

WAFF, WTHV-LD
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
TMP	1-4, 6, 8-9, 12, 15-18, 20-22	8
MMJ Reporter	1-7, 9-12, 15, 17-18, 20-23	9
Account Executive	1-4, 6, 8-12, 15, 17-18, 20-23	8
Creative Services Producer	1-4, 6, 9-10, 12, 14-15, 17-18, 20-22	14
Creative Services Director	1-4, 6-7, 9, 11-12, 15, 17-18, 20-23	7
TMP	1-4, 6, 9-12, 14-15, 17-23	19
Lifestyle Producer	1-6, 8-12, 14-15, 17-18, 20-24	14
Sales Assistant	1-7, 9-12, 15, 17-18, 20-23	7
DIGITAL NEWS CONTENT PRODUCER - WAFF	1-6, 9-13, 15, 17-18, 20-23, 25	9
ENGINEER - IT ASSISTANT - WAFF	1-6, 9-13, 15, 17-18, 20-23, 25	10
SPORTS ANCHOR/MMJ DIGITAL SPORTS - WAFF	1-6, 9-13, 15, 17-18, 20-23, 25	9
ACCOUNT EXECUTIVE - WAFF	1-6, 8-12, 15, 17-18, 20-23, 25	8
TECHNICAL MEDIA PROD. (PRIMARY) - WAFF	1-6, 8-12, 15, 17-18, 20-23, 25	8
CREATIVE SERVICES MARKETING PRODUCER - WAFF	1-12, 15, 18, 20-23, 25	8

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AL Career Center 2535 Sparkman Drive NW Huntsville, Alabama 35801 Email : debra.mcgee@alcc.alabama.gov Debra Mcgee	N	0
2	Alabama A&M University 101 Patton Hall Normal, Alabama 35762 N/A N/A Manual Posting	N	0
3	Alabama Broadcaster Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://al-ba.com/wp2 Sharon Tinsley Manual Posting	N	0
4	Calhoun Community College PO Box 2216 Decatur, Alabama 35606 Phone : 256-306-2602 Url : http://www.calhoun.edu/hirecalhoun Kelli Morris Manual Posting	N	0
5	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
6	Christian Womens Job Corp 600 Governors Drive SW Huntsville, Alabama 35801 Email : recruitment@cwjc.net N/A N/A	N	0
7	Current Employee	N	6
8	Employee Referral	N	7

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9	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	13
10	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	8
11	JF Drake College 3421 Meridian Street North Huntsville, Alabama 35811 Email : davian.talley@drakestate.edu Davian Talley	N	0
12	JSU 700 Pelham Rd N Jacksonville, Alabama 36265 Url : www.handshake.com na na Manual Posting	N	0
13	Linked In	N	4
14	Linked In - Not Directly Contacted by SEU	N	4
15	NAACP PO Box 3237 Huntsville, Alabama 35810 N/A N/A Manual Posting	N	0
16	NEACC 138 AL Hwy 35 Rainsville, Alabama 35986 Phone : 256-638-4418 Url : https://employers.emsicc.com/nacc/login Bryon Miller Manual Posting	N	0
17	North Alabama Skill Center 2535 Sparkman Drive NW Huntsville, Alabama 35801 Email : debra.mcgee@alcc.alabama.gov Debra McGee	N	0

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18	Oakwood University 7000 Adventist BLVD NW Huntsville, Alabama 35896 N/A N/A Manual Posting	N	0
19	Station website posting	N	1
20	TV Jobs PO Box 4116 Oceanside, California 92052 Email : jobs@tvjobs.com Mark Holloway	N	0
21	University of Alabama Birmingham 1720 University Blvd Birmingham, Alabama 35924 N/A N/A Manual Posting	N	0
22	University of Alabama Huntsville 301 Sparkman Drive NW Huntsville, Alabama 35899 N/A N/A Manual Posting	N	0
23	University of North Alabama Collier Library 2nd Floor UNA Box 5066 Florence, Alabama 35632 Url : UNA- https://www.una.edu/career/ Career Center Manual Posting	N	0
24	Unknown (source not adequately identified upon inquiry by SEU)	N	1
25	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			44

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in other activities designed by the station employment unit	December 1, 2022-November 30, 2023-Promos run at various times throughout the year encouraging organizations to become part of our job opportunity mailing list.	2	Creative Services Director GM
2	2/22/2023	Participation in Job Fairs	February 22, 2023- TMP supervisor participated in a Career Fair at the University of Montevallo.	1	TMP Supervisor
3	3/8/2023	Participation in events or programs sponsored by educational institutions	The General Manager conducted a station tour for Willson High School Broadcast students.	1	GM
4	3/29/2023	Participation in Job Fairs	March 29, 2023-The News Director and GSM participated in a Virtual Career Fair with Troy State University.	2	News Director GSM
5	4/13/2023	Participation in events or programs sponsored by educational institutions	The GM conducted a station tour for a Home School group.	1	GM
6	4/20/2023	Provision of training to management	April 20, 2023-Our Office Manager participated in a training on the FCC's EEO Rules and Regulations provided by Wiley Rein	1	Office Manager
7	4/20/2023	Participation in Job Fairs	April 20th, 2023-One of our Reporters attended the Troy State Career fair with Gray News Directors and a Gray Recruiter.	2	Reporter News Directors
8	4/24/2023	Participation in events sponsored by organizations representing the community	Our GM and News Director participated in an Alabama Broadcasters Association panel advising Universities about jobs in broadcasting	2	GM News Director
9	9/14/2023	Participation in Job Fairs	Attended career fair at Calhoun Community College.	2	Office Manager GSM