

## WELF-TV, Channel 23, Dalton, Georgia - EEO PUBLIC FILE REPORT 12/1/05 through 11/30/06

A station may accumulate the relevant information for the past year (using its internal job vacancy and hiring information) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

Pursuant to the Equal Employment Opportunity rules and regulations of the FCC, and as explained in this station's Equal Employment Opportunity policy: "This ministry is a Christian church and religious organization. This ministry has religious missions throughout the world, ordains ministers, and performs a host of sacerdotal functions. Consequently, hiring and employment decisions are based on religious beliefs and creeds." Within the context of those Christian beliefs and creeds, ministry policy prohibits unlawful discrimination based on race, gender, national origin or ancestry, or physical disability. The ministry has adopted a Statement of Faith, reflected in its Employee Manual, and all directors, officers and employees must be able to subscribe to it, participate in regular prayer gatherings, Bible readings and teachings, and follow station policy, recognizing the need for unity in the spirit as explained in Ephesians 4:1-6: "I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called, With all lowliness and meekness, with longsuffering, forbearing one another in love; Endeavoring to keep the unity of the Spirit in the bond of peace. There is one body, and one Spirit, even as ye are called in one hope of your calling; One Lord, one faith, one baptism, One God and Father of all, who is above all, and through all, and in you all."

### A. Full-Time Vacancies Filled During Past Year

1. Job Title: Production Manager Date Filled: 6-26-06

2. Job Title: Date Filled:

### B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Production Manager Date Filled: 6-26-06

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
WELF-TV	Onya Richter	384 South Campus Road Lookout Mountain, GA 30750	(706) 820-1663	Yes
Chattanooga Times Free Press	Angela Milton	400 E. 11 <sup>th</sup> Street PO Box 1447 Chattanooga, TN 37401	(423) 757-6262 AMilton@TimesFreePress.com	No
<a href="http://www.timesfreepress.com">www.timesfreepress.com</a>	Angela Milton	400 E. 11 <sup>th</sup> Street PO Box 1447 Chattanooga, TN 37401	AMilton@TimesFreePress.com	No
Southern Adventist University	Liane de Souza	4881 Taylor Circle Collegedale, TN 37315	(423) 236-2081	No
City Church	Mike Chapman	7122 Lee Highway Chattanooga, TN 37421	(423) 894-6982	No
Friendship Community Church	Sean Teal Gloria	7 North Tuxedo Avenue Chattanooga, TN 37411	(423) 698-3471	No
Olivet Baptist Church	Kevin Adams Ophelia	751 E. Martin Luther King Blvd. Chattanooga, TN 37403	(423) 266-8709	No
Inner City Ministries	Chiquita Bass	1800 Roanoke Avenue Chattanooga, TN 37406	(423) 698-3178	No
Metropolitan Tabernacle	Angel Boblewski	PO Box 23527 Chattanooga, TN 37422	(423) 894-3377	No
Covenant College	Jerry King	14049 Scenic Highway Lookout Mountain, GA 30750	(706) 419-1156	No
Lee University	Amy Dickson	1120 Ocoee Street Cleveland, TN 37311	(423) 614-8630	No

2. Job Title:		Date Filled:		
Source	Contact Person	Address	Telephone No.	Referred Person Hired?

**C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year: 12**

**D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources**

Source	Contact Person	Address	Telephone No.	Number of Interviewees:
WELF-TV	Onya Richter	384 South Campus Road Lookout Mountain, GA 30750	(706) 820-1663	1
Chattanooga Times Free Press	Angela Milton	400 E. 11 <sup>th</sup> Street PO Box 1447 Chattanooga, TN 37401	(423) 757-6262	7
<a href="http://www.timesfreepress.com">www.timesfreepress.com</a>	Angela Milton	400 E. 11 <sup>th</sup> Street PO Box 1447 Chattanooga, TN 37401	AMilton@TimesFreePress.com	2
Inner City Ministries	Chiquita Bass	1800 Roanoke Avenue Chattanooga, TN 37406	(423) 698-3178	1
Lee University	Amy Dickson	1120 Ocoee Street Cleveland, TN 37311	(423) 614-8630	1
Southern Adventist University	Liane de Souza	4881 Taylor Circle Collegedale, TN 37315	(423) 236-2081	0
City Church	Mike Chapman	7122 Lee Highway Chattanooga, TN 37421	(423) 894-6982	0
Friendship Community Church	Sean Teal Gloria	7 North Tuxedo Avenue Chattanooga, TN 37411	(423) 698-3471	0
Olivet Baptist Church	Kevin Adams Ophelia	751 E. Martin Luther King Blvd. Chattanooga, TN 37403	(423) 266-8709	0
Metropolitan Tabernacle	Angel Boblewski	PO Box 23527 Chattanooga, TN 37422	(423) 894-3377	0
Covenant College	Jerry King	14049 Scenic Highway Lookout Mountain, GA 30750	(706) 419-1156	0

**E. Outreach Activities**

- 12-03-05 Help wanted ad placed in the Chattanooga Times Free Press ad runs 2 days.
- 12-03-06 Ad placed on the Chattanooga Times Free Press website, [www.timesfreepress.com](http://www.timesfreepress.com).
- 12-12-05 Notification Letters sent to co-religionists of position available
- 2-28-06 Notification e-mails sent to Career Central of Lee University
- 4-26-06 Notification letters to co-religionists of intent to notify upon full-time vacant positions
- 9-19-06 Notification letters to co-religionists of intent to notify upon full-time vacant positions
- 5-11-06 Career Counsel with Inner City Ministries
- 9-9-06 Career Booth at Metropolitan Tabernacle
- 11-17-06 Career booth at Friendship Community Church
- 11-28-06 Career booth at Covenant College