	5
4	Programming Assistant	Internal Applicant	12
5	Account Exec (3 positions)	Referral (1), www.careerbuilder.com (1), The Birmingham News (1)	17
6	Master Control Operator	www.careerbuilder.com	3
7	Administrative Assistant	Internal Applicant	4
8	Local Sales Manager	www.sbgj.net	1
9	Account Executive	www.sbgj.net	3
10	Local Sales Assistant	UAB Career Center	1
11	Receptionist	www.careerbuilder.com	11
12	Account Exec (3 positions)	Referral (2) www.wtto21.com (1)	6
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			

Total Number of Persons Interviewed and Started in the position during Applicable Period: 91

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2007 to November 30, 2008

Station(s) Comprising Station Employment Unit: WABM/WTTO - BIRMINGHAM

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	JCCEO Personnel Dept Attn: Caprenia Robinson 300 8 th Avenue West Birmingham, AL 35204 205-327-7500	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
B	Alabama State Employment Service Attn: Barbara Thompson P.O. Box 59482 Birmingham, AL 35259-9482 205-870-3275	0 0 0 0 1 0 0 0 0 0 0 1 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
C	Miles College Attn: Darlene Mitchell P.O. Box 35208 Birmingham, AL 35208 205-929-1000	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
D	Herzing Institute	0	Account Exec (5 positions)

	Attn: Karen Easterling 280 West Valley Avenue Birmingham, AL 35209 205-916-2800	0 0 0 0 0 0 0 0 0 0 0	Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
E	Bessemer State Technical College Attn: Debra Ingram P.O. Box 308 Bessemer, AL 35021 205-426-7358	0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
F	UAB Career Center Attn: Dale Stringfellow 1400 University Blvd Suite 516 Birmingham, AL 35294-1150 205-934-4324	0 0 0 0 2 0 1 0 0 1 2 0	Account Exec (4 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
G	Stillman College Attn: Patricia Wilson 3600 Stillman Blvd Tuscaloosa, AL 35403 800-841-5722	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (4 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
H	University of Alabama Attn: Jim Oakley P.O. Box 870172 Tuscaloosa, AL 35487 205-348-5848	0 0 0 1 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive

		0 0 0	Local Sales Assistant Receptionist Account Exec (3 positions)
I	Alabama Broadcasters Association Attn: Tina Currier 2180 Parkway Lake Drive Hoover, AL 35244 205-982-5001	0 0 0 1 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
J	www.medialine.com Contact Person: Mark Shilstone, Manager Box 51909 Pacific Grove, CA 93950 800-237-8073	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
K	www.tvjobs.com Contact Person: Mark Holloway, President 760-754-8177 P.O Box 4116 Oceanside, CA 92052	0 0 0 0 0 0 1 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
L	www.tvandradijobs.com Hal Abrams Mgr P.O. Box 129 Kanab, UT 84741 435-644-5992	0 0 0 0 0 0 0 0	Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist
M	Sinclair Broadcast Group Attn: Sharon Pickeral 410-568-1517 www.sbgi.net 10706 Beaver Dam Road Cockeysville, MD 21030	0 1 0 1 0 1 0 1 1 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant

		1	Receptionist
		1	Account Exec (3 positions)
N	WABM-TV & WTTO-TV Ads on air and websites www.wtto21.com www.wabm68.com Attn: Melissa Coubert 205-290-4041 651 Beacon Parkway W Suite 105 Birmingham, AL 35209	13 1 0 2 1 0 0 0 0 0 0 0 2	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
O	*Lee Hecht Harrison Attn: Beth Hosmer 3800 Colonnade Pkwy Suite 480 Birmingham, AL 35243 205-968-0098	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
P	American Women in Radio and TV Attn: Terri Dickerson 1650 Tysons Blvd #200 McLean, VA 22102-3915 (703) 506-3290	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (4 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Q	Foundation for Minority Interests in Media Attn: Betty Elam 825 Seventh Avenue 4 th Floor New York, NY 10019 (212) 456-1992	0 0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
R	Hispanic Link News Service Charles A. Ericksen 1193 National Press Building 529 14 th Street NW Washington, DC 20045 (202) 234-0280	0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator

		0 0 0 0 0 0	Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
S	Foundation for Women Attn: Margaret Hempel 120 Wall Street 33 rd Floor New York, NY 10005 (212) 709-4400	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
T	NAACP Attn: Meoinease Hutchinson 507 East Martin Street Raleigh, NC 27601 (919) 833-4873	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
U	National Association of Broadcasters Attn: Dwight Ellis 1771 North Street N Washington, DC 20036 202-429-5496	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
V	Nat'l Association of Hispanic Journalists Attn: Yaneth Guillen 1000 National Press Building 529 14 th Street NW Washington, DC 20045-2100 202-662-7145	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
W	National Hispanic Media Coalition Attn: Alex Nogales	0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos)

	2514 South Grand Avenue Los Angeles, CA 90007 (213) 746-6988	0 0 0 0 0 0 0 0 0 0	Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
X	National Organization for Women Attn: Maureen Kentoff 1000 16 th Street NW Suite 700 Washington, DC 20036 (202) 628-8669	0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Y	Native American Public Telecommunications Attn: Frank Blythe P.O. Box 83111 Lincoln, NE 68501 402-472-3522	0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Z	Women's Information Network 2850 Connecticut Ave NW #100 Washington, DC 20008-1526 (202) 347-2827	0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Aa	www.careerbuilder.com as of 1/1/08 703-637-7908 Allison Weitzman - Account Executive 8401 Greensboro Dr, Ste 250 McLean, VA 22102	0 0 0 0 5 1 2 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant

		6 0	Receptionist Account Exec (3 positions)
Bb	Bishop State Community College 351 N. Broad Street Mobile, AL 36603-5898 Contact: Juliette F. Womack Coordinator, Career Planning & Placement (as of 6/05) 251-690-6801 www.bishop.edu jwomack@bishop.edu	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Cc	Alabama A&M University 4900 Meridian Street Huntsville, AL 35811 256-372-8181 Contact: Tangela Rutledge-Gale Tangela.rutledge- tale@email.aamu.edu	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Dd	Alabama State University Attn: A. David Okeowo Department of Communications P.O. Box 271 Montgomery, AL 36101-0271 334-293-4100	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Ee	J.F. Drake State Technical College Attn: Sheila Daniel 3421 Meridian St. N Huntsville, AL 35811 256-539-8161	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (4 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Ff	Oakwood College Attn: Bennye Armstrong 7000 Adventist Blvd Huntsville, AL 35896 256-726-7000	0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator

		0 0 0 0 0 0	Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Gg	Selma University Attn: Robin Thomas 1501 Lapsley Street Selma, AL 36701 334-872-2533	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Hh	Talladega College Attn: Veronica Miller Career Planning and Placement Office 627 West Battle Street Talladega, AL 35160 205-362-0206 vemiller@talladega.edu	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Ii	Trenholm State Technical College Attn: Benee' Edwards Job Placement Office 1225 Air Base Blvd Montgomery, AL 36108 334-832-9000 btowards@trenholm.cc.al.us	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Jj	Tuskegee University Attn: Sara Stringer 102 Old Administration Bldg Tuskegee, AL 36088 334-727-8011 sstringer@tuskegee.edu	0 0 0 0 0 0 0 0 0 0 0 0	Account Exec (5 positions) Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager Programming Asst Account Exec (3 positions) Master Control Operator Administrative Assistant Local Sales Manager Account Executive Local Sales Assistant Receptionist Account Exec (3 positions)
Kk	Internal Applicants	1 4	Comm Photog/Prod/Ed (2 pos) Asst. Traffic Manager

		1	Programming Asst
		1	Administrative Assistant
Ll	Referrals	2	Account Exec (5 positions)
		1	Comm Photog/Prod/Ed (2 pos)
		1	Programming Asst
		6	Account Exec (3 positions)
		2	Account Executive
		3	Account Exec (3 positions)
Mm	Monster.com – through 12/31/07 5 Clock Tower Place Maynard, MA 01754 Judy Fonda - Account Manager 919-264-6016 judy.fonda@monster.com	9	Account Exec (5 positions)
		0	Comm Photog/Prod/Ed (2 pos)
		1	Asst. Traffic Manager
		5	Programming Asst
Nn	www.al.com	1	Account Exec (3 positions)
		1	Account Executive
Oo	The Birmingham News	1	Account Exec (3 positions)
Pp	The Society of Broadcast Engineers www.sbe.org 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 317-846-9000 Scott Jones kjones@sbe.org	0	Master Control Operator
Qq	Spots-n-Dots www.spotsndots.com April Causey Subscriptions, Classified Ads april@spotsndots.com 888-884-2630 x1	0	Account Exec (3 positions)
Rr	Broadcasting and Cable Jon Kemp 225 Wyman Street Waltham, MA 02451	0	Account Exec (5 positions)
		0	Comm Photog/Prod/Ed (2 pos)
		0	Asst. Traffic Manager
		0	Programming Asst
		0	Account Exec (3 positions)
		0	Master Control Operator
		0	Administrative Assistant
		0	Local Sales Manager
		0	Account Executive
		0	Local Sales Assistant
		0	Receptionist
		0	Account Exec (3 positions)

* Indicates sources that have requested notification of job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from December 1, 2007 to November 30, 2008

Station(s) Comprising Station Employment Unit - WABM/WTTO - BIRMINGHAM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WABM/WTTO - BIRMINGHAM Station Employment Unit.

Internship Program

The station employment unit has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with universities and colleges to promote WABM/WTTO as prospective employers.
- Create a symbiotic relationship between interns and WABM/WTTO employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

From December 1, 2007 through November 30, 2008, the Station Employment Unit had 5 interns. The interns came to us from The University of Alabama (2), The University of Alabama at Birmingham (2) and The Art Institute of Pittsburgh (1).

Any person interested in internship opportunities should contact the station for more details.

Community Event Participation

“Free Friday Flicks”

Dates: 5/30, 6/6, 6/13, 6/20, 6/27, 7/11, 7/18, 7/25, 8/1, 8/8, - 2008

Participating Employees –Lance Lyle and Dawn Martin– Promotion Coordinators, Marcia Jones – Producer/Director and Peggy Kelley-Promotion/Production Manager

Host/Sponsor of Activity: WTTO at Homewood Park

Brief Description of Activity and Station Participation: A weekly station and community event during the summer at Homewood Park. Promotional spots run each week highlighting the “Free Friday Flick” of the week. The community is invited to come to the park and view the movie at no charge. WTTO and WABM staff provided information and was available to discuss station and current employment opportunities with the attendees.

Educational Event Participation

“Sales & Broadcasting Seminar”

Date of Station Participation: October 21, 2008

Participating Employee(s) – Steve Marks, COO – Sinclair Broadcast Group

Host/Sponsor of Activity: University of Alabama

Brief Description of Activity and Station Participation: Steve Marks, COO at Sinclair Broadcast Group spoke to the Broadcast Sales class of Glenda Williams at the University of Alabama. An overview of the television broadcast industry was given with a discussion on broadcast sales and the training process that new Account Executives go through.

Training

Date of Station Participation: 6/06- present

Brief Description of Activity and Station Participation:
All new managers and new station employees participated in Recognizing and Preventing Sexual Harassment. This training was presented online through Corpedia.

Training

“EEOC Training Institute Seminar”

Date of Participation: 9/18/08

Participating Employee: Melissa Coubert - Asst. Business Mgr/Regional HR Manager

Brief Description of Activity and Station Participation:
The 2008 EEOC Technical Assistance seminar was presented by the EEOC Training Institute and held in Huntsville, AL. Employer EEO Responsibilities were reviewed in detail. Topics covered included Race & Color Discrimination, Sex Discrimination, National Origin Discrimination, Religious Discrimination, Disability Discrimination and Age Discrimination.

Job Fair

Date of Station Participation: 2/27/08

Participating Employees: Peggy Kelley–Promotion/Production Manager and Lucrecia Rubio-Programming Manager.

Host/Sponsor of Activity: **University of Alabama at Birmingham (UAB)**

Brief Description of Activity and Station Participation:

WTTO/WABM staff attended the UAB Spring Career Fair. The Promotion/Production Manager and Programming Manager actively recruited for positions at WTTO/WABM. Recruitment efforts included the distribution of information to educate prospective applicants on career opportunities at WTTO/WABM along with information on current openings and how to apply for these openings.

UAB is Alabama's premier research university, ranked with the nation's best in research level, scholarship and teaching. UAB boasts a full range of academic programs and provides students with a well-rounded education both in and out of the classroom. Approximately 11,000 undergraduate and 5,500 graduate and professional students possess a rich combination of academic, leadership, and work-related skills.

Job Fair

Date of Station Participation: 8/6/08

Participating Employees: Sharon Pickeral – Corporate Employment Manager and Allison Hilton, LSM

Host/Sponsor of Activity: **Sales Trax Career Fair**

Brief Description of Activity and Station Participation:

The Sales Trax Career Fair was held at the Embassy Suites in Birmingham, AL. This career fair specifically targeted candidates interested in sales careers. The Station Employment Unit was given the opportunity to collect resumes and conduct on the spot interviews. Over 30 candidates were interviewed.