



Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from December 1, 2008 to November 30, 2009
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, Pamela Adams. 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 the following areas of News. We have Producing, Reporting, Sports and Weather internships. Our programs offer a great

hands on opportunity for a student looking to get into broadcasting. The program begins with a student coming in and job shadowing several staff members for the day. This gives students a better idea of the various aspects of news that we have to offer. After completing the job shadow, the Assistant News Director will discuss areas of highest interest with the intern. It is during this conversation that a program is set up for them.

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 includes typing Co-op Scripts for our clients.

Traffic:

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

Spring 2009 Intern in Sales: Meagan Hachey. Megan had firsthand experience in a Sales environment. Megan's primary responsibility was learning the ins and outs of media advertising. Before the semester was over she learned to research a client's needs and pull it all together into a proposal development for specific clients.

Spring 2009 Intern in Production: Mark Neace. Mark participated in the shooting, editing and productions of several commercial, programming and news related projects.

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.