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# **2007 Recruitment Reconciliation Form**

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## **2007 ANNUAL EEO PUBLIC FILE REPORT**

(April 1, 2007 – March 31, 2008)

### **EMPLOYMENT OUTREACH**

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

04/04/07 Sheffield High School Job fair

#### **PARTICIPATION IN CONVENTIONS – WHBQ or Fox Television Station Inc. Human Resources**

June 07 - 09, 2007 NAJA Convention

June 13 - 16, 2007 NAHJ Convention

Aug 08 - 12, 2007 NABJ Convention

### **INTERNSHIP PROGRAMS**

05/31/07 - 06/29/07 Youth Services at S'west Tennessee Community College

Active year-round internship program for junior and senior year college students

### **PARTICIPATION IN SCHOLARSHIP PROGRAMS**

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

### **MENTORING PROGRAMS**

University of Memphis Journalism Alumni Association Mentoring Program

### **PARTICIPATION IN TRAINING PROGRAMS**

On-the-job training and various seminars and workshops

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# 2007 Recruitment Reconciliation Form

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## FOX13/WHBQ -TV RECRUITING SOURCES

### All FOX O&O Stations:

WNYW  
205 E 67th St  
New York, NY 10021

KRIV  
4261 Southwest Pkwy  
Houston, TX 77027

WITI  
9001 N Green Bay Rd  
Milwaukee, WI 53209

WWOR-TV  
9 Broadcast Plaza  
Secaucus, NJ 07096

WTVT  
3213 W Kennedy Blvd  
Tampa, FL 33609

KSTU  
5020 W Amelia Earhart Dr  
Salt Lake City, UT 84116

KTTV  
1999 S Bundy Dr  
Los Angeles, CA 90025

KMSP-TV  
11358 Viking Dr  
Eden Prairie, MN 55344

WBRC  
1720 Valley View Dr  
Birmingham, AL 35209

WFLD  
205 N Michigan Ave  
Chicago, IL 60601

KSAZ  
511 W Adams St  
Phoenix, AZ 85003

WGHP  
2005 Francis St  
High Point, NC 27263

WTFX-TV  
330 Market St  
Philadelphia, PA 19106

WJW  
5800 S Marginal Rd  
Cleveland, OH 44103

KTBC  
119 E 10th St  
Austin, TX 78701

WFXT  
25 Fox Dr  
Dedham, MA 02026

KDVR  
100 E Speer Blvd  
Denver, CO 80203

WOGX  
1551 SW 37th St  
Ocala, FL 34474

KDFW  
400 N Griffin St  
  
Dallas, TX 75202

WOFL  
35 Skyline  
Dr  
Lake Mary, FL 32746

WTTG  
5151 Wisconsin Ave, NW  
Washington, DC 20016

KTVI  
5915 Berthold Ave  
St Louis, MO 63110

WAGA  
1551 Briarcliff Rd, NE  
Atlanta, GA 30306

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

WJBK  
16550 W Nine Mile Rd  
Southfield, MI 48075

WDAF-TV  
3030 Summit St, Signal Hill  
Kansas City, MO 64108

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# 2007 Recruitment Reconciliation Form

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

**Spots 'N' Dots**

5 Beekman St, Suite 814  
New York, NY 10038  
Broadcasting & Cable  
245 w 17th St  
New York, NY 10011

**Broadcast Engineering**

Primedia Business Magazines  
9800 Metcalf Ave  
Overland Park, KS 66212

**TV Week**

650 Wilshire Blvd #2300  
Los Angeles, CA 90048

**The Commercial Appeal**

495 Union Ave  
Memphis, TN 38103

**The Memphis Business**

80 Monroe Ave, Suite 600  
Memphis, TN 38103

**Southwest TN Community**

Career Services  
5983 Macon Cove  
Memphis, TN 38134

Internet sites:

[myfoxmemphis.com](http://myfoxmemphis.com)

[TVJobs.com](http://TVJobs.com)

[Medialine.com](http://Medialine.com)

[spotsndots.com](http://spotsndots.com)

[BCFM.com](http://BCFM.com)

[Broll.net](http://Broll.net)

[Sbe.com](http://Sbe.com)

[ihire.com](http://ihire.com)

[tvnewsgigs.com](http://tvnewsgigs.com)

[poyntercareercenter.org](http://poyntercareercenter.org)

# 2007 Recruitment Reconciliation Form

## WHBQ-TV RECRUITMENT SUMMARY

Reporting Period: 4/1/2007 to 3/31/2008

Total Hires in Reporting Period: 33

Position/Job Title	Job Classification	Referral Source
Photographer	002	TVJobs.com
Associate Producer	002	Employee referral
Web Producer	002	myfoxmemphis.com
Photographer	002	myfoxmemphis.com
Associate Producer	002	myfoxmemphis.com
Executive Producer	001	TVJobs.com
Associate Producer	002	Internal promotion
Tape Editor	003	myfoxmemphis.com
Reporter	002	TVJobs.com
Reporter	002	TVJobs.com
Reporter	002	TVJobs.com
Photographer	002	Employee referral
Web Manager	001	myfoxmemphis.com
Associate Producer	002	Internal posting
Master Control Supv	001	TVJobs.com
Master Control Operator	003	myfoxmemphis.com
Master Control Operator	003	myfoxmemphis.com
Master Control Operator	003	myfoxmemphis.com
Master Control Operator	003	Internal promotion
News Production Mgr	001	Employee referral
Production Tech (FT)	003	Internal promotion
Production Tech (FT)	003	Internal promotion
Production Tech (FT)	003	Internal promotion
Promotion Assoc Producer	002	Employee referral
Graphic Artist	002	Employee referral
Graphic Artist	002	Internal promotion
Promotion Assoc Producer	002	Employee referral
Promotion Assoc Producer	002	Internal promotion
Art Director	001	Internal promotion
VP Finance	001	iHire.com
VP/GSM	001	spotsndots
Sales Asst	005	Temp to Perm (temp agency)
Sales Asst	005	myfoxmemphis.com

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 02/11/08

Position/Job Title: Photographer EEO Classification: 002

Recruitment Source: TVJobs.com

Contact Person: website

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>TVJobs</u> Contact Person: <u>website</u> Phone #: _____ Address: <u>TVJobs.com</u> City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Employee referral</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 1/18/2008

Position/Job Title: Assoc Producer 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: 8

Referral Sources	# of Interviews
Name: <u>Employee Referral</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>	7
Name: <u>Internal candidate</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Postion Filled: 11/26/07

Position/Job Title: Web 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>Fox 13 website</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>Internal candidates</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 10/15/2007

Position/Job Title: Photographer 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: 7

Referral Sources	# of Interviews
Name: <u>Fox 13 website</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>Employee referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	3
Name: <u>Internal candidates (C Johnson, T Bynum)</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: <u>cold call</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 09/24/07

Position/Job Title: Associate 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: 7

Referral Sources	# of Interviews
Name: <u>Fox 13 website</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>	5
Name: <u>Internal candidate</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>cold call</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 08/20/07

Position/Job Title: Executive Producer EEO Classification: 001

Recruitment Source: TVJobs.com

Contact Person: website

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # Interviews: 7

Referral Sources	# of Interviews
Name: <u>TVJobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	3
Name: <u>Fox 13 website</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>Internal candidate</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: <u>Employee referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 06/23/07

Position/Job Title: Associate 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</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> 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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 7/6/2007

Position/Job Title: Tape Editor EEO Classification: 003

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>Fox 13 website</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 candiates</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	3
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 04/09/07

Position/Job Title: Reporter EEO Classification: 002

Recruitment Source: TVJobs.com

Contact Person: website

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # Interviews: 2

Referral Sources	# of Interviews
Name: <u>TVJobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Fox 13 website</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 04/09/07

Position/Job Title: Reporter EEO Classification: 002

Recruitment Source: TVJobs.com

Contact Person: website

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # Interviews: 2

Referral Sources	# of Interviews
Name: <u>TVJobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Fox 13 website</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 04/09/07

Position/Job Title: Reporter EEO Classification: 002

Recruitment Source: TVJobs.com

Contact Person: website

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>TVJobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	2
Name: <u>Fox 13 website</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 05/21/07

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: 7

Referral Sources	# of Interviews
Name: <u>Employee referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	2
Name: <u>TVJobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Fox 13 website</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>Former employee</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>Cold call</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 06/04/07

Position/Job Title: Web Manager EEO Classification: 001

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>Fox 13 website</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>Employee referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	3
Name: <u>Cold call</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 04/09/07

Position/Job Title: Associate Producer EEO Classification: 002

Recruitment Source: Internal Posting

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 Posting</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>Employee referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: <u>Internal candidates</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 09/04/07

Position/Job Title: Master Control Supverisor EEO Classification: 001

Recruitment Source: TVJobs.com

Contact Person: website

Address: \_\_\_\_\_

Phone #: \_\_\_\_\_

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>TVJobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	2
Name: <u>Internal candidate</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 07/16/07

Position/Job Title: Master Control Operator EEO Classification: 003

Recruitment Source: myfoxmemphis.com

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>Fox 13 website</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: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 07/30/07

Position/Job Title: Master Control Operator EEO Classification: 003

Recruitment Source: Internal Promotion

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>Fox 13 website</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>	3
Name: <u>Internal candidates</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>Employee referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 06/18/07

Position/Job Title: Master Control Operator EEO Classification: 003

Recruitment Source: myfoxmemphis.com

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>Fox 13 website</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 candidates</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>WHBQ-TV Jobline</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 04/23/07

Position/Job Title: Master Control Operator EEO Classification: 003

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 candidates</u> Contact Person: _____ Address: _____ City: _____ State: _____ 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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 10/22/07

Position/Job Title: News Production Mgr EEO Classification: 001

Recruitment Source: Employee Referral

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>Employee referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	2
Name: <u>Internal candidates</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	3
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 09/24/07

Position/Job Title: FT Production Tech EEO Classification: 003

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 candidate</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Fox 13 website</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 09/03/07

Position/Job Title: FT Production Tech EEO Classification: 003

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</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 04/30/07

Position/Job Title: FT Production Tech EEO Classification: 003

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</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: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 01/28/08

Position/Job Title: Promo Assoc Producer 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: 4

Referral Sources	# of Interviews
Name: <u>Employee referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Internal candidates</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	3
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 11/09/07

Position/Job Title: Graphic Artist 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: 4

Referral Sources	# of Interviews
Name: <u>Employee referral</u> Contact Person: _____ Address: _____ City: _____	1
Name: <u>Internal candidate</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Fox 13 website</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>TVJobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 11/09/07

Position/Job Title: Graphic Artist 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 candidate</u> Contact Person: _____ Address: _____ City: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 05/14/07

Position/Job Title: Promo Assoc Producer EEO Classification: 002

Recruitment Source: Employee Referral - Former Intern

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 referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Fox 13 website</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: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 05/14/07

Position/Job Title: Promo 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: 4

Referral Sources	# of Interviews
Name: <u>Internal candidate</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Fox 13 website</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>Former intern</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 4/16/2007

Position/Job Title: Art Director EEO Classification: 001

Recruitment Source: Internal Promotion

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>Internal candidates</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	2
Name: <u>Fox 13 website</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>TVJobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>Former employee</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>Employee referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 1/28/2008

Position/Job Title: VP Finance EEO Classification: 001

Recruitment Source: iHireAccounting.com

Contact Person: website

Address: \_\_\_\_\_

\_\_\_\_\_

Phone #: \_\_\_\_\_

Total # Interviews: 4

Referral Sources	# of Interviews
Name: <u>iHireAccounting.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Internal candidate</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>BCFM.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	2
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-TV Date Position Filled: 2/12/2008

Position/Job Title: VP/GSM EEO Classification: 001

Recruitment Source: Spots n Dots

Contact Person: April Causey

Address: [april@spotsndots.com](mailto:april@spotsndots.com)

Phone #: (888) 884-2630 ext 3

Total # Interviews: 6

Referral Sources	# of Interviews
Name: <u>Spots n Dots</u> Contact Person: <u>April Causey</u> Phone #: <u>(888) 884-2630</u> Address: _____ City: _____ State: <u>TN</u> Zip: _____	3
Name: <u>TVJobs.com</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: <u>TN</u> Zip: _____	1
Name: <u>Internal candidate</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1
Name: <u>Employee referral</u> Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	1

# Recruitment Reconciliation Form

Station: WHBQ-MEMPHIS Date Position Filled: 5/14/2007

Position/Job Title: Local Sales 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: 11

Referral Sources	# of Interviews
Name: <u>Fox 13 website</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>Commercial Appeal</u> Contact Person: _____ Phone #: _____ Address: <u>495 Union Ave</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38103</u>	8
Name: <u>Randstad Temp Agency</u> Contact Person: <u>Jacqueline Hardaway-Perry</u> Phone #: <u>(901) 818-8806</u> Address: <u>2697 S Perkins Rd</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38118</u>	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	

# Recruitment Reconciliation Form

Station: WHBQ-MEMPHIS Date Position Filled: 4/23/2007

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

Recruitment Source: Temp to Perm

Contact Person: Ablest Employment Agency

Address: 5100 Poplar Ave

Memphis, TN 38137

Phone #: (901) 685-6913

Total # Interviews: 3

Referral Sources	# of Interviews
Name: <u>Ablest Employment Agency</u> Contact Person: <u>Peggy Franklin</u> Phone #: <u>(901) 685-6913</u> Address: <u>5100 Poplar Ave</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38137</u>	1
Name: <u>Commercial Appeal</u> Contact Person: _____ Phone #: _____ Address: <u>495 Union Ave</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38103</u>	1
Name: <u>Southwest TN Community College</u> Contact Person: <u>Shirley Dozier</u> Phone #: <u>(901) 333-4180</u> Address: <u>5983 Macon Cove</u> City: <u>Memphis</u> State: <u>TN</u> Zip: <u>38134</u>	1
Name: _____ Contact Person: _____ Phone #: _____ Address: _____ City: _____ State: _____ Zip: _____	