

WAFF

MASTER LIST OF RECRUITMENT SOURCES

12/1/2017-11/30/2018

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

*Source Number	Organization	Contact Person	Mailing Address	Website/Email	Phone Number	Number of Interviews
COMMUNITY SOURCES						
1	Alabama A&M	Monique Ryan		monique.ryan@aamu.edu	256-372-5690	
2	Calhoun Community College	Career Services	P.O Box 2216 Decatur, AL 35609	calhoun.edu/studentservices	256-306-2500	2
3	North AL. Skill Center	Human Resources	2535 Sparkman Dr. NW Huntsville, AL 35801		256-859-9360	
4	Christian Women's Job Corp.	Elaine Dickson	600 Governors Dr. SW Huntsville, AL 35801		256-428-9435	
5	AL. Career Center		2535 Sparkman Dr. NW Huntsville, AL 35801		256-851-0537	
6	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	
8	U of A Huntsville	Kellee Crawford		kellee.crawford@uah.edu	256-824-6938	
9	NEACC	Bryon Miller	138 AL. Highway 35 PO Box 159 Rainsville, AL 35986-0159	http://nacc-csm.symphlicity.com/employers	256-228-6001 ext. 2360	
10	JSU	Becca Turner		http://www.jsu.edu/careerservices/students/student_resources.html-bturner@jsu.edu		
ADDITIONAL SOURCES						
11	WAFF-TV	HR Coordinator	1414 N. Memorial Parkway, Huntsville, AL 35801	waff.com	256-533-4848	8
12	Linkedin	Job Postings	2029 Stierlin Ct. Mountain CA	linkedin.com		9
13	TV Jobs	Mark Holloway, Broadcast Employment Services		jobs@tvjobs.com		12
14	Huntsville Times/A Media Group	Dana Harper		dharper@al.com	256-532-4393	
15	Broadcasting & Cable	Job Center		broadcastingcable.com		
16	602 Communications	Sandy Lizik		slizik@602communications.com		
17	Spots N Dots	Emily McKay		ads@spotsndots.com	888-884-2630	2
18	Media Recruiter					3
19	NABJ	Career Placement Center		www.nabjcareers.org		
20	Medialine	Rich Everitt	1209 Wood Valley Rd. Augusta, CA 30909	medialine@medialine.com	706-364-7564	
21	Natl Assn Of Hispanic Journalist			nahjcareercenter.com		
22	Native American Journalist Assn.	Rebecca		rebeccalandsberry@naja.com		
23	Asian American Journalists Assn			aaja.org		
24	Career Builder					
25	WAFF/Bounce-TV 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	raycommmedia.com	334-206-1400	48
27	Employee Referral					17
28	ABA			http://al-ba.com/wp2/		
29	SBE			http://www.sbe.org/sections/jobs_online.php		
30	Facebook	Roberta Wilbanks		facebook.com		
31	Other	Career, Indeed, Monster, Handshake, Ark, Glassdoor, MyFoxAL, Google				12
Total						113

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EEO PUBLIC FILE REPORT

12/1/2017-11/30/2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 04/05/2018__

Describe Nature of Initiative:

Career Fair at Calhoun Community College in Decatur Alabama

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

We were recruiting for several news positions. We need 2 producers, 3 Reporters, a Technical Director and an Operations Manager. We also spoke to current students interested in doing an internship. There were several different types of business present, Omni Staffing, 3M, Alabama Career Center and many others.

Names of Station Personnel involved in Initiative:

Roberta Wilbanks, BOC/EEO Coordinator and Dick Windsor, LSM

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EEO PUBLIC FILE REPORT

12/1/2017-11/30/2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 09/18/2018__

Describe Nature of Initiative:

Jacksonville State University-Diversity Workforce Recruitment Fair

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

Talked to students who were interested in internships. We only had openings for Reporters at this time. There were several types of businesses at the fair including, AT&T-Directv, Enterprise Rental, School systems and multiple police departments.

Names of Station Personnel involved in Initiative:

Andrew Nash-Senior Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 10/18/2018__

Describe Nature of Initiative:

Career Fair at Calhoun Community College Huntsville, AL

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

We were looking for a News Producer, a Marketing Producer and directing all candidates to the Raycom page if they were interested in other areas. There were many businesses at the career fair including Directv, Space and Rocket Center, NASA, Doubletree Hotel Chain and many more. We met with several people looking for IT positions and spoke to several people about interships.

Names of Station Personnel involved in Initiative:

Roberta Wilbanks-BOC/EEO Coordinator and Darren Fisher-Engineering Manager

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EEO PUBLIC FILE REPORT

12/1/2017-11/30/2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 2017-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



TV ADVERTISING COPY

1414 NORTH MEMORIAL PARKWAY
HUNTSVILLE AL 35801
256-633-4848

CLIENT:
TIME:
DATE:
LENGTH: 30

AUDIO	VIDEO/GRAPHICS
<p>Voice Announcer:</p> <hr/> <p>WAFF A Raycom Media Station 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>	

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EEO PUBLIC FILE REPORT

12/1/2017-11/30/2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 2017-Ongoing

Describe Nature of Initiative:

Internship Program

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

We had a total of 6 interns in 2018.

1. Auburn University-News Room Intern-Sept.2018-Dec.2018
2. Alabama A&M-News Room-Sept 2018-Dec. 2018
3. University of North Alabama-Sales Department-June 2018-August 2018
4. University of North Alabama-Sales Department-June 2018-August 2018
5. Alabama A&M-News Department-Summer 2018
6. Faulkner University-Weather Intern-May2018-July 2018

Names of Station Personnel involved in Initiative:

Mark Strand-Marketing Director, Bob Morford-News Director, Mike Gordon-Digital Sales Manager

[illegible]