

WALA
EEO PUBLIC FILE REPORT
November 22, 2016 - November 21, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sports MMJ	2-4, 6, 10-14, 16, 18-19, 22-24, 26-33	13
Local Sales Assistant	2-4, 6, 10, 13-14, 20, 22-24, 26-33	13
Multi Media Journalist	1-3, 5-6, 11, 13-14, 16-17, 22-23, 25-26, 28-33	13
Account Executive	1-3, 5-6, 14, 17-18, 22-23, 26-33	18
Production Tech.	1-3, 5-6, 13-15, 17-18, 22-24, 26, 28-33	13
Promotion Writer / Producer	1-3, 5, 12, 14, 17-18, 22-24, 26, 28-33	12
Digital Content Producer	1-3, 5-8, 12-14, 17-18, 23-24, 26, 28-33	12
Multi Media Journalist	1-3, 5-6, 9, 11, 13-14, 16-18, 21-23, 26-33	13
Director-Newscast	1-3, 5-6, 13-14, 17, 21-23, 26, 28-33	29

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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	AAF Mobile Bay P.O. Box 681 Mobile, Alabama 36601 Phone : 2514211538 Donna Howell Manual Posting	N	0
2	AAF Pensacola P.O. Box 12474 Pensacola, Florida 32591 Phone : 251-434-1010 jahna jacobson Manual Posting	N	0
3	Alabama Broadcaster Assoc. 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Fax : 1-205-982-0015 Lesa Rice	N	0
4	Alabama Career Center System 515 Springhill Plaza Court Mobile, Alabama 36608 Phone : 251-461-4446 John Russell Manual Posting	N	0
5	Alabama Career Center System 515 Springhill Plaza Mobile, Alabama 36608 Phone : 251-461-4146 Fax : 1-251-461-4443 Terrence Brown Manual Posting	N	0
6	Bishop State Community College 351 North Broad Street Mobile, Alabama 36603 Phone : 251-405-7033 Email : gknight@bishop.edu Fax : 1-251-438-4316 Gloria Knight	N	0

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7	Broadcasting and Cable 28 East 28th Street 12th Floor New York, New York 10016 Phone : 917-331-9498 Zahra Majma Manual Posting	N	0
8	Career Builders 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Rosemary Haefner Manual Posting	N	2
9	Career Fair	N	1
10	CES 602 Bel Air Blvd. Mobile, Alabama 36606 Phone : 251-473-1205 Url : http://www.jobs4al.com Email : proresources@earthlink.net Fax : 1-251-473-1837 Crystal Dunagan	N	0
11	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
12	Current Employee	N	9
13	Employee Referral	N	9
14	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32302 Phone : 850-681-6444 Url : http://www.fab.org Email : lvarn@fab.org Lindsey Varn	N	0
15	Former Employee Referral	N	1

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16	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : http://www.magid.com Email : bfrye@magid.com Fax : 1-319-377-5861 Barbara Frye	N	0
17	Glassdoor Inc. 100 Shoreline Hwy 100a Mill Valley, California 94941-3649 Phone : 415-339-9105 Url : www.glassdoor.com Carmel Galvin Manual Posting	N	0
18	Indeed.com - Not Directly Contacted by SEU	N	11
19	Internal Candidate	N	1
20	Linked In	N	1
21	Mediabistro 475 Park Avenue South 4th floor New York, New York 10016 Phone : 212-389-2000 Url : www.mediabistro.com Liana Choi Manual Posting	N	0
22	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
23	Meredith.com 1716 Locust Street Des Moines, Iowa 50309 Phone : 251-421-1538 Email : dhowell@fox10tv.com Donna Howell	N	4

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24	Mobile Chamber 451 Government Street Mobile, Alabama 36602 Phone : 251-431-8605 Url : http://www.mobilechamber.com Email : ahorn@mobilechamber.com Ashley Horn	N	0
25	NetNewsCheck.com P.O. Box 565 Chatham, New Jersey 07928 Phone : 610-766-0745 Mark Bruce Manual Posting	N	0
26	Pensacola State College 1000 College Blvd Pensacola, Florida 32504 Phone : 850-484-1697 Url : pensacolastate.edu/sjs Email : aanderson@pensacolastate.edu Fax : 1-850-484-1694 Ashley Anderson	N	0
27	Press Register 401 N. Water Street Mobile, Alabama 36602 Phone : 251-219-5012 Lauren Hart Manual Posting	N	0
28	The Troy University 135 Adams Administration Bldg Troy, Alabama 36082 Phone : 334-983-6556 Url : http://www.troy.edu/careerservices Email : jkrist@troy.edu Joanne Krist	N	0
29	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	4

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30	TVBR.com P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Url : http://www.tvbr.com Email : AMcLynn@rbr.com April McLynn	N	0
31	University of Mobile 5735 College Parkway Mobile, Alabama 36613 Phone : 251-442-2877 Url : www.umobile.edu Email : bdavis@umobile.edu Fax : 1-251-442-2498 Brenda Davis	N	0
32	University South of Alabama 390 Alumni Circle, Meisler Hall 2100 Mobile, Alabama Phone : 251-460-6188 Url : http://www.southalabama.edu/careerservices Email : dingram@usouthal.edu Fax : 1-251-461-6091 Delia Ingram	N	0
33	WALA-TV Website 1501 Satchel Paige Drive Mobile, Alabama 36606 Phone : 251-434-1013 Url : http://www.fox10tv.com Email : dhowell@fox10tv.com Donna Howell	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			45

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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	1/10/2017	Establishment of training programs for station personnel	We trained directors and producers on how to use the new Ignite news system. It is an automated system that requires coding. Two of the directors were identified as super-users to help train others in the future. The other directors will have the opportunity to become super-users as their skills develop.	7	Director Director Director Director
2	3/7/2017	Participation in Job Fairs	Baldwin County Economic Development Alliance Job Fair. Job Fair attracts job seekers and employers South Alabama and the surrounding states. This event provides a valuable community service to the workforce. We spoke to candidates about the job openings at WALA, We handed out job descriptions and cards to direct candidates to the career site to apply for jobs.	4	News Director Asst. News Director HR Director Executive Assistant
3	5/11/2017	Participation in Job Fairs	South Alabama Regional Planning Commission Job Fair. Job fair attracts job seekers and employers from South Alabama and the surrounding states. This event provides a valuable community service to the workforce.	4	Director of Engineering Director of Human Resources Executive Assistant Local Sales Assistant
4	8/7/2017	Provision of training to management	Magid Institute for Managers	1	Executive Producer
5	8/9/2017	Participation in Job Fairs	NABJ. National Association Black Journalists Convention and Career Fair. To meet potential candidates to hire to fill open positions with in the company. Interviewed candidates.	3	HR Director Asst. News Director News Director
6	10/30/2017	Establishment of training programs for station personnel	LyricX Design 4 day training to allow for Chyron integration to Ignite Automated System.	3	Graphic Designer/Animator Director News Production Tech