

PUBLIC FILE REPORT

August 16, 2008 through August 15, 2009

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1. The following is a list of the vacancies filled by Bright House Networks, Central Florida News 13, from August 16, 2008 through August 15, 2009, identified by job title, department and requisition number.

<u>JOB TITLE</u>	<u>DEPT.</u>	<u>REQUISITION #</u>
Executive Assistant	Administration	10630
Video Editor	News	11204
Producer	News	10953
Sr. Producer	News	11247
Reporter	News	11364
Reporter	News	11382
Reporter	News	11385
Media Manager	Operations/Engineering	11442
Reporter	News	11446
Photographer	News	11507
Director	News	11554
Photographer	News	11606
News Operations Engineer	Operations/Engineering	11656
Multimedia Intern	News Programming	11657
Reporter	News	11675
Assignment Desk Coordinator	News	11709
News Operations Engineer	Operations/Engineering	11782/11899
Assignment Desk Editor	News	11783
Anchor/Reporter	News	11784
Sr. Producer	News	11830
Anchor/Reporter	News	11849
Master Control Operator	Operations/Engineering	11874
Reporter	News	11898
Multimedia Intern	News Programming	11951

2. a.) The following is a list of recruitment sources used to fill each vacancy identified in number 1 above:

See attached Exhibit A – Recruitment Sources

2. b.) The following is a list of recruitment sources, if any, who requested notification of vacancies:

None

3. The following is a list of recruitment sources that referred any employees that were hired since August 16, 2008 through August 15, 2009:

- Agency
- Bright House Networks Website
- CareerBuilder
- Employee Referral
- Former Employee
- Internal Job Posting
- Job News
- Job Posting
- Phone Inquiry
- School

4. a.) The total number of persons that were interviewed for full-time vacancies since August 16, 2008 was 163.

b.) Of those persons interviewed, the following is each recruitment source utilized in connection with the vacancies that existed since August 16, 2008.

- Advertisement
 - Media Manager
- Agency
 - Master Control Operator; Reporter
- Bright House Networks Website
 - Master Control Operator; Assignment Desk Editor; Web Content Editor; Photographer; Reporter; Video Editor; Producer; Production Specialist; Audio Operator; Production Assistant; Sr. Producer; Media Manager; Multimedia Intern; News Operations Engineer; Maintenance Systems Engineer
- CareerBuilder
 - Master Control Operator; Assignment Desk Editor; Audio Operator; Human Resources Manager; Video Editor; Media Manager; News Operations Engineer; Sr. Producer; Maintenance Systems Engineer; Multimedia Intern
- Client Referral
 - Reporter
- Craigs List
 - News Operations Engineer
- Devry University
 - News Operations Engineer

- Employee Referral
 - Executive Producer; Assignment Desk Editor; Web Content Editor; Photographer; Video Editor; Producer; Production Assistant; Human Resources Manager; Reporter; Media Manager: Director: Anchor/Reporter; Sr. Producer
- Former Employee
 - Photographer; Technical Director; Reporter: Assignment Desk Editor
- Internal Job Posting
 - Executive Assistant; Photographer; Audio Operator: Reporter; Video Editor; Senior Producer; Media Manager; Anchor/Reporter
- Job Fair
 - Multimedia Intern; Reporter
- Job News
 - Assignment Desk Editor; Photographer; Producer; Technical Director; Production Specialist; Reporter; Sr. Producer
- Job Posting
 - Assignment Desk Editor; Web Content Editor; Reporter; Video Editor; Reporter; Video Editor; News Operations Engineer
- Other Source
 - Master Control Operator; Web Content Editor
- Phone Inquiry
 - Assignment Desk Coordinator; Sr. Producer
- School
 - Reporter
- Walk-in
 - Photographer

5. The following are the longer-term recruitment initiatives engaged in by our Division:

- Participation in job fairs aimed at attracting candidates for employment at Central Florida News 13 and to establish a pool of candidates for future openings. During this time period, Bay News 9, Bright House Sports Network, and Central Florida News 13 had a joint recruiting/exhibitor booth at the National Association of Black Journalists held in Tampa, Florida on August 6 through August 8, 2009.
- Outreach to universities, colleges and technical schools located in Florida. Central Florida News 13 represented the Bright House Networks Local Programming Unit at a job fair held at the University of Florida on March 26, 2009.
- Central Florida News 13, along with Bay News 9 and Bright House Sports Network, participated in the Brevard County Virtual Job Fair on April 6, 2009. Those interested in exploring job opportunities were directed to Central Florida News 13's website: www.cfnews13.com
- Central Florida News 13 has internal training programs designed to provide employees an opportunity to develop skills that could qualify them for higher-level positions. Anchors and reporters receive talent coaching from station management. An outside talent consultant visits the station four (4) days per year for ongoing training and coaching. Operations staff and engineering receive training from vendors of systems utilized by the station as technology changes.

- Central Florida News 13 participates in the Bright House Networks Women's Leadership Circle, a program that provides mentors from within the company for women who have an aspiration to attain or grow within a management role.
- Management training was provided to Central Florida News 13's top-level management team by a broadcast management consulting firm. Employee relations' training was provided to middle and upper management employees by the company's attorneys.
- External training opportunities are also provided to employees through the Bright House Networks Educational Reimbursement plan. Additionally, employees are permitted to attend seminars and conferences in order to help them improve and broaden their skills.
- Central Florida News 13 had a full-time multi-media intern during the summer of 2009 and will have another intern on board for the fall semester.
- Central Florida News 13 participates in the Emma Bowen Foundation multi-year work/study program. The Emma Bowen Foundation's program was founded to provide an opportunity for a partnership between minority youth and media organizations to allow the youth opportunities to learn, be mentored and develop into highly qualified media professionals. Central Florida News 13 has worked with two students during the time frame of this report and plans to continue the relationship.

Exhibit A – Recruitment Sources

Source	Address	Contact	Phone Fax	Website	Positions Posting
602 Communications*- Graeme Newell	6839 Charter Hills Rd. Charlotte, NC 28277	Sandy Lizik slizik@602communications.com	(602) 954-8373	www.602communications.com	Graphics/Promotions
AARP/Senior Comm Svc.* Employment Program	720 W Colonial Dr. Ste 101 Orlando, FL 32804	Deb Fadool scorlando@aol.com	(407) 852-1608	www.aarp.org/scsep	ALL
CCNMA (CA Chicago News Media Asso.)	300 S Grand Ave. Ste. 3950 Los Angeles, CA 90071- 8110	ccnmainfo@ccnma.org	(213)437-4408 (213) 437-4423	www.ccnma.org	ALL
Central FL Employment Council Christian HELP	450 Semolina Blvd. Casselberry, FL 32707	Paulette Weir cfec@cfec.org	(407) 834-4223 (407) 560-2949	www.cfec.org	ALL
Employ Florida Marketplace			(866)352- 2345	www.employflorida.com	ALL
Goodwill Industries of Central FL*	7531 S Orange Blossom Tr. Orlando, FL 32809	Daisey Gonzalez dgonzalez@goodwillcfl.org	(407) 872-0770 (407) 872-0256	www.goodwillcfl.org	ALL
Journalist USA/Marketing Match/ Media Match	714 North La Brea Los Angeles, CA 90038	info@journalistusa.com	(323) 284-5598	www.journalistusa.com	Reporters/Anchors
Media Line	PO Box 51909 Pacific Grove, CA 93950	Mark Shilstone mark@medialine.com	(800) 237-8073 (831) 648-5204	www.medialine.com	ALL
NAB	1771 N Street NW Washington, DC		(202) 429-5498 (202)429-3930	www.nab.org	ALL
NAHJ	1000 National Press Bldg 529 14th St. N.W. Washington, D.C. 20045	Ivan Roman iroman@nahj.com	(202) 662- 7145	jobbank@nahj.org	ALL
National Hispanic Media Coalition	55 S Grand Ave Pasadena, CA 91105	Alex Nogales anogales@nhmc.org	(626) 792-6462 (626) 792-6051	www.nhmc.org	ALL
National of Lesbian & Gay Journalist Association	1420 K. Street NW Washington, DC 20005	Bach Polakowski info@nlgja.org	(202) 588- 9888 (202) 588-1818	www.nlgja.org	Anchor, Reporters
National Weather Association	228 West Millbrook Rd. Raleigh, NC 27609	Steve Harned exdir@nwas.orf	(919) 845-1546	www.nwas.org	Weather
Orange County Public Schools* Career & Technical Education	445 W. Amelia St. Orlando, FL 32801	Vickie DeSha deshav@wcfla.com	(407) 317-3212 (407) 317-3343	www.ocps.k12.fl.us	ALL
Orlando Advertising Federation (For graphics positions)	PO Box 1614 Orlando, FL 32802	Customer Service	info@aaf- orlando.org	www.oaf.com	Graphics

Production Hub Also posts on the following:	801 W. Fairbanks Ave. Winter Park, FL 32789	jobs@productionhub.com	(407) 629-4122 (407) 629-8884	www.productionhub.com	ALL
Florida Motion Picture & TV Assoc.		Carole Ferrill cferrill@cfl.rr.com	(321) 632-7488	www.fmpta.org	ALL
Orlando Film Commission	301 E. Pine Street Ste. 900 Orlando, FL 32801	Amy Mulford info@filmorlando.com	(407) 422-7159 (407) 841-9069	www.filmorlando.com	ALL
Women In Film	P.O. Box 533541 Orlando, FL 32853-3541	info@womeninfilml.org		www.womeninfilml.org	ALL
Media Communications Asso. International		Robyn Kurth rwordworks@earthlink.net	(407) 380-9065 (407) 380-9340	http://216.69.187.164/index.html	ALL
Orlando Tech	301 W Amelia St. Orlando, FL 32801	Robin M. Oliver robin.oliver@ocps.net	(407) 246-7060 ext. 4811	www.orlandotech.com	Technical, Engineers
Quest Inc. Vocational Training*	2206 East Colonial Dr Orlando, FL 32803	Diane Bell dbell@questinc.org	(407) 218-4300 (407) 218-4302	www.questinc.org	
Radio and TV Jobs		zzmadden@yahoo.com		www.radioandtvjobs.com	Anchor, Reporters
Society of Broadcast Engineers	9102 N. Meridian St, Ste. 150 Indiapolis, IN 46260	Scott Jones kjones@sbe.org	(317) 846-9000 (317) 846-9120	www.sbe.org	Engineers
SPJ	3909 N. Meridian Street Indianapolis, IN 46208	spi@spi.org	(317) 927-8000 (317) 920-4789	www.spi.org	Reporters, Editors
Talent Trainers	10807 Waring Place Charlotte, NC 28277	Brice brice@TalentTrainers.com	(704) 541-0892 (800) 787-4254	http://www.talenttrainers.com	Anchor, Reporters
TV Jobs Job News	PO Box 4116 Oceanside, CA 92052	info@tvjobs.com	(800) 374-0119 (760) 754-2115	www.tvjobs.com	ALL
Workforce Central Florida *	707 Mendham Blvd. Ste 250 Orlando, FL 32825	Kimberly Conner	(407) 531-1222	www.workfocecentralflorida.com	ALL
Dice.com	4101 NW Urbandale Dr. Urbandale, IA 50322		(888) 321-3423	www.dice.com	Technical, Engineers
Mandy.com		-		www.mandy.com	ALL
Smuz.com	1202 S Washington St. Alexandria, VA 22314		info@smuz.com	www.smuz.com	ALL
National Community for Latino Leadership*	1701 K Street Ste.301 Washington, DC 20006	Alfred Ramirez aramirez@latinoleadership.org	(202) 257-4419 (202) 721-8296	www.latinoleadership.org	ALL
NABJ	8701-A Adelphi Road Adelphi, MD 20783-1716	-	(888) 491-8833	www.nabj.org	ALL
CFL Asso. Of Black Journalists & Broadcasters	PO Box 745 Orlando, FL 32802	Kenya Woodard cfabj1@gmail.com	(800) 804-8478	www.cfabj.wordpress.com	Anchor, Reporters
Computerjobs.com (IT Jobs)	280 Interstate N Cir. SE, Ste 300, Altanta, GA 30339		(800) 850-0045	www.computerjobs.com	IT JOBS

Atlanta Latino/ All Postings	6400 Atlantic Blvd., Ste.200 Norcross, GA 30071		(770) 416-7570 (770) 416-7991	www.atlantalatino.com	ALL
Big TV Job list				www.bigtvjoblist.com	ALL
NABEF	1771 Nort Street NW Washington, DC 20036	Michelle Duke mduke@nabe.org	(202) 429-5361	www.broadcastcareerlink.org	ALL
Workinsports.com	7010 E Chauncey Ln Ste.115 Phoenix, AZ 85054		(480) 905-7221 (480) 905-7231	www.workinsports.com	SPORTS