

I. VACANCY LIST

MASTER LIST OF RECRUITMENT SOURCES

12/1/2018-11/30/2019

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

[illegible]

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EEO PUBLIC FILE REPORT

12/1/2018-11/30/2019

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 04/11/2019

Describe Nature of Initiative:

Career Fair at Calhoun Community College

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

There were approximately 30 vendors in place including, Ironworkers, Redstone Credit Union, Labor Finders, Army Recruiters, Carpenter, Teledyne and many more. We were there recruiting for two MMJ positions.

Names of Station Personnel involved in Initiative:

Roberta Wilbanks Office Manager and EEO Coordinator
Dave Thomason GM

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12/1/2018-11/30/2019

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 06/20/2019__

Describe Nature of Initiative:

FCC' Equal Employment Opportunity Rules Webinar

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Attorney Joan Stewart presented EEO Jobs posting and processes.

Names of Station Personnel involved in Initiative:

Roberta Wilbanks, Office Manager and EEO Coordinator

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12/1/2018-11/30/2019

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 10/17/2019__

Describe Nature of Initiative:

Calhoun Community College Fall Career Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Hargrove Engineers, Contractor Service and Fabrication, LG, Wells Fargo, SPUR, Matt Curtis Real Estate, K-Tech, Roger Group-Tanner Quarry, Police Department.

Names of Station Personnel involved in Initiative:

James Doggrell-IT Manager, Roberta Wilbanks-Office Manager and EEO Coordinator

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EEO PUBLIC FILE REPORT

12/1/2018-11/30/2019

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 2018-Ongoing

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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EEO PUBLIC FILE REPORT

12/1/2018-11/30/2019

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 2018-Ongoing

Describe Nature of Initiative:

Internship Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

We had several interns throughout the year.

1. Alabama A&M University-Sept. 12-Nov 12
2. Oakwood University-August-Oct
3. Alabama A&M University-5/13/19-8/1/19
4. University of North Alabama-June-August
5. Mississippi State University-6/3/19-8/15/19

Names of Station Personnel involved in Initiative:

Julie Szulczewski-News Director,



TV ADVERTISING COPY

1414 NORTH MEMORIAL PARKWAY
HUNTSVILLE AL 35801
256-533-4848

CLIENT:
TITLE:
DATE:
LENGTH: 30

AUDIO	VIDEO/GRAPHICS
<p>Voice Announcer:</p> <hr/> <p>WAFF A Gray Television group is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community.</p> <p>As part of this effort we encourage qualified community organizations to become part of our full time job opportunity notification mailing list.</p> <p>If your organization is interested in becoming part of this list and you distribute job information or can provide referrals as part of your regular activity we would like to hear from you. We would then notify you of each full time opening and ask you to refer individuals to us for consideration. Send your request to:</p> <p>Business office coordinator WAFF 1414 N. Memorial Parkway Huntsville, Alabama 35801. WAFF is an equal opportunity employer.</p>	