EEO PUBLIC FILE REPORT

12/1/2018-11/30/2019

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree	
News Content Specialist 1-10,11,13,20,22,26,28,30		11	
Weekend Morning Anchor	1-10,11,13,20,28,30,32		
Anchor Reporter	1-10,11,13,20,28,30,32	32	
Production Assistant	1-10,11,13,20,28,30,32	11	
Account Executive	1-10,11,13,20,28,30,32,27	27	
News Director	1-10,11,13,17,18,20,28,30,32	18	
Fechnical Director	1-10,11,13,20,28,30,32,27	27	
Production Assistant	1-10,11,13,20,28,30,32,31	31	
Account Executive	1-10,11,13,17,18,20,28,30,32	18	
Digital Sales Assistant	1-10,11,12,13,20,28,30,32	12	
MMJ/Reporter	1-10,11,13,20,28,30,32,27	27	
And Asserted Control Printer Control C			

MASTER LIST OF RECRUITMENT SOURCES

12/1/2018-11/30/2019

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

*Source				Mahata (Email	Phone Number	Number of
Number	Organization	Contact Person	Malling Address	Website/Email	Priore Number	Interviews
COMMUNIT	Y SOURCES				1	
1	Alabama A&M	Delikua Winton	delikua.winton@aamu.edu		256-372-5692	
2	Calhoun Community College	Career Services	P.O Box 2216 Decatur, AL 35609	calhoun.edu/studentservices	256-306-2500	
			2535 Sparkman Dr. NW Huntsville, AL 35801		256-859-9360	
3	North AL. Skill Center Christian Women's	Human Resources	600 Governors Dr. SW Huntsville,			
4	Job Corp.	Elaine Dickson	AL 35801 2535 Sparkman Dr. NW Huntsville,		256-428-9435	
5	AL, Career Center		AL 35801		256-851-0537	
		Dwyane Cheddar, Asst. Professor	7000 Adventist Blvd. NW			
6	Oakwood University	Communications Dept.	Huntsville, AL 35896	dcheddar@oakwood.edu	256-726-7533 256-859-9360	
8	NAACP U of A Huntsville	Human Resources Kellee Crawford	P.O Box 3237 Huntsville, AL	keliee.crawford@uah.edu	256-824-6938	2
			138 AL. Highway 35 PO Box 159		256-228-6001 ext. 2360	****
10	NEACC JSU	Bryon Miller Carlos Acosta	Rainsville, AL 35986-0159 cacosta@jsu.edu	millerb@nacc.edu http://www.jsu.edu/careerservices/stude		n!
	350	Canos / toota	CHOSCAGE JANACOO	THE PART OF THE PA		107i-
ADDITIONA	AL SOURCES		1414 N. Memorial Parkway,			
11	WAFF-TV	HR Coordinator	Huntsville, AL 35801	waff.com	256-533-4848	10
12	Linkedin	Job Postings	2029 Stierlin Ct. Mountain CA	linkedin.com		2
		Mark Holloway, Broadcast Employment				
13	TV Jobs Huntsville Times/Al	Services		jobs@tvjobs.com		5
14	Media Group	Dana Harper		dharper@ai.com	256-532-4393	
15	Broadcasting & Cable	Job Center		broadcastingcable.com		
16 17	602 Communications Spots N Dots	Sandy Lizik Emily McKay		slizik@502communications.com ads@spotsndots.com	888-884-2630	
18	Media Recruiter					
19	NABJ	Career Placement Center		www.nabjcareers.org		
			1209 Wood Valley Rd. Augusta,		706-364-7564	
20	Medialine Asian American	Rich Everitt	CA 30909	jobs@medialinetalent.com	700-304-7304	
23	Journalists Assn			aaja.org		
24	Career Builder WAFF/Bounce-TV					
25	48.2 On Air Recruitment	HR Coordinator	1414 N. Memorial Parkway, Huntsville, AL 35801		256-533-4848	
26	Raycom Media	Human Resources	201 Monroe St. 20th Floor Montgomery, AL	raycommedia.com	334-206-1400	
27	Employee Referral					9
28	ABA S8E			http://al-ba.com/wp2/ http://www.sbe.org/sections/jobs_online	L nhn	
29 30	Facebook	Roberta Wilbanks		facebook.com	:.prip	
		Career, Indeed, Monster, Handshake, ARK, Glassdoor, MyFoxAL,				
31	Other	Google				7
32	Gray TV	iobs@gray.tv		https://gray.tv/careers#currentopenings		11
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III. SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:
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

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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Date(s) of Initiative Event(s):				
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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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.
Alabama A&M University-Sept. 12-Nov 12 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
Voice Announcer:	
WAFF A Gray Television group is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort we encourage qualified community organizations to become part of our full time job opportunity notification mailing list.	
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:	
Business office coordinator WAFF 1414 N. Memorial Parkway Huntsville, Alabama 35801. WAFF is an equal opportunity employer.	