

**Information Regarding Recruitment Sources Contacted for Full-time Vacancies**  
**WUFT – TV / FM**  
**October 1, 2005 through September 30, 2007**  
**Prong #1**

Recruitment Source	Contact		
University of Florida Human Resources PO Box 115002, Gainesville, FL 32611-5002 <a href="http://jobs.ufl.edu/">http://jobs.ufl.edu/</a>	HR 352-392-2477		
WUFT Website PO Box 118405, Gainesville, FL 32611-8405 <a href="http://www.wuft.org">http://www.wuft.org</a>	Kevin Allen Susan White 352-392-5551		
College of Journalism and Communications Website PO Box 118400, Gainesville, FL 32611-8400 <a href="http://www.jou.ufl.edu">www.jou.ufl.edu</a>	Craig Lee <a href="mailto:clee@jou.ufl.edu">clee@jou.ufl.edu</a> 352-846-0180		
PBS Connect Forum Jobline 1320 Braddock Place Alexandria, VA 22314 <a href="https://secure.connect.pbs.org/wb/default.asp?action=27">https://secure.connect.pbs.org/wb/default.asp?action=27</a>	Sara Terpeny 1.703.739.8685		
CPB.org Jobline 401 Ninth Street, NW Washington, DC 20004-2129	Serena Wyckoff 1.800.272.2190		
PubRadio	<a href="http://www.pubradio.org">www.pubradio.org</a>		
Newslink / Minnesota Public Radio / PRNDI			
NPR			
National Association of Black Journalists 8701 A Adelphi Rd Adelphi, MD 20783-1716	301-445-7100 <a href="mailto:nabj@nabj.org">nabj@nabj.org</a>		
National Association of Hispanic Journalists <a href="mailto:Jobbank@nahj.org">Jobbank@nahj.org</a>	202-662-7145		
Journalismjobs.com <a href="mailto:ads@journalismjobs.com">ads@journalismjobs.com</a>	<a href="http://www.journalismjobs.com">www.journalismjobs.com</a> 510-653-1521		
Association of Independents in Radio	Tanya Ott		
TV&Radiojobs.com	Online only		
American Women in Radio & TV <a href="http://www.awrt.org">www.awrt.org</a>	Stephanie Baxter 703-506-3290		
Society of Professional Journalist Eugene Pulliam National Journalism Center 3909 N Meridian St Indianapolis, IN 46208	317-927-8000		
Gainesville Sun 372-4222	UF HR Recruiter		
National Association of Broadcasters			
RTNDA	<a href="http://www.rtna.org">www.rtna.org</a> 800-807-8632		

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Jobs.gainesville.com			
Broadcasting & Cable 360 Park Ave S 14 <sup>th</sup> FL, NY, NY 10010	Yuki Atsumi 646-746-6949 yatsumi@reedbusiness.com		
TVJobs.com Admin@tvjobs.com	Mark Holloway		
South Asian Journalists Association Saja.org/jobs.html	saja@columbia.edu		
Current 1612 K ST NW Suite 704 Washington, DC 20006	Victoria Maulhardt 202-463-7055 x36 classifieds@current.org		
Native American Public Telecommunications 1800 N 33 ST Lincoln, NE 68583	native@unl.edu 402-472-3522		
National Association of Minority Media Executives	Garbo Cheung-Jasik gjasik@namme.org 703-288-6501		
Spanish Coalition for Jobs, Inc. 773-247-0707	Frank Sanchez fsanchez@scj-usa.org		
Native American Journalists Association	www.naja.com		
National Lesbian & Gay Journalists Association 1420 K St NW Washington, DC 20005	dejohnson@nlgja.org www.nlgja.org 202-588-9888		
National Hispanic Media Coalition 1201 W 5 <sup>th</sup> ST Suite T205 Los Angeles, CA 90017	nhmc@nhmc.org 213-534-3026		
National Association of Minority Media Executives	Garbo Cheung-Jasik gjasik@namme.org 703-288-6501		
Florida Association of Broadcasters 800 N Calhoun St Tallahassee, FL 32303	1-800-825-5322		
America's Job Bank (Dept of Labor)	www.ajb.dni.us		
Asian American Journalists Association 1182 Market ST Suite 320 San Francisco, CA 94102	national@aaja.org 415-346-2051		
Hispanic Americans for Fairness in Media	info@lacioncareers.org 323-726-1558		

**Full-time Vacancies**  
**WUFT – TV / FM**  
**October 1, 2005 through September 30, 2007**  
**Prong #1**  
**Exhibit 2**

**Full-time vacancies filled during this period**

<u>Job Title</u>	<u>Date Filled</u>	<u>Number Interviewed</u>
Broadcast Specialist / Traffic Assistant	10/11/05	3
Education & Outreach Coordinator 3	10/18/05	3
Coordinator 2 / Radio Specialist	01/30/06	4
Brdcst Eng Tech / Mstr Control Operator	03/31/06	4
Brdcst Eng Technologist/Engineer	02/09/07	6
Sr. Secretary	04/16/07	3
Brdcst Eng Technologist/Equip Mgr	09/10/07	4
FM Assistant News Director	09/24/07	12

**Job Title of Vacancy: Broadcast Specialist / Traffic Assistant**  
**Recruitment source that referred hiree: College Employee / UF Website**  
**Filled: 10/11/05**  
**Total number of persons interviewed: 3**

<b>Recruitment Source</b>	<b>Contact</b>	<b>Ad Sent</b>	<b># Interviewed</b>
University of Florida Human Resources PO Box 115002, Gainesville, FL 32611-5002 <a href="http://jobs.ufl.edu/">http://jobs.ufl.edu/</a>	HR 352-392-2477	Y	3
WUFT Website PO Box 118405, Gainesville, FL 32611-8405 <a href="http://www.wuft.org">http://www.wuft.org</a>	Kevin Allen Pam Shamel 352-392-5551	Y	
College of Journalism and Communications Website PO Box 118400, Gainesville, FL 32611-8400 <a href="http://www.jou.ufl.edu">www.jou.ufl.edu</a>	Craig Lee <a href="mailto:clee@jou.ufl.edu">clee@jou.ufl.edu</a> 352-846-0180	Y	
PBS Connect Forum Jobline 1320 Braddock Place Alexandria, VA 22314 <a href="https://secure.connect.pbs.org/wb/default.asp?action=27">https://secure.connect.pbs.org/wb/default.asp?action=27</a>	Sara Terpeny 1.703.739.8685	Y	
Society of Professional Journalist Eugene Pulliam National Journalism Center 3909 N Meridian St Indianapolis, IN 46208	317-927-8000	Y	
Gainesville Sun	UF HR Recruiter	Y	
TVJobs.com <a href="mailto:Admin@tvjobs.com">Admin@tvjobs.com</a>	Mark Holloway	Y	
NETA Online Career Info	<a href="http://netaonline.com">netaonline.com</a>	Y	

**Job Title of Vacancy: Crd 3 / Education & Outreach Coordinator**

**Recruitment source that referred hiree: UF HR Website**

**Filled: 01/18/06**

**Total number of persons interviewed: 3**

Recruitment Source	Contact	Ad Sent	# Interviewed
University of Florida Human Resources PO Box 115002, Gainesville, FL 32611-5002 <a href="http://jobs.ufl.edu/">http://jobs.ufl.edu/</a>	HR 352-392-2477	Y	3
WUFT Website PO Box 118405, Gainesville, FL 32611-8405 <a href="http://www.wuft.org">http://www.wuft.org</a>	Kevin Allen Pam Shamel 352-392-5551	Y	
College of Journalism and Communications Website PO Box 118400, Gainesville, FL 32611-8400 <a href="http://www.jou.ufl.edu">www.jou.ufl.edu</a>	Craig Lee <a href="mailto:clee@jou.ufl.edu">clee@jou.ufl.edu</a> 352-846-0180	Y	
PBS Connect Forum Jobline 1320 Braddock Place Alexandria, VA 22314 <a href="https://secure.connect.pbs.org/wb/default.asp?action=27">https://secure.connect.pbs.org/wb/default.asp?action=27</a>	Sara Terpeny 1.703.739.8685	Y	
CPB.org Jobline 401 Ninth Street, NW Washington, DC 20004-2129	Serena Wyckoff 1.800.272.2190	Y	
TV&Radiojobs.com		Y	
Gainesville Sun	UF HR Recruiter	Y	
FL Assoc of Broadcasters 800 N Calhoun ST Tallahassee, FL 32303	1-800-825-5322 <a href="http://www.fab.org">www.fab.org</a>	Y	
America's Job Bank (Dept of Labor)	<a href="http://www.ajb.dni.us">www.ajb.dni.us</a>	Y	
Jim Moffett – Dir of Administration & Instructional Technology School Board of Alachua Co	<a href="mailto:moffettj@sbac.edu">moffettj@sbac.edu</a>	Y	

**Job Title of Vacancy: Crd 2 / Radio Specialist**

**Recruitment source that referred hiree: UF HR Website**

**Filled: 01/30/06**

**Total number of persons interviewed: 4**

Recruitment Source	Contact	Ad Sent	# Interviewed
University of Florida Human Resources PO Box 115002, Gainesville, FL 32611-5002 <a href="http://jobs.ufl.edu/">http://jobs.ufl.edu/</a>	HR 352-392-2477	Y	4
WUFT Website PO Box 118405, Gainesville, FL 32611-8405 <a href="http://www.wuft.org">http://www.wuft.org</a>	Kevin Allen Pam Shamel 352-392-5551	Y	
College of Journalism and Communications Website PO Box 118400, Gainesville, FL 32611-8400 <a href="http://www.jou.ufl.edu">www.jou.ufl.edu</a>	Craig Lee <a href="mailto:clee@jou.ufl.edu">clee@jou.ufl.edu</a> 352-846-0180	Y	
PBS Connect Forum Jobline 1320 Braddock Place Alexandria, VA 22314	Sara Terpeny 1.703.739.8685	Y	

<a href="https://secure.connect.pbs.org/wb/default.asp?action=27">https://secure.connect.pbs.org/wb/default.asp?action=27</a>			
CPB.org Jobline 401 Ninth Street, NW Washington, DC 20004-2129	Serena Wyckoff 1.800.272.2190	Y	
NPR		Y	
TV&Radiojobs.com		Y	
Gainesville Sun	UF HR Recruiter	Y	
National Association of Broadcasters		Y	
Current 1612 K ST NW Suite 704 Washington, DC 20006	Victoria Maulhardt 202-463-7055 x36 classifieds@current.org	Y	
FL Assoc of Broadcasters 800 Calhoun ST Tallahassee, FL 32303	1-800-825-5322 www.fab.org	Y	
America's Job Bank (Dept of Labor)	www.ajb.dni.us	Y	

**Job Title of Vacancy: Master Control Operator / Broadcast Engineer Tech**  
**Recruitment source that referred hiree: Part-time Employee – UF HR Website**  
**Filled: 03/31/06**  
**Total number of persons interviewed: 4**

Recruitment Source	Contact	Ad Sent	# Interviewed
University of Florida Human Resources PO Box 115002, Gainesville, FL 32611-5002 <a href="http://jobs.ufl.edu/">http://jobs.ufl.edu/</a>	HR 352-392-2477	Y	4
WUFT Website PO Box 118405, Gainesville, FL 32611-8405 <a href="http://www.wuft.org">http://www.wuft.org</a>	Kevin Allen Pam Shamel 352-392-5551	Y	
College of Journalism and Communications Website PO Box 118400, Gainesville, FL 32611-8400 <a href="http://www.jou.ufl.edu">www.jou.ufl.edu</a>	Craig Lee clee@jou.ufl.edu 352-846-0180	Y	
PBS Connect Forum Jobline 1320 Braddock Place Alexandria, VA 22314 <a href="https://secure.connect.pbs.org/wb/default.asp?action=27">https://secure.connect.pbs.org/wb/default.asp?action=27</a>	Sara Terpeny 1.703.739.8685	Y	
CPB.org Jobline 401 Ninth Street, NW Washington, DC 20004-2129	Serena Wyckoff 1.800.272.2190	Y	
TV&Radiojobs.com	Online only	Y	

**Job Title of Vacancy: Broadcast Engineer Technologist**  
**Recruitment source that referred hiree: UF HR Website**  
**Date Vacancy Opened: 08/11/06 Filled: 02/09/07**  
**Total number of persons interviewed: 6**

Recruitment Source	Contact	Ad Sent	# Interviewed
University of Florida Human Resources	HR		

PO Box 115002, Gainesville, FL 32611-5002 <a href="http://jobs.ufl.edu/">http://jobs.ufl.edu/</a>	352-392-2477	Y	6
WUFT Website PO Box 118405, Gainesville, FL 32611-8405 <a href="http://www.wuft.org">http://www.wuft.org</a>	Kevin Allen Pam Shamel 352-392-5551	Y	
College of Journalism and Communications Website PO Box 118400, Gainesville, FL 32611-8400 <a href="http://www.jou.ufl.edu">www.jou.ufl.edu</a>	Craig Lee <a href="mailto:clee@jou.ufl.edu">clee@jou.ufl.edu</a> 352-846-0180	Y	
Gainesville Sun	UF HR Recruiter	Y	

**Job Title of Vacancy: Sr Secretary**  
**Recruitment source that referred hiree: UF HR Website**  
**Date Vacancy Opened: 12/07/06 Filled: 04/16/07**  
**Total number of persons interviewed: 3**

Recruitment Source	Contact	Ad Sent	# Interviewed
University of Florida Human Resources PO Box 115002, Gainesville, FL 32611-5002 <a href="http://jobs.ufl.edu/">http://jobs.ufl.edu/</a>	HR 352-392-2477	Y	3
WUFT Website PO Box 118405, Gainesville, FL 32611-8405 <a href="http://www.wuft.org">http://www.wuft.org</a>	Kevin Allen Pam Shamel 352-392-5551	Y	
College of Journalism and Communications Website PO Box 118400, Gainesville, FL 32611-8400 <a href="http://www.jou.ufl.edu">www.jou.ufl.edu</a>	Craig Lee <a href="mailto:clee@jou.ufl.edu">clee@jou.ufl.edu</a> 352-846-0180	Y	

**Job Title of Vacancy: Brdcst Engineer Technologist/Equipment Mgr**  
**Recruitment source that referred hiree: UF HR Website**  
**Date Vacancy Opened: 06/22/07 Filled: 09/10/07**  
**Total number of persons interviewed: 4**

Recruitment Source	Contact	Ad Sent	# Interviewed
University of Florida Human Resources PO Box 115002, Gainesville, FL 32611-5002 <a href="http://jobs.ufl.edu/">http://jobs.ufl.edu/</a>	HR 352-392-2477	x	4

**Job Title of Vacancy: Brdcst Crd 2/FM Assistant News Director**  
**Recruitment source that referred hiree: UF HR Website**  
**Date Vacancy Opened: 03/09/07 Filled: 09/24/07**  
**Total number of persons interviewed: 12**

Recruitment Source	Contact	Ad Sent	# Interviewed
University of Florida Human Resources PO Box 115002, Gainesville, FL 32611-5002 <a href="http://jobs.ufl.edu/">http://jobs.ufl.edu/</a>	HR 352-392-2744	Y	12
WUFT Website PO Box 118405, Gainesville, FL 32611-8405 <a href="http://www.wuft.org">http://www.wuft.org</a>	Kevin Allen Pam Shamel 352-392-5551	Y	

College of Journalism and Communications Website PO Box 118400, Gainesville, FL 32611-8400 www.jou.ufl.edu	Craig Lee clee@jou.ufl.edu 352-846-0180	Y	
Gainesville Sun	UF HR Recruiter	Y	
CPB.org Jobline 401 Ninth Street, NW Washington, DC 20004-2129	Online-cpb.org/jobline	Y	
American Women in Radio & TV www.awrt.org	Stephanie Baxter 703-506-3290	Y	
National Assoc of Broadcasters	online	Y	
PubRadio Listserv.boisestate.edulisterv	online	Y	
NPR Southern Bureau Chief	rdlewis@npr.org	Y	
National Association of Black Journalists nabj@nabj.org Boxwood Technology, Inc. 130 Cockeysville Road, Suite 300 Cockeysville, MD 21030	301-445-7100-online	Y	
Variety.Careers Adico.com/careers	online	Y	
Radio Television News Directors Association Tvandradijobs.com		Y	
Journalismjobs.com ads@journalismjobs.com	510-653-1521	Y	
RTNDA rtndaonline	online	Y	
TV&Radiojobs.com	online	Y	
Current 1612 K ST NW Suite 704 Washington, DC 20006	Victoria Maulhardt 202-463-7055 x36 classifieds@current.org	Y	

**Request of Notification**  
**WUFT –TV / FM**  
**October 1, 2005 through September 30, 2007**  
**Prong #2**

WUFT – TV / FM extends employment opportunities to our broadcast community through job postings on our website as well as on-air announcements and various publications. As the licensee of the station, The University of Florida provides personnel services through its Division of Human Resources. It is the policy of WUFT – TV / FM, in accordance with all applicable federal laws, not to discriminate in employment practices. If your business would like to be notified of any full-time vacancy, you may contact:

**LaWanna Duncan**  
**Director of Finance and Administration**  
**WUFT – TV / FM**  
**PO Box 118405**  
**Gainesville, FL 32611-8405**  
**352-392-5551 x1115**

WUFT-TV / FM is an Equal Opportunity Employer

## LONGER-TERM RECRUITMENT INITIATIVES

WUFT - TV / FM

October 1, 2005 through September 30, 2007

Prong #3 / Exhibit #3

Initiative	Description	Scope	Personnel Involved	Number of People in Program
Student Broadcasting Scholarships Awards Dolgoff Ongoing	Paid part time employees in our News and Operations departments	Training in news gathering and presentation and on air announcing skills	Kevin Allen, Bill Beckett, Steve Seipp, Mark Leeps, Bridget Grogan, Dave Schermer	12
Paid Station Internships Ongoing	News reporting, program hosts, traffic and continuity, music library, management of Low Power station	Training in News Gathering, on air hosting-talk and music, traffic and music library assistants	Kevin Allen, Luis Hernandez, Donna Green Townsend, Steve Seipp, Melanie Perry, Richard Drake, Tim Brueckner	60
Student Training through accredited college courses take through the University of Florida Journalism School. Radio 1, Radio 2, TV 1 and TV2 Ongoing	College Courses for Credit with practical experience on WUFT-TV/FM broadcasts	News Director Teaches fundamentals of broadcast newsgathering and presentation	Kevin Allen, Mark Leeps, Bridget Grogan	256
Paid production Internships Ongoing	Training Production students to record and edit modular syndicated Health Program, manage production crew, produce news cast, and editing	Student is taught computer editing skills and mike techniques to record and edit final mixes for program syndicated to 70+ stations nationwide	Ben Wilson, Frank Counts, Mark Leeps, Bridget Grogan, Dave Schermer	14
Community Volunteer Training for Radio Reading Service for Blind Ongoing	Training of volunteer Community Members in basic audio console operation and reading techniques for reading of local newspapers for blind community members	Volunteers taught presentation and board operation techniques to read on our SCA for the blind Community	Jean DeFlumer	5

Unpaid Internships  
Fall 2006 Semester

Student internship from  
Santa Fe Community  
College

Student is taught  
computer graphics,  
layout, and editing  
skills for broadcast  
layout on-air and  
print; 100 hours /  
semester

Sue Wagner,  
Amie Smith

2

Job Fairs  
Ongoing

Hiring Authority attended  
Job Fairs.

Job fairs  
sponsored by the  
College of  
Journalism and  
Communications,  
Knight Division for  
Scholarships,  
Career Services  
and Multicultural  
Affairs - Spring  
2004, Fall 2004,  
Spring 2005

Richard Lehner  
Henri Pensis  
Pat Hayden  
Jodi Floyd  
Bill Beckett  
Nancy Ward  
Ben Wilson

03/21/06