

INDEX

Section 1 – Summary information for job openings

Section 2 – Thirteen job openings were filled during this period

Section 3 – Supplemental recruitment activities undertaken by the station

SECTION 1 – Summary information for job openings

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c) 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: WZDX and is required to be placed in the Public Inspection File of this station and posted on the website, so long as the station maintains an active website.

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 comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources 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), 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 Section 73.2080(c) (2) of the FCC Rules.

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

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended, but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

**Appendix 1 to Annual EEO Public File Report Form
 Covering the Period from December 1, 2007 to November 30, 2008
 Stations comprising Station Employment Unit: WZDX**

Vacancy Information

Full-Time Positions Filled by Job Title	Recruitment Source of Hire	Total # Interviewed from all sources For this position	Date of Hire
1. Account Executive	Employee Referral	2	04/07/08
2. Master Control Operator	Career Fair	4	03/17/08
3. Master Control Operator	Career Fair	4	03/27/08
4. Master Control Operator	Huntsville Times	2	01/07/08
5. Asst Prom Mgr	Re-hire	4	03-17-08
6. Production Assistant	Walk-in	3	03-17-08
7. Business Assistant	Internal	6	09-01-08
8. Program Assistant	Internal	3	10-01-08
9. News Reporter	AL.com (Hsv Web)	2	01-02-08
10. News Reporter	Employee Referral	2	01/02/08
11. Creative Service Dir	Internal	7	03/17/08
12. Account Executive	Business Associates	1	10/20/08
13. National Sales Mgr	Internal	1	10/01/08

Total number of persons interviewed during Applicable Period: 41

For every full-time vacancy listed above, each of the recruitment sources listed on the "List of All Recruitment Sources Contacted to Fill Full-Time Positions" was contacted.

Huntsville Television Acquisition Corp.
 Annual EEO Public File Reports
 December 1, 2007 to November 30, 2008

**Appendix 2 to Annual EEO Public File Report Form
 Covering the Period from December 1, 2007 to November 30, 2008
 Stations Comprising Station Employment Unit: WZDX**

Recruitment Source Information

Recruitment Sources	This Source during Period	Total Interviewees from	Full-Time Positions Filled Utilizing This Source
A.	Huntsville Times	11	1
B.	Re-hire	1	1
C.	Business Associates	1	1
D.	Career Fairs	8	2
E.	Employee Referral	6	
2			
F.	Walk-in	6	1
G.	Al.Com (Hsv Times Website)	1	1
H.	Internal	6	4
Total		41	13

Huntsville Television Acquisition Corp.
Annual EEO Public File Reports
December 1, 2007 to November 30, 2008

List of all recruitment sources contacted to fill the positions:

- A). Name of Source: Alabama A&M University
Contact Person: Brenda Davis
Address: Post Office Box 997, Normal AL 35762
Telephone:
Fax: 256-851-5689
E-Mail:
How was notification given to this Source? Fax
- b). Name of Source: Alabama Broadcasters Association
Contact Person:
Address: 1316 Alford Avenue, Suite 201 Birmingham AL 35226
Telephone:
Fax:
E-Mail:
How was notification given to this Source? Mail
- c). Name of Source: Alabama State Employment Office
Contact Person:
Address: 2535 Sparkman Drive NW, Huntsville AL 35810
Telephone: 256-851-0537
Fax: 256-851-8278
E-Mail:
How was notification given to this Source? Fax
- d). Name of Source: Athens State College
Contact Person: Maureen Chemsak
Address: North Beaty, Athens AL 35611
Telephone:
Fax:
E-Mail:
How was notification given to this Source? Mail
- e). Name of Source: Calhoun College
Contact Person: Pat Swinford
Address: Post Office Box 2216, Decatur AL 35609
Telephone:
Fax:
E-Mail:
How was notification given to this Source? Mail

Huntsville Television Acquisition Corp.
Annual EEO Public File Reports
December 1, 2007 to November 30, 2008

- f). Name of Source: NAACP
Contact Person: R. L. Shanklin
Address: 224 Church Street, Huntsville AL 35801
Telephone: 256-534-7990
Fax: 256-533-2603
E-Mail:
How was notification given to this Source? Fax
- g). Name of Source: Oakwood College/Career Placement
Contact Person: George Bartholomew
Address: Blake Center, Room 109 Oakwood Rd NW, Huntsville AL 35896
Telephone:
Fax:
E-Mail:
How was notification given to this Source? Mail
- h). Name of Source: Rainbow Coalition *
Contact Person: Gene Perry
Address: 7047 Old Madison Pike, Huntsville AL 35806
Telephone: 256-971-2008
Fax:
E-Mail:
How was notification given to this Source? Mail
- i). Name of Source: University of Alabama @ Huntsville
Contact Person: John Shrout
Address: 212 University Center, Huntsville AL 35801
Telephone: 256-824-6612
Fax:
E-Mail:
How was notification given to this Source? Mail
- j). Name of Source: Virginia College
Contact Person: Jimmy Downing
Address: 2800-A Bob Wallace Ave., Huntsville AL 35810
Telephone: 256-533-7387
Fax:
E-Mail:
How was notification given to this Source? Mail

Huntsville Television Acquisition Corp.
Annual EEO Public File Reports
December 1, 2007 to November 30, 2008

- k). Name of Source: Wallace State College – Career Development *
Contact Person: Sue Spradlin
Address: Post Office Box 2000, Hanceville AL 35077
Telephone:
Fax:
Address: 2317 Memorial Parkway, Huntsville AL 35801
Telephone: 256-532-4222
Fax: 256-532-4461
E-Mail:
How was notification given to this Source? Fax
- l). Name of Source: The Huntsville Times (www.al.com website)
Contact Person: Classified Ads - Janie
Address: 2317 Memorial Parkway, Huntsville AL 35801
Telephone: 256-532-4222
Fax: 256-532-4461
E-Mail:
How was notification given to this Source? Fax
- m). Name of Source: Speaking' Out News
Contact Person:
Address: 115 Wholesale Ave., Huntsville AL 35811
Telephone: 256-551-1020
Fax: 256-551-0607
E-Mail:
How was notification given to this Source? Fax
- n). Name of Source: WJPR/WFXR-TV
Contact Person:
Address: 2618 Colonial Ave., SW, Roanoke VA 24015
Telephone: 540-344-2127
Fax: 540-345-1912
E-Mail:
How was notification given to this Source? Fax
- o). Name of Source: WLAX-TV
Contact Person:
Address: 1305 Interchange Place, LaCrosse WI 54603
Telephone: 608-781-0025
Fax: 608-781-1456
E-Mail:
How was notification given to this Source? Fax

Huntsville Television Acquisition Corp.
Annual EEO Public File Reports
December 1, 2007 to November 30, 2008

- p.) Name of Source: KLJB-TV
Contact Person:
Address: 937 E. 53rd Street, Davenport IA 52807
Telephone: 563-386-1818
Fax: 563-386-8543
E-Mail:
How was notification given to this Source? Fax
- q.) All positions are listed on station website – www.fox54.com
- r.) Name of Source: TV jobs.com
Contact Person: Mark C. Holloway
Broadcast Employment Services
E-Mail: www.tvjobs.com
- s.) Name of Source: Broadcasting and Cable/Multichannel News
Contact Person: Elana Davis
Telephone: 646-746-6741
Fax: 303-265-2275
E-Mail: elana.denis@reedbusiness.com
How was notification given to source? Email,

* Indicates organizations which have requested to receive notification.

SECTION 3 – Supplemental Recruitment Activities

1. Career Fair

- A. The station unit participated in the University of Alabama in Huntsville Career Information Day and Job Fair on March 12, 2008 to meet students and soon-to-be graduates. This was a very successful program, several department heads/staff members came through out the day to participate and talk to the various students. We have some very strong candidates for the next group of interns, as well for future staff members.
- B. Participants in the Job Fair from WZDX: Business Assistant; Business Manager, Special Projects Manager; Production Manager; two Account Executives; We accepted several resumes, (we later hired two interns for part-time positions). We were able to meet and greet well over 75 students during this half day job fair.
- C. As the students came to our booth, we discussed various opportunities in TV, which range from business management; master control operations to production/ reporting. Students from all backgrounds were intrigued with the different aspects of working at a TV station and what was necessary to get a program to air.

2. Management Training

- A. The station unit employed the services of Technology Management Training Group, Inc. of Huntsville, Alabama to conduct eight half-day Equal Employment Opportunity training sessions. The sessions are mandatory for all Department Managers and key staff members.

Session 1 – “Developing and Maintaining A winning Team”
Presented June 19, 2008 by
Dorothy Huston, Ph.D. and Dr. Phillip L. Redrick

Session 2 – “Maximize Your Career Potential”
Presentation date October 2, 2008
Presented by
Dr. Phillip L. Redrick

Future Sessions:

Session 3 - “Team Building and Development”
Presentation Date January 2009
Presented by
Dr. Phillip L. Redrick

- B. Other sessions:

Huntsville Television Acquisition Corp.
Annual EEO Public File Reports
December 1, 2007 to November 30, 2008

The Master Control Department held various on-going in-house training programs on rules and regulations of the EEO / FCC. Some of the meetings were attended by the Business Manager/ GSM: but always in attendance was the Chief Engineer; Assistant Chief Engineer, MCO Supervisor. They are held at least once very four months. Management reviews issues such as EEOC/ FCC rules/regulations / changes, as well as scheduling performance / problems.

Business Manager attended an all day workshop re. NACC Workforce Development and Human Resource Needs in North Alabama; hosted by Northeast Alabama Community College, Career Readiness Group Development, Al Dept of Labor

Session I

Guidelines and Advantages for a Drug & Alcohol Free Workplace
Presented by: Mr. Gene Cleckler, Dir of Drug Testing Program
Mgmt. and Family Life Center

Session II

Employment Law: FMLA & Employer Rights the new Rules
Presented by: Ms. Donna Eich-Brooks, Esq.

Session III

Pre-Employment Screening for Today's Market Place and Rules
Presented by: Ms. Blankenship Investigator

Session IV

How to Handle the Shortage of Workers/ Four Generations in the Workplace
Ms. Rita Blair Essig, RFB & Associates

Junior Achievement Job Shadow Day

02/28/08

Two students one senior from Bob Jones High School and one from Madison County High School working in Master Control and the Sales Department for one complete day

Develop telephone/computer skills, client/customer contacts, and presentation /meeting skills.

3. Internship Programs

WZDX / WAMY participated in the internship programs this year with the University of Alabama Huntsville, Auburn University, Virginia College, University of North Alabama, Tenn. Tech, University of North Alabama and Alabama A & M

Huntsville Television Acquisition Corp.
Annual EEO Public File Reports
December 1, 2007 to November 30, 2008

University. Each semester we have at least two interns that work throughout the building in each department.

The Intern program worked out well as each student is introduced to the various department in the station, they must work at least 3 hours in each department, then is accessed to see where they would best fit. It is a regular start at the bottom and work your way up position. The intern's duties included script writing, holding lights and prop's, answering phones, filing, chasing news stories and working in the edit sweeps with Production Assistants.

The interns were graded on abilities/attitude and a report was sent to their professor's for course credit. Some interns prepared complete portfolios of their time spent at WZDX, while others prepared detailed papers on the working of our stations operation to be presented to their class.

This year three of our interns were allowed to ride along with the News crew. This allowed them firsthand to see what it takes to develop, write and present a news story. It was very educational to see just how much work it took to get one story ready for the evening news, let alone three that is expected of each journalist.

Two other interns worked with our Sale and Promotion Department; they both brought strong individual talents that complimented the two departments. The Marketing intern did a great job preparing one sheets, research data for the Local Sales Assistant /Account Executives for sales presentations. The other intern worked with the Promotion Department; which was a dream come true. This intern loved handling the camera, editing and working on graphics. Both interns felt this was the best opportunity they could have had while working out in the field as a college intern.

Our interns came from the following colleges/universities:

University of Alabama, Huntsville, AL	Jan-Mar 2008
Tenn. Technical School	Sept-Dec 2008
Auburn University	May-July 2008
AL A& M University	Summer/Fall 2008
University of North Alabama	Jan-Mar 2008
Virginia College	Jan-Mar 2008

A total of 13 Interns have worked with our various departments since last December through this year.