



Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from December 1, 2010 to November 30, 2011
Station(s) comprising station Employment Unit: WABI TV5

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WABI TV5

Internships. WABI TV5 offers internships to students who can document that their school will award the student credits for the internship. The student must supply WABI TV5 with all necessary documentation from the school, and the necessary forms enabling WABI TV5 to report the intern's progress back to the school. Interested interns may inquire with WABI TV5 Human Resources Director, Michael Osborne. WABI TV5 reserves the right to accept or reject any intern applications.

Sales:

Interns can expect to learn about, and assist in, various duties performed as an advertising salesperson, including but not limited to in-house procedures, paperwork, client/product research, servicing existing accounts and prospecting new accounts, Nielsen ratings, preparation of advertising schedules, presentations and the creation of commercials.

Engineering:

Interns can expect to learn about and assist in many aspects of broadcast engineering. This includes but is not limited to trouble shooting various pieces of broadcast equipment, remote production, television transmission, and systems integration.

News Production:

Interns can expect to learn about and assist in many aspects of television news production. This includes but is not limited to directing, technical directing, teleprompter operation, linear editing, graphics creation, and studio camera operation.

Creative Services:

As an intern with the Creative Services Department, students can expect to assist crews and producers with various stages of production. Experiences may include, but will not be limited to, creative script writing, videography, linear & non-linear editing, post production and graphic design.

News:

WABI TV5's News Department offers internships in Producing, Reporting, Sports and Weather. Our programs offer a great hands-on opportunity for a student looking to get into broadcasting. The program begins with a student job shadowing several staff members for the day, in order to get a better idea of the various aspects of the news operation. Upon

completing the job shadows, the student meets with the Assistant News Director to discuss areas of highest interest and establish an appropriate internship program.

Accounting:

An intern can expect to learn about and assist in Accounts Payable and Accounts Receivable. They would also learn about and assist in a Television Stations unique billing procedures, which include typing co-op scripts for our advertising clients.

Traffic:

An intern can expect to learn about and assist in our switchboard operation; receive commercials in from our advertising clients; file commercial tapes in our tape room; and enter contracts from our advertising clients into our Traffic System.

Summer 2011 Interns in:

News: Whitney Proctor and Jessye Leibow. Whitney and Jessye shadowed the reporters, photographers and producers to learn hands on skills in the newsroom, including writing, editing, shooting video and gathering stories.

News Production: Neal Timoney. Neal shadowed the Directors to learn hands on skills in television news production such as directing, technical directing, teleprompter operation, linear editing, graphics creation, and studio camera operation.

Sales: Chris Steinke. Chris shadowed the sales associate and account executives to learn about in-house sales procedures, sales paperwork, client/product research, servicing existing accounts and prospecting accounts, Nielson ratings, advertising schedules and the production of commercials.

We also provided tours throughout the year to NESCOM students (August 2nd) and to a group of 16 to 18 year olds brought in by Ben Speed on October 26th to watch a live newscast from the Directors booth.

Scholarships. WABI-TV5 has established a scholarship program with the New England School of Communications, located at Husson College, in Bangor, Maine. The school is an accredited institution that specializes in training prospective professionals in the fields of radio and television broadcasting and production, digital imaging, sound engineering, and other communications industries. The station provides two \$500 scholarships per year, with the following criteria (in addition to any criteria established by the school): *Presented to students who have shown excellent broadcast skills, leadership qualities, outstanding citizenship, and who are pursuing a career in broadcast television.*

A member of station management sits on the school's selection committee to review all applicants for these scholarships.