EEO PUBLIC FILE REPORT

12/1/2015-11/30/2016

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree	
Account Executive	1-9,13,17,26,30	30	
News Content Specialist	1-9,11,13,20-23,26	11	
News Content Specialist	1-9,11,13,20-23,26	26	
Account Executive	1-9,11,13,26,27	27	
Account Executive	1-9,11,13,26,27	27	
News Content Specialist	1-9,11,13,19-23,26	11	
News Content Specialist	1-9,11,13,20-23,26,28,30	30	
News Content Specialist	1-9,11,13,20-23,26,27	27	
Photographer	1-9,11,13,20,22,23,26,28	11	
News Director	1-9,11-13,19-23,26,30		
Reporter MMJ	1-9,11,13,20-23,26,28		
Marketing Producer	1-9,11,13,16,26,28	11	
Account Executive	1-9,11,13,17,26,28	11	
Account Executive	1-9,11,13,17,26-28	27	
Photographer	1-9,11,13,20-23,26,27-28	27	
Digital Content Producer	1-9,11,13,20-23,26-28	27	
News Content Specialist	1-9,11,13,20-23,26,28	11	
Aarketing Producer	1-9,11,13,16,26,28,30	11	
lews Producer	1-9,11,13,20-23,26-28	27	
lews Content Specialist	1-9,11,13,20-23,26-28	27	
lews Content Specialist	1-9,11,13,20-23,26-28	27	
lews Producer	1-9,11-13,20-23,26,28,30	30	
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MASTER LIST OF RECRUITMENT SOURCES 12/1/2015-11/30/2016

Sources with an asterisk () denote organizations that requested notification of job vacancles

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		Part fra				Number of
*Source Number	<u>Organization</u>	Contact Person	Malling/Email Adress	<u>Website</u>	Phone Number	Interview
оммии:	TY SOURCES		1	I	T 1	
1	Alabama A&M	Career Development Center	101 Patton Hall Normal, AL 35762		256-372-5690	
2	Calhoun Community College	Career Services	P.O Box 2216 Decatur, AL 35609 2535 Sparkman Dr. NW Huntsville,	calhoun.edu/studentservices	256-306-2500	
3	North AL, Skill Center Christian Women's	Human Resources	AL 35801 600 Governors Dr. SW Huntsville,		256-859-9360	
	Job Corp.	Elaine Dickson	AL 35801 2535 Sparkman Dr. NW Huntsville,		256-428-9435	
5	AL. Career Center		AL 35801		256-851-0537	
3	Oakwood University	Dwyane Cheddar, Asst. Professor Communications Dept.	7000 Adventist Blvd. NW Huntsville, AL 35896	dcheddar@oakwood.edu	256-726-7533	
7	NAACP	Human Resources	P.O Box 3237 Huntsville, AL.		256-859-9360	
3	U of A Huntsville	Kellee Crawford		kellee.crawford@uah.edu	256-824-6938	
€	NEACC	Bryon Miller	138 AL. Highway 35 PO Box 159 Rainsville, AL 35986-0159	http://nacc- csm.symplicity.com/employers	256-228-6001 ext. 2360	
0						
ADDITION	AL SOURCES					
11	WAFF-TV	HR Coordinator	1414 N. Memorial Parkway, Huntsville, AL 35801	waff.com	256-533-4848	33
12	Linkedin	Job Postings	2029 Stierlin Ct. Mountain CA	linkedin.com		
10	TO / John	Mark Holloway, Broadcast Employment		[obs@tyjobs.com		2
13	TV Jobs Huntsville Times/Al	Services		Tops@ (V)Ops.com		
4	Media Group	Dana Harper		dharper@al.com	256-532-4393	
5	Broadcasting & Cable	Job Center		broadcastingcable.com		
6	602 Communications	Sandy Lizik		sllzik@602communications.com	888-884-2630	2
7	Spots N Dots	Emily McKay		ads@spotsndots.com	000-004-2030	. 2
8	Media Recruiter	Career Placement	1100 Knight Hall, Ste 3100 College			2
9	NABJ	Center	Park, Maryland 20742 1209 Wood Valley Rd. Augusta,	1 1 1 - C 1 - 1 - 1	706-364-7564	
:0	Medialine Natl Assn Of Hispanic	Rich Everitt	CA 30909	medialine@medialine.com	700-304-7304	
21	Journalist Native American			nahjcareercenter.com		
2	Journalist Assn. Asian American	Rebecca		rebeccalandsberry@naja.com		
3 .	Journalists Assn			aaja.org		
24	Career Builder		1414 N. Memorial Parkway,			
25	Bounce-TV 48.2	HR Coordinator	Huntsville, AL 35801 201 Monroe St. 20th Floor		256-533-4848	
26	Raycom Media	Human Resources	Montgomery, AL	raycommedia.com	334-206-1400	16 19
7	Employee Referral			http://al-ba.com/wp2/		
28 29	ABA SBE		1	http://www.sbe.org/sections/jobs	online.php	
	Other(Station Did Not					10
0	Post)				TOTAL	12 80

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 03/16/2016
Date(s) of initiative Event(s).
Describe Nature of Initiative:
Career Fair at the Jaycee Community Building. We had job openings for News Photographers, News Content Specialist and Account Executives.
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations): This was a career fair at the local Jaycee building featuring 40 employers. The career fair focused on job-seekers without four year degrees. We hired a PT News Content Specialist from this fair.
Names of Station Personnel involved in Initiative:
Roberta Wilbanks, BOC; Brian Temple, Operations Manager; Herman Alzamora, Digital Sales Manager; and Dick Windsor, LSM.

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 04/07/2016
Describe Nature of Initiative:
Career Fair at Calhoun Community College. We had job openings for News Photographers, News Content Specialist, Account Executives and Reporters.
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
Calhoun is a two-year Community College. They host several career fairs per year and are always completely full. We normally talk to approximately 100 people.
Names of Station Personnel involved in Initiative:
Roberta Wilbanks, BOC and Dick Windsor, LSM

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 10/20/2016
Describe Nature of Initiative:
Career Fair at Calhoun Community College. We had job openings for Account Executives, News Producers, News/Content Specialists and a Photographer.
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
Calhoun is a two-year community college and they host a career fair several times a year. They are always at capacity. Many types of businesses are in attendance. Some examples are, Belk, Dominos, Hemsi, the police department, the military and many more.
Names of Station Personnel involved in Initiative:
Roberta Wilbanks, BOC and Bob Morford, News Director

WAFF SUPPLEMENTAL OUTREACH INITIATIVES 12/1/2015-11/30/2016

Date(s) of Initiative Event(s): <u>December 1, 2015-Ongoing</u>
Describe Nature of Initiative:
Outreach to promote our job opportunity notification list.
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or
participating organizations):
Promos run at various times throughout the year encouraging organizations to become part of our job opportunity mailing list.
Names of Station Personnel involved in Initiative:
Dave Thomason GM; Mark Strand, Marketing Director; Leigh Michal, Program Coordinator.

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WAFF SUPPLEMENTAL OUTREACH INITIATIVES 12/1/2015-11/30/2016

Date(s) of Initiative Event(s): <u>December 1, 2015-Ongoing</u>
Describe Nature of Initiative:
Outreach program to promote internships here at WAFF.
Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):
We hired a total of 8 interns in 2016
Names of Station Personnel involved in Initiative:
Brian Temple, Operations Manager and Bliss Wade, Senior Digital Sales Specialist

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