

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 12/1/06 to 11/26/07.

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. Graphic Designer	Mobile Press Register
2. Master Control Operator	Mobile Press Register
3. Master Control Operator	Mobile Press Register
4. News Producer	Internal Promotion
5. Meteorologist	University of South Alabama Jobline
6. General Assignment Reporter	tvjobs.com
7. General Assignment Reporter	tvjobs.com
8. General Assignment Reporter	tvjobs.com
9. Sports Anchor/Reporter	Employee Referral
10. Sports Anchor/Reporter	Employee Transfer
11. Administrative Assistant	Internal Promotion
12. Office Administrator	Internal Promotion
13. Internet Director	Recruited by GSM
14. Internet Sales Director	FOX10 Website
15. News Photojournalist	Employee Referral
16. News Photojournalist	tvjobs.com

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

Job Title Hiree	Recruitment Source Referring
17. News Photojournalist	Internal Promotion
18. News Photojournalist	Internal Promotion
19. New Business Account Executive	On-Air TV Advertisement
20. Sales Account Executive	FOX10 Website
21. Internet Content Producer	Internal Promotion
22. News Production Technician	FOX10 Website
23. News Production Technician	FOX10 Website
24. News Production Technician	Special training
25. News Production Technician	FOX10 Website
26. News Production Technician	Employee Referral
27. News Production Technician	Internship Program
28. News Production Technician	Job Fair
29. News Production Technician	Employee Referral
30. News Production Technician	Employee Referral
31. News Production Technician	tvjobs.com
32. News Production Technician	Employee Referral
33. News Production Technician	Walk-in

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	16	N	1,5,9,10,11, 13,14,15,16, 17,18,19,21
Job Fairs			2	N	N/A
Pro Resources	Janice Stanley	602 Bel Air Blvd. Mobile, AL 36606 (251) 473-1881	4	Y	All Jobs
Internal Posting	Donna Howell	1501 Satchel Paige Dr. Mobile, AL 36606 (252) 424-1010	20	N	All Jobs
University of South Alabama Job Line	N/A		1	N	N/A
Frank Magid, Assoc.	Barbara Frye	Magid One Research Center Marion, IA 52302 (319) 377-7345	2	N	6,7,8,9,10
FOX10 Website	Devin Walker	fox10tv.com (251) 434-1010	6	N	All Jobs
Career Builder	Jerry Clark	8420 W Bryr Mawr Ave. Chicago, IL 60632 (866) 438-1485	2	N	5,6,7,8,15, 16,17,18,21, 22,23,24,25, 26,27,28,29, 30,31,32,33
tvjobs.com	Mark Holloway	tvjobs.com	6	N	1,2,3,4,5,6, 7,8,9,10,13 15,16,17,18, 20,21,22,23 24,25,26,27 28,29,30,31, 32,33
Lin Television	Lisa Sousa	1 Richmond Square Ste. 230 Providence RI 02906 (401) 454-2880	0	N	All Jobs
Mobile Ad Fed		bayareaadfed.org	1	N	13,14
Mobile Chamber		451 Government Street Mobile, Al 36602 (251) 433-6951	1	N	13,14
Spots N Dots	alice@spotsndots	167 Oakdale Rd. Johnson City, NY (888) 884-2630	0	N	13,20
Career Line TV Ad	Kym Wilson	1501 Satchel Paige Dr. Mobile, AL 36606 (252) 424-1010	1	N	19,20
Collective Talent	Michelle Bille	collectivetalent.com	0	N	5,6, 7,8,9,10
al.com	Mobile Register	al.co mobile register.com			2,3,9,10,11, 14
Walk-ins	N/A	N/A	9	N/A	N/A

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6) Total # of Interviewees Referred: For the period from 12/1/06 to 11/26/07 this Employment Unit interviewed 101 people for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Participated in Bishop State Junior College Job Fair

On 2/6/07 WALA/WBPG participated in a Job Fair at Bishop State Junior College. Information about job types and availabilities as well as employment applications were disseminated. WALA/WBPG Chief Engineer and WALA Chief Photographer (both responsible for hiring) attended the job fair. Approximately 250 students participated.

(b) Initiative: Participated in South Alabama Regional Planning Commission Job Fair

On 5/4/07 WALA/WBPG Sales Management with hiring responsibility participated in the 9th 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.

(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 2007 a total of 13 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 5 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.

(f) Initiative: WALA/WBPG participate in other activities designed to further the goal of Station WALA/WBPG is an Equal Opportunity Employer.

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. As a result of this training this student was hired in a permanent full time position.

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: 2/22/07 Bishop State Community College (15); 3/15/07 Mobile Christian School (20); 3/22/07 Semmes Middle School (40); 3/27/07 McGill-Toolen High School (25); 3/28/07 McGill-Toolen High School (25); 4/27/07 Elberta High School (46); 5/15/07 Cottage Baptist (6); 7/20/07 Cub Scouts (6); 10/9/07 Boy Scouts (6).