

**2009 - Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.2080(c)(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules:

| <b>Call Sign</b> | <b>Community</b>     | <b>FIN</b>   |
|------------------|----------------------|--------------|
| <b>WXYZ(TV)</b>  | <b>Anywhere, USA</b> | <b>1234</b>  |
| <b>WXYZ-LP</b>   | <b>Anywhere, USA</b> | <b>12344</b> |
| <b>WXYY-LP</b>   | <b>Anywhere, USA</b> | <b>12345</b> |

The information contained in this Annual EEO Report covers the time period from **July 25, 2008 to, and including, July 31, 2009** (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

- A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- Data reflecting the total number of persons interviewed for all 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
- A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was placed in each station’s public inspection file on **August 1, 2009** and posted on the stations’ website, in accordance with the FCC’s EEO Rules.

SAMPLE ANNUAL EEO PUBLIC FILE REPORT – Appendix A

**SECTION 1: Full-Time Job Openings Filled During This Period**

Time Period Covered: **July 25, 2008 to July 31, 2009**

Stations in Employment Unit: **WXYZ(TV), WXYZ-LP, WXYX-LP**

| Full-time Positions Filled By<br>Job Title and Date Filled |                           | Recruitment Source of<br>Hiree |
|--|---------------------------|--------------------------------|
| 1.   | Account Executive 9/30/08 | On-Air Ads                     |
| 2.   | Program Director 10/13/08 | The Daily Chronicle            |
| 3.   | Weatherman 11/1/08        | University of Anywhere         |
| 4.   | Traffic Operator 11/14/08 | Station Web Site               |
| 5.   | Camerman 11/5/08          | Walk-in                        |

Total Number of People Interviewed for All Job Positions: 23

SAMPLE ANNUAL EEO PUBLIC FILE REPORT – Appendix A

**SECTION 2: Recruitment Sources**

Time Period Covered: **July 25, 2008 to July 31, 2009**

Stations in Employment Unit: **WXYZ(TV), WXYZ-LP, WXYX-LP**

| Recruitment Source (Name, Address, Telephone Number, Contact Person) |  | Total Number of Interviewees This Source Has Provided During This Period | Full-time Positions for Which This Source Was Utilized |
|--|--|--|--|
| 1.   | Internal Station Postings  | 2  | All Positions  |
| 2.   | Station Web Site Postings<br><a href="http://www.callsign.com">www.callsign.com</a>  | 4  | All Positions  |
| 3.   | On-Air Recruitment Ads<br>WXYZ(TV)<br>Station Manager                                | 3  | All Positions  |
| 4.   | Walk-ins   | 2  | All Positions  |
| 5.   | The Daily Chronicle<br>Joe Smith<br>Address<br>Phone                                 | 2  | Positions 1,3, 5                                       |
| 6.   | State Association of Broadcasters<br>P.O. Box 123<br>Anywhere, State                 | 1  | All Positions  |
| 7.   | Anywhere State School of Broadcast Journalism<br>Prof. Joe Smith<br>Address<br>Phone | 1  | Positions 1,2, 3                                       |
| 8.   | University of Anywhere<br>Office of Career Planning<br>Joe Smith<br>Address<br>Phone | 3  | Positions 2, 3, 5                                      |
| 9.   | TV Cameraman Magazine<br>Joe Smith<br>Address<br>Phone                               | 0  | Position 5   |

SAMPLE ANNUAL EEO PUBLIC FILE REPORT – Appendix A

|     |  |   |               |
|-----|--|---|---------------|
| 10. | Anywhere City Chamber of<br>Commerce<br>Office of Job Placement<br>Joe Smith<br>Address<br>Phone | 0 | All Positions |
| 11. | Ass'n. of Hispanic<br>Journalists<br>Joe Smith<br>Address<br>Phone                               | 3 | All Positions |
| 12. | NAACP<br>Anywhere City Chapter<br>Joe Smith<br>Address<br>Phone                                  | 2 | All Positions |
| 13. | The Weekly Anywhere<br>Sentinel<br>Joe Smith<br>Address<br>Phone                                 | 0 | All Positions |

**SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken**

Time Period Covered: **July 25, 2008 to July 31, 2009**

Stations in Employment Unit: **WXYZ(TV), WXYZ-LP, WXYX-LP**

1. **On-Going Internship Program for Area College Students (§73.2080(c)(2)(v)).** This on-going semester internship program has been in place at the station for at least six years. The station welcomes students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcasting industry, and their internship must be endorsed, supported, and constantly monitored by the sponsoring university. Students are rewarded with course credit hours upon completion of the semester-long program. Internship periods include Fall, Spring and Summer of each year. During the period covered by this report, WXYZ(TV) has had seven student interns involved in this program – one in the Summer of 2008, and three in the Fall session of 2008.
2. **Junior Achievement Annual Job Shadow Day (§73.2080(c)(2)(iv)).** This annual program takes place during the first week of June each year. The Anywhere Area Chamber of Commerce, who supports educational initiatives in the community, coordinates this day to expose area college and high school students to various careers and work sites across the city. Twenty area students spent the day observing various jobs being performed within station WXYZ(TV), and were allowed to interact with employees. The Programming Director and News Director discussed the different positions and careers possible at a broadcast television station.
3. **EEO Training to Upper Level Management.** During the Summer of 2008 and the Fall of 2008, WXYZ(TV) provided training to the station's upper level management regarding interviewing techniques to ensure equal opportunity in the hiring process. Station manager Joe Smith and Director of Human Resources Josephine Smith attended both training sessions, which were conducted by the Anywhere Chamber of Commerce.
4. **Job Fairs.** Station manager Joe Smith and Director of Human Resources Josephine Smith attended four job fairs during the past year on behalf of station WXYZ(TV). Joe and Josephine attended two job fairs at the University of Anywhere, one in December 2008 and one in April 2009. In addition, they attended two job fairs hosted by the School of Broadcast Journalism at Anywhere State in the summer of 2008. At all four events, Joe and Josephine met with students and discussed careers and advancement in the broadcast industry.