

WHFT-TV, Channel 45, Miami, Florida - EEO PUBLIC FILE REPORT 10-1-04 through 9-30-05

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: Public Affairs Director Date Filled: 12/20/04

2. Job Title: Production Manager Date Filled: 6/20/05

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

1. Job Title: Public Affairs Director Date Filled: 12/20/04

Source	Contact Person	Address	Telephone No.	Referred Person Hired?
WHFT	Laurie Quinn	3324 Pembroke Park Pembroke Park, FL 33021	954-962-1700	No
The Faith Center		5555 NW 95 Ave. Sunrise, FL 33351	954-742-7832	No
First Baptist Church		301 East Broward Blvd Fort Lauderdale, FL 33301	954-527-6800	Yes
New Testament Baptist Church		6601 NW 167 Street Miami, FL 33015	305-558-4930	No
Harvest Fire Worship Center		2260 NW 183 Street Miami, FL	305-620-2986	No
Trinity Church		P.O. Box 680820 North Miami, FL 33168	305-749-0190	No
Coral Ridge Presbyterian Church		5555 North Federal Highway Fort Lauderdale, FL 33308	954-491-1103	No
Redemption Pointe By the Lake		2101 N. Australian Ave. West Palm Beach, FL	561-805-7900	No
Abundant Living Ministries		14331 SW 72 Street Pembroke Pines, FL 33330	954-680-2500	No
Walk-In				No

2. Job Title: Production Manager			Date Filled: 6/20/05	
Source	Contact Person	Address	Telephone No.	Referred Person Hired?
WHFT	Laurie Quinn	3324 Pembroke Park Pembroke Park, FL 33021	954-962-1700	Yes
C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year - 4				
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 interviewed:
WHFT	Laurie Quinn	3324 Pembroke Park Pembroke Park, FL 33021	954-962-1700	1
The Faith Center		5555 NW 95 Ave. Sunrise, FL 33351	954-742-7832	1
First Baptist Church		301 East Broward Blvd Fort Lauderdale, FL 33301	954-527-6800	1
New Testament Baptist Church		6601 NW 167 Street Miami, FL 33015	305-558-4930	0
Harvest Fire Worship Center		2260 NW 183 Street Miami, FL	305-620-2986	0
Trinity Church		P.O. Box 680820 North Miami, FL 33168	305-749-0190	0
Coral Ridge Presbyterian Church		5555 North Federal Highway Fort Lauderdale, FL 33308	954-491-1103	0
Redemption Pointe By the Lake		2101 N. Australian Ave. West Palm Beach, FL	561-805-7900	0
Abundant Living Ministries		14331 SW 72 Street Pembroke Pines, FL 33330	954-680-2500	0
Walk-In				1
E. Outreach Activities				
11/17/04 Notification letters of vacant position sent to Co-religionists 2/5/05 Information table set up at Feast of Plenty, First Baptist Church 9/7/05 Notification letters sent to Co-religionists 9/8/05 Notification letters sent to Co-religionists				