



**WHBQ-TV
Annual EEO Report**

Placed In Public File:

Date: 4/1/2009

Signature: Roberta Hudson

Posted on WHBQ-TV website:

Date: 4/1/2009

Signature: Roberta Hudson

2008 ANNUAL EEO PUBLIC FILE REPORT

(April 1, 2008 – March 31, 2009)

EMPLOYMENT OUTREACH

PARTICIPATION IN JOB FAIRS – WHBQ or Fox Television Station Inc. Human Resources

Our stations regularly participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations and the job opportunities and internship/mentoring programs available within our group.

Examples for this past year include:

04/01/08 IRTS Minority Career Workshop

05/09/08 Manhattan Community College Career Fair

10/02/08 Fordham University Career Day

10/23/08 Howard University Career Fair

07/23/08 - 07/26/08 Unity Convention

INTERNSHIP PROGRAMS

WHBQ sponsors internships each semester for junior and senior college students who are enrolled in classes related to the broadcast industry and/or business curriculums. The students work approximately 15-20 hours per week and receive college credit at the successful conclusion of their internship. Qualified students have the opportunity to work in all aspects of the station's operations. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. Following is a list of colleges and universities from which we recruit.

University of Memphis, Rhodes College, Christian Brothers College, LeMoyne-Owen College, Middle Tennessee State University, University of Missouri, Vanderbilt University, Mississippi State University, University of Mississippi, Southern Mississippi State, University of Alabama, Arkansas State University, University of Tennessee

PARTICIPATION IN SCHOLARSHIP PROGRAMS

Emma L. Bowen Foundation for Minority Interests in Media, Inc

Established in 1989, the Emma L Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both salaries and match scholarship funds to be used for college tuition and related expenses. Over a period of up to five years, the students experience numerous aspects of corporate operation and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations has been a corporate

partner in this program since its inception and two of the Company's executives are on the Foundation's board.

Benjamin L. Hooks Fellowship Award

Fox Television Stations, Inc. in conjunction with the New York University Tisch School of the Arts provides an annual monetary award to eight minority students who are majoring in a media-related field. This grant is used towards the cost of tuition.

PARTICIPATION IN TRAINING PROGRAMS

Fox Station Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television stations and sales offices throughout the United States.

JOB POSTINGS

When a position becomes available, it is the general practice of the Station to post the job opportunity notice at appropriate locations throughout the Station, so the employees are aware of current openings and may apply for consideration for those positions. The notices list the titles and requirements for the positions. These job opportunity/postings are also sent to various community outreach groups, schools and universities, as well as other Fox Owned and Operated Stations across the country.

COMMUNITY OUTREACH

WHBQ is dedicated to community involvement and promoting higher education and diversity. Following is a partial listing of activities relating to the community, education, and/or diversity:

Mearl Purvis - Anchor

National Civil Rights Museum- emcee (Apr 08)

Green Shoe Environment Fundraiser - celebrity (Apr 08)

Law and Journalist Program - participant (Apr 08)

Law and Journalists Conference - Moderator (Apr 08)

Heart Assoc Luncheon - emcee (May 08)

Hanley Elementary - Reader (May 08)

Boy Scouts Annual Awards program - emcee (May 08)

Shelby Farms Redesign - participant (June 08)

Grand Junction Library - Reader (June 08)

Leadership and FBI community project - participant (June 08)

Bruce Elementary - Reader (Jan 09)

University of Memphis Black History - speaker (Feb 09)

Leadership Academy Community Perspective meeting - participant (Feb 09)

2/24/09 Leadership & News meeting

3/11/09 MC/MLGW 70th Anniversary and Energy Smart Event

Holly Howell - Meteorologist

Idlewild Elementary- Speaker (March 2008)

Christ Methodist Day Care-Speaker (May 2008)

Tara Oaks Elementary-Speaker (Feb 2009)
Vollentine Elementary -Speaker (Mar 2009)

Steve Dawson - Anchor

Southwind Stanford-St Jude Golf Classic-Volunteer (June 2008)
Collierville Elementary Read Across America-Reader (Feb 2009)
Dogwood Elementary Read Across America-Reader (Mar 2009)
Highland Oaks Elementary Read Across America-Reader (Mar 2009)
Davy Crockett GC emcee Golf Outing to benefit Chris Smith (Mar 2009)

Lauren Johnson - Reporter

LeBonheur Nat'l Pancake Event - Celebrity participant (Feb 2008)
CC Taylor Foundation: Scholarship Luncheon-Keynote Speaker (July 2008)
Baptist Hospital Breast Cancer Survivor Luncheon-Moderator (Aug 2008)
Shady Grove Elementary School Read for the Record-Reader (Oct 2008)
American Cancer Society Breast Cancer Walk-Emcee (Oct 2008)
Carver High School Career Day - Speaker (Oct 2008)
NAACP Image Awards Viewing Party-Host (Feb 2009)
Riverview Elementary School Career Day-Speaker (Feb 2009)
Tara Oaks Elementary Read Across America-Reader (Feb 2009)

Joey Sulipeck - Chief Meteorologist

Farmington Elementary-Reader (March 2008)
1st grade Boy Scouts tour Tracy Nelms (March 2008)
April Valentines 1st grade Girl Scouts tour (April 2008)
Memphis in May BBQ Fest- award presentations (May 2008)
West Memphis Girls Club -Speaker (Aug 2008)
Take 6 @ the Orpheum-Emcee (Aug 2008)
Food Bank at Paradiso - Emcee with Mearl (Aug 2008)
Graceland Tribute Artist Contest at Cannon Center -Emcee (Aug 2008)
United Cerebral Palsy Elvis Presley International 5K -Emcee (Aug 2008)
Farmington Elementary-Reader (Sept 2008)
Walk in the Woods program at Shelby Farms for Inner City Youth (Oct 2008)
Habitat for Humanity Tool Box Bash Auction - Emcee (Nov 2008)
Memphis Police Department Drug Awareness Celebration - Emcee (Nov 2008)
Cub scout tour of station (Dec 2008)
Bandmasters Championship at Liberty Bowl - Emcee (Dec 2008)
Village at Germantown Retirement Home (Feb 2009)
Farmington Elementary -Reader (March 2009)
Dogwood Elementary - Reader (March 2009)
Crosswind Elementary-Reader (March 2009)
Highland Oaks Elementary-Reader (March 20089)
Boy Scout tour for Arnwines (March 2009)

Darcy Thomas - Anchor

Chimneyrock elementary career day (Apr 2008)
Alcy elementary career day (Apr 2008)
Memphis Botanic Gardens women's network (Apr 2008)

Georgia Ave. elementary "book week" (May 2008)
Levi elementary "book week" (May 2008)
Memphis Academy of Science and Engineering "career day" (Aug 2008)
Asbee-Kosher barbeque cooking contest (Aug 2008)
Fayette county elementary "career day" (Sept 2008)
Midsouth county fair hosted pageant (Sept 2008)
Little Red Dress Gala host social network organization (Oct 2008)
Harding Academy "career day" (Jan 2009)
University of Memphis mentor journalism student (Jan 2009)
University of Memphis mentor journalism student (Feb 2009)
Harding Acadmey "black history month" (Feb 2009)
Midsouth Baby Expo host fashion show (Mar 2009)

Valerie Calhoun - Anchor

Go Red for Women luncheon-emcee and co-host (May 2008)
Food for the Heart Chef Forum-emcee (May 2008)
Tiara Tea Society - Host (May 2008)
Children's Museum Mother's Day Tea-Host (May 2008)
Presbyterian Day School-reader (Sept 2008)
Freedom Awards Gala-emcee (Oct 2008)
American Heart Association Go Red-participant (Dec 2008)
Memphis Symphony Orchestra Home for Holidays-emcee (Dec 2008)
Inaugural Ball @ Peabody Hotel-emcee (Jan 2009)
Presbyterian Day School-reader (Jan 2009)
Presbyterian Day School-reader (Feb 2009)
Highland Oaks Elementary-speaker (Mar 2009)
Germantown Elementary - speaker (Mar 2009)
PDS Career Day (Mar 2009)
Maternity Fashion Show @Baby Expo-emcee (Mar 2009)

Ken Jobe - News Director

Panel member, University of Memphis forum on race and the media (Mar 2009)
Spoke to Germantown United Methodist Church class on religion and the media (Mar 2009)
Spoke to Fox Meadows homeowners association on DTV transition (Feb 2009)
Spoke to Leadership Memphis on the media (Feb 2009)
Spoke to Frasier Exchange club on DTV transition (Dec 2008)
Volunteered at Big Brothers/Big Sisters Halloween party (Oct 2008)
Spoke at Memphis Kiwanis luncheon (Oct 2008)
Worked Sports ball fundraiser for Big Brothers/Big sisters (Aug 2008)
toured Juvenile Court, talked with kids (July 2008)
Critiqued tapes for young journalists at Unity conference (July 2008)

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV Recruiting Sources

All FOX O&O Stations:

WNYW
205 E 67th St
New York, NY 10065

WAGA
1551 Briarcliff Rd, NE
Atlanta, GA 30306

KMSP-TV
11358 Viking Dr
Eden Prairie, MN 55344

KTTV
1999 S Bundy Dr
Los Angeles, CA 90025

WTTG
5151 Wisconsin Ave, NW
Washington, DC 20016

WOFL
35 Skyline
Lake Mary, FL 32746

WFLD
205 N Michigan Ave
Chicago, IL 60601

KRIV/KTXH
4261 S'west Fwy
Houston, TX 77027

WUTB
4820 Seton Dr, Suite M-N
Baltimore, MD 21215

WTFX-TV
330 Market St
Philadelphia, PA 19106

WJBK
16550 W Nine Mile Rd
Southfield, MI 48075

WHBQ
485 S Highland
Memphis, TN 38111

KDFW
400 N Griffin St
Dallas, TX 75202

KSAZ
511 W Adams St
Phoenix, AZ 85003

KTBC
119 E 10th St
Austin, TX 78701

WFXT
25 Fox Dr
Dedham, MA 02026

WTVT
3213 W Kennedy Blvd
Tampa, FL 33609

WOGX
1551 SW 37th St
Ocala, FL 34474

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV Recruiting Sources (con't)

WHBQ/FOX 13 Job line
(901) 320-1240

myfoxmemphis.com

myfoxmemphis.com serves the community in a number of powerful ways. It provides Memphians with the latest news, weather, and traffic information. In addition, its community section has a list of public events and allows users to interact with each other in the form of blogs, discussion boards, and through sharing of photos & video. There is a dedicated page devoted to the Building Better Minds and MLK that are also interactive with the community. News and information is widely disseminated through this vital and active tool. Station information on the web includes: internship program, current job listings, and Public File info. Our web also has direct links to many national sites. WHBQ's website attracts approx 40,000 page views per day and approximately 11-13,000 unique visitors each day.

Additional Internet sites:

TVJobs.com

Medialine.com

spotsndots.com

broll.net

tvnewsgigs.com

poyntercareercenter.org

nbmbaamemphis@nbmbaamemphis.org

mem.backpage.com/post

careers.newscorp.com

Spots 'N' Dots

5 Beekman St, Suite 814

Broadcast Engineering

Primedia Business Magazines

9800 Metcalf Ave

Overland Park, KS 66212

TV Week

650 Wilshire Blvd #2300

Los Angeles, CA 66212

The Commercial Appeal

495 Union Ave

Memphis, TN 38103

Kelly Services

8000 Centerview Pkwy

Cordova, TN 38018

Memphis Urban League

413 N Cleveland St

Memphis, TN 38104

NAACP - Memphis

588 Vance Ave
Memphis, TN 38126

Memphis Job Corp Center

1555 McAlister
Memphis, TN 38116

Nat'l Black MBA Association (NBMBA)

Memphis Chapter

PO Box 181262
Memphis, TN 38181-1099
nbmbaamemphis@nbmbaamemphis.org

Memphis Flyer

Contemporary Media, Inc.
460 Tennessee Street, Suite 200
Memphis, TN 38102
mem.backpage.com/post/

National Association of Minority Media Executives

5746 Union Mill Road
Clifton, VA 20124

2008 Recruitment Reconciliation Form

WHBQ-TV RECRUITMENT SUMMARY

Reporting Period: 4/1/2008 to 3/31/2009

Total Hires in Reporting Period: 24

Position/Job Title	Job Classification	Referral Source
Photographer	002	employee referral
Photographer	002	myfoxmemphis.com
Producer	002	myfoxmemphis.com
Producer	002	former employee re-hire
Producer	002	internal promotion
Sports Producer/Reporter	002	temp to perm
Traffic Asst	005	myfoxmemphis.com
Sales Asst	005	temp agency
Maintenance Engineer	003	internal reclass
Production Tech	003	internal PT to FT
Web Sales Mgr	010	TVJobs.com
Chief Photographer	010	internal promotion
Producer	002	myfoxmemphis.com
Reporter	002	employee referral
Asst Chief Engineer	010	former employee re-hire
Sr Producer	002	intercompany transfer
Assignment Editor	002	internal promotion
Associate Producer	002	internal promotion
Associate Producer	002	internal promotion
Associate Producer	002	myfoxmemphis.com
Executive Producer	010	internal promotion
Sr Assignment Editor	002	business referral
Photographer	002	employee referral
Photographer	002	employee referral

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV _____

Date Position Filled: 12/15/08

Position/Job Title: Photographer **EEO Classification:** 002

Recruitment Source: TVJobs.com

website

Address: _____

Phone #: _____

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>TVJobs.com</u> Contact Person: <u>website</u> Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>Internal candidate (Connors)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>myfoxmemphis.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 1/5/2009

Position/Job Title: Photographer EEO Classification: 002

Recruitment Source: myfoxmempis.com

WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>myfoxmempis.com</u> Contact Person: <u>WHBQ-TV Human Resources</u> Phone #: <u>(901) 320-1355</u> Address: <u>485 S Highland</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38111</u>	2
Name: <u>Internal candidate (Connors)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Postion Filled: 12/16/08

Position/Job Title: Producer EEO Classification: 002

Recruitment Source: myfoxmemphis.com

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>myfoxmemphis.com</u> Contact Person: <u>WHBQ-TV Human Resources</u> Phone #: <u>(901) 320-1355</u> Address: <u>485 S Highland</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38111</u>	2
Name: <u>Internal candidate (Taylor)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 12/29/2008

Position/Job Title: Producer EEO Classification: 002

Recruitment Source: former employee re-hire

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>Former employee rehire (James)</u> Contact Person: <u>WHBQ-TV Human Resources</u> Phone #: <u>(901) 320-1355</u> Address: <u>485 S Highland</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38111</u>	1
Name: <u>myfoxmemphis.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>Internal candidate (Taylor)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 05/05/08

Position/Job Title: Producer EEO Classification: 002

Recruitment Source: Internal Promotion

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 1

Referral Sources	# of Interviews
Name: <u>Internal Promotion (Bell)</u> Contact Person: <u>WHBQ-TV Human Resources</u> Phone #: <u>(901) 320-1355</u> Address: <u>485 S Highland</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38111</u>	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 01/17/09

Position/Job Title: Sports Producer/Reporter EEO Classification: 002

Recruitment Source: Temp to Perm

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 1

Referral Sources	# of Interviews
Name: <u>Temp to Perm (Gaston)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: _____ Contact Person: _____ Phone #: <u>(901) 320-1355</u> Address: _____ City: _____ State: <u>TN</u> Zip: <u>38111</u>	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 09/22/08

Position/Job Title: Traffic Asst EEO Classification: 005

Recruitment Source: myfoxmemphis.com

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 7

Referral Sources	# of Interviews
Name: <u>myfoxmemphis.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	6
Name: <u>random walk-in</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV _____

Date Position Filled: 6/16/2008

Position/Job Title: Sales Asst **EEO Classification:** 005

Recruitment Source: Kelly Services (temp to perm)

Contact Person: _____

Address: 1769 Paragon PI #112

Memphis, TN 38132

Phone #: (901) 348-2255

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>Kelly Services</u> Contact Person: <u>Chris Von Hekken</u> Phone #: <u>(901) 624-6619</u> Address: <u>8000 Centerview Pkwy</u> City: <u>Cordova</u> State: <u>TN</u> Zip: <u>38018</u>	1
Name: <u>Commercial Appeal</u> Contact Person: <u>Classifieds</u> Phone #: _____ Address: <u>495 Union Ave</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38103</u>	2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 05/05/08

Position/Job Title: Maintenance Engineer EEO Classification: 003

Recruitment Source: Internal Candidate

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 1

Referral Sources	# of Interviews
Name: <u>Internal Candidate (McGinnis)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 06/23/08

Position/Job Title: Production Tech EEO Classification: 003

Recruitment Source: Internal PT to FT

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 5

Referral Sources	# of Interviews
Name: <u>Internal Candidates (Wheeler, Banks, Cox)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	3
Name: <u>myfoxmemphis.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 08/04/08

Position/Job Title: Web Sales Mgr **EEO Classification:** 010

Recruitment Source: TVJobs.com

Contact Person: website

Address: _____

Phone #: _____

Total # Interviews: 8

Referral Sources	# of Interviews
Name: <u>TVJobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>myfoxmemphis.com</u> Contact Person: <u>WHBQ-TV Human Resources</u> Phone #: <u>(901) 320-1355</u> Address: <u>485 S Highland</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38111</u>	2
Name: <u>Business referral (Archer Malmo)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>Employee referrals (Jobe, Jordan)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	4

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 09/29/08

Position/Job Title: Producer EEO Classification: 002

Recruitment Source: myfoxmemphis.com

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 6

Referral Sources	# of Interviews
Name: <u>myfoxmemphis.com</u> Contact Person: <u>WHBQ-TV Human Resources</u> Phone #: <u>(901) 320-1355</u> Address: <u>485 S Highland</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38111</u>	6
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 06/30/08

Position/Job Title: Asst Chief Engineer EEO Classification: 010

Recruitment Source: Former Employee - rehire

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 1

Referral Sources	# of Interviews
Name: <u>Former Employee rehire (Prentice)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Internal candidate (Stansbery)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 04/21/08

Position/Job Title: Sr Producer EEO Classification: 002

Recruitment Source: Intercompany transfer (Chicago)

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 2

Referral Sources	# of Interviews
Name: <u>Intercompany Transfer (Hampton)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>Internal candidate (Heath)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 05/05/08

Position/Job Title: Assign Editor EEO Classification: 002

Recruitment Source: Internal Promotion

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 1

Referral Sources	# of Interviews
Name: <u>Internal Promotion (Sullivan)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 05/05/08

Position/Job Title: Assoc Producer EEO Classification: 002

Recruitment Source: Internal Promotion

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 2

Referral Sources	# of Interviews
Name: <u>Internal Candidates (E Taylor, Bynum)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 05/05/08

Position/Job Title: Assoc Producer EEO Classification: 002

Recruitment Source: Internal Promotion

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 2

Referral Sources	# of Interviews
Name: <u>Internal Candidates (E Taylor, Bynum)</u> Contact Person: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 08/06/08

Position/Job Title: Assoc Producer EEO Classification: 002

Recruitment Source: myfoxmemphis.com

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 5

Referral Sources	# of Interviews
Name: <u>myfoxmemphis.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	4
Name: <u>Employee Referral (Jobe)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 07/14/08

Position/Job Title: Executive Producer EEO Classification: 010

Recruitment Source: Internal Promotion

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 1

Referral Sources	# of Interviews
Name: <u>Internal candidate (Hampton)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 10/13/08

Position/Job Title: Sr Assign Editor EEO Classification: 002

Recruitment Source: Business Referral

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 4

Referral Sources	# of Interviews
Name: <u>Business Referral (Chicago Headline Club)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Internal Candidates (Herriman, McCollum)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: <u>myfoxmemphis.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 10/06/08

Position/Job Title: Photographer EEO Classification: 002

Recruitment Source: Employee Referral

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>Employee referrals (Lee, Tallent)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	2
Name: <u>myfoxmemphis.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

2008 ANNUAL EEO PUBLIC FILE REPORT

WHBQ-TV

Date Position Filled: 09/29/08

Position/Job Title: Photographer EEO Classification: 002

Recruitment Source: Employee referral

Contact Person: WHBQ-TV Human Resources

Address: 485 S Highland

Memphis, TN 38111

Phone #: (901) 320-1355

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>Employee referrals (Tallent, Lee)</u> Contact Person: _____ Address: _____ City: _____	2
Name: <u>myfoxmemphis.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	