

WELF-TV, Channel 23, Dalton, Georgia - EEO PUBLIC FILE REPORT

12/1/08 through 11/30/09

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

1. Job Title: Station Receptionist Date Filled: 11-12-09

2. Job Title: Date Filled:

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

1. Job Title: Station Receptionist Date Filled: 11-12-09

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
TBN Website	Sandra Campos	2442 Michelle Drive Tustin, CA 92780	714-832-2950	No
TBN Corporate Office	Nikk Garcia	2442 Michelle Drive Tustin, CA 92780	714-832-2950	Yes
Abba's House	Receptionist	5208 Hixson Pike Chattanooga TN 37343	423-877-6462	No
Chattanooga Resource Foundation	Cheryl Slack	1200 Mountain Creek Road Suite 440 Chattanooga, TN 37405	423-756-0410	No
City Church	Mike Chapman	7122 Lee Highway Chattanooga, TN 37421	423-894-6982	No
Covenant College	Jerry King	14049 Scenic Highway Lookout Mountain, GA 30750	706-419-1156	No
Friendship Central Community Church	Sean Teal	7 North Tuxedo Drive Chattanooga, TN 37411	423-698-3471	No
Greater Saint Mary Missionary Baptist Church	J. W. Cole	5304 Slayton Avenue Chattanooga, TN 37410	423-821-6938	No
Hope 4 The Inner City	Administration	P. O. Box 11584 Chattanooga, TN 37401	423-698-3178	No
Lee University	Amy Dickson	1120 Ocoee Street Cleveland, TN 37311	423-614-8630	No

Metropolitan Tabernacle	Keith Sammons Or Angel	P. O. Box 23527 Chattanooga, TN 37422	423-894-3377	No
Olivet Baptist Church	Leslie	751 E. Martin Luther King Blvd. Chattanooga, TN 37403	423-266-8709	No
Southern Adventist University	Liane de Souza	4881 Taylor Circle Collegedale, TN 37315	423-236-2081	No
World Changers Church Intl.	Creflo Dollar	2500 Burdett Road College Park, GA 30349	770-210-5700	No
Family Dentistry	Sue Ellen	120 Watauga Lane Lookout Mountain, TN 37350	423-821-7508	No
Covenant Allergy & Asthma Care	Lisa Willard	1350 Mackey branch Drive Chattanooga, TN 37421	423-468-3267	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: 13

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:
TBN Website	Sandra Campos	2442 Michelle Drive Tustin, CA 92780	714-832-2950	6
TBN Corporate Office	Nikk Garcia	2442 Michelle Drive Tustin, CA 92780	714-832-2950	1
Abba's House	Receptionist	5208 Hixson Pike Chattanooga TN 37343	423-877-6462	2
Metropolitan Tabernacle	Keith Sammons Or Angel	P. O. Box 23527 Chattanooga, TN 37422	423-894-3377	2
Family Dentistry	Sue Ellen	120 Watauga Lane Lookout Mountain, TN 37350	423-821-7508	1
Covenant Allergy & Asthma Care	Lisa Willard	1350 Mackey branch Drive Chattanooga, TN 37421	423-468-3267	1

E. Outreach Activities

2-10-09 Notification Letters sent to co-religionists of intent to notify upon full-time vacant positions
3-11-09 Career booth at Covenant College 4-4-09 Career Counsel with World Harvest Church North
5-17-09 Career booth at Greater Saint Mary Missionary Baptist Church
6-25-09 Notification letters to co-religionists of intent to notify upon full-time vacant positions
7-18-09 Career Counsel at T. L. Lowery International Ministries
9-14-09 Notification letters to co-religionists with notification of full-time position availability
11-19-09 Career Counsel at Olivet Baptist Church