

ANNUAL EEO PUBLIC FILE REPORT

WDHN

December 1, 2013 through November 30, 2014

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WDHN

The information contained in this Report covers the time period beginning December 1, 2013 to and including November 30, 2014 (the "Applicable Period"). The FCC's EEO Rule Requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the 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, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the alphabet letters listed on Appendix 1 under the column entitled "Recruitment Sources Utilized" refer to the Recruitment Sources listed on Appendix 2.

For purposes of this Report, a vacancy was deemed "filled" when the hiree began work. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or by e-mail.

Appendix 1 to Annual EEO Public File Report

Covering the Period from December 1, 2013 through November 30, 2014

Station(s) Comprising the Station Employment Unit: WDHN

Section 1: Vacancy Information

	Full-Time Positions Filled by Job Title	Date Filled	Recruitment Source of Hiree	Number of Applicants Interviewed	Recruitment Sources Utilized
1	Multi Media Journalist	1/8/14	A	4	A-I, K-M, O
2	Sports Director/Anchor	1/20/14	I	3	A-I, K-M, O
3	Multi Media Journalist	2/24/14	O	3	A-I, K-M, O
4	Photojournalist	3/24/14	J	3	J
5	News Anchor	5/30/14	H	4	A-I, K-M, O
6	Multi Media Journalist	8/11/14	O	3	A-I, K-M, O
7	Local Sales Manager	9/15/14	H	5	A-H, K-M, O

Total Number of Persons Interviewed During Applicable Period: 25

Appendix 2 to Annual EEO Public File Report

Covering the Period from December 1, 2013 through November 30, 2014

Station(s) Comprising the Station Employment Unit: WDHN

Section 2: Recruitment Source Information

	Recruitment Source	Contact	Address	Phone	Requested Notice (Y/N)	Total Number of Interviewees This Source Has Provided During This Period (If Any)
A	Company website	Rachel Anderson	www.nexstar.tv www.dothanfirst.com	972-409-8217	N	6
B	Alabama Career Center	Phyllis Grimmer	P.O. Box 520 Dothan, AL 36303	334-792-2121	Y	0
C	TSUD	Pamela Williamson	P.O. Box 8368 Dothan, AL 36304	334-983-6556	Y	3
D	Alfred Saliba Family Center	David Duke	301 W. Lafayette Dothan, AL 36301	334-712-1542	Y	0
E	Wallace College	Lisa Dobbs	1141 Wallace Drive Dothan, AL 36303	334-983-3521	Y	0
F	Alabama State University	David Okeowo	P.O. Box 271 Montgomery, AL 36101	334-229-4493	Y	0
G	Walk-In	None	P. O. Box 6237 Dothan, AL 36302	334-792-2121	N	0
H	Employee referral	None	None	None	N	2
I	TVJobs.com/Medialine.com	None	www.tvjobs.com	None	N	2

			www.medialine.com			
J	Internal Transfer	None	P. O. Box 6237 Dothan, AL 36302	334-793-1818	N	3
K	Troy University (TSUD)	None	https://troy-csm.symplicity.com/students/index.php	None	N	4
L	Alabama Broadcasters Association	Lesa Rice	2180 Parkway Lake Drive Hoover, AL 35244	205-982-5001	Y	0
M	Station Advertising	Janie Hinson	P.O. Box 6237 Dothan, AL 36302	334-793-1818	N	3
N	Re-Hires	Janie Hinson	P.O. Box 6237 Dothan, AL 36302	334-793-1818	N	0
O	Referral-Outside	None	None	None	N	2

Appendix 3 to Annual EEO Public File Report

Covering the Period from December 1, 2013 through November 30, 2014

Station(s) Comprising the Station Employment Unit: WDHN

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDHN

	Recruitment Initiative	Description
1	The establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	The station sponsors an internship program providing students with hands-on supervised experience in broadcast industry operations across all functional areas and not subject to any payments or benefits by the company. During the summer semester of 2014 the station hosted three interns from Troy State University from.
2	Participation in job fairs by station personnel who have substantial responsibility for hiring decisions	This station participated in two virtual job fairs during this reporting period. The first one was April 2, 2014 by Alfred Saliba and the second was October 14, 2014 at Troy State University in Troy, AL.