WAFF

EEO PUBLIC FILE REPORT

12/1/2015-11/30/2016

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-9,13,17,26,30	30
News Content Specialist	1-9,11,13,20-23,26	11
News Content Specialist	1-9,11,13,20-23,26	26
Account Executive	1-9,11,13,26,27	27
Account Executive	1-9,11,13,26,27	27
News Content Specialist	1-9,11,13,19-23,26	11
News Content Specialist	1-9,11,13,20-23,26,28,30	30
News Content Specialist	1-9,11,13,20-23,26,27	27
Photographer	1-9,11,13,20,22,23,26,28	11
News Director	1-9,11-13,19-23,26,30	30
Reporter MMJ	1-9,11,13,20-23,26,28	13
Marketing Producer	1-9,11,13,16,26,28	11
Account Executive	1-9,11,13,17,26,28	11
Account Executive	1-9,11,13,17,26-28	27
Photographer	1-9,11,13,20-23,26,27-28	27
Digital Content Producer	1-9,11,13,20-23,26-28	27
News Content Specialist	1-9,11,13,20-23,26,28	11
Marketing Producer	1-9,11,13,16,26,28,30	11
News Producer	1-9,11,13,20-23,26-28	27
News Content Specialist	1-9,11,13,20-23,26-28	27
News Content Specialist	1-9,11,13,20-23,26-28	27
News Producer	1-9,11-13,20-23,26,28,30	30

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MASTER LIST OF RECRUITMENT SOURCES

12/1/2015-11/30/2016

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

*Source Number	Organization	Contact Person	Mailing/Email Adress	Website	Phone Number	Number of Interviews
COMMUNITY SOURCES						
1	Alabama A&M	Career Development Center	101 Patton Hall Normal, AL 35762		256-372-5690	
2	Calhoun Community College	Career Services	P.O Box 2216 Decatur, AL 35609	calhoun.edu/studentservices	256-306-2500	
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.symplicity.com/employers	256-228-6001 ext. 2360	
10						
ADDITIONAL SOURCES						
11	WAFF-TV	HR Coordinator	1414 N. Memorial Parkway, Huntsville, AL 35801	waff.com	256-533-4848	33
12	Linkedin	Job Postings	2029 Stierlin Ct. Mountain CA	linkedin.com		
13	TV Jobs	Mark Holloway, Broadcast Employment Services		jobs@tvjobs.com		2
14	Huntsville Times/Al 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		2
17	Spots N Dots	Emily McKay		ads@spotsndots.com	888-884-2630	
18	Media Recruiter					2
19	NABJ	Career Placement Center	1100 Knight Hall, Ste 3100 College Park, Maryland 20742			2
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	Bounce-TV 48.2	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	16
27	Employee Referral					19
28	ABA			http://al-ba.com/wp2/		
29	SBE			http://www.sbe.org/sections/jobs_online.php		
30	Other(Station Did Not Post)					12
					TOTAL	88

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12/1/2015-11/30/2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 03/16/2016

Describe Nature of Initiative:

Career Fair at the Jaycee Community Building. We had job openings for News Photographers, News Content Specialist and Account Executives.

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

This was a career fair at the local Jaycee building featuring 40 employers. The career fair focused on job-seekers without four year degrees. We hired a PT News Content Specialist from this fair.

Names of Station Personnel involved in Initiative:

Roberta Wilbanks, BOC; Brian Temple, Operations Manager; Herman Alzamora, Digital Sales Manager; and Dick Windsor, LSM.

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EEO PUBLIC FILE REPORT

12/1/2015-11/30/2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 04/07/2016

Describe Nature of Initiative:

Career Fair at Calhoun Community College. We had job openings for News Photographers, News Content Specialist, Account Executives and Reporters.

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

Calhoun is a two-year Community College. They host several career fairs per year and are always completely full. We normally talk to approximately 100 people.

Names of Station Personnel involved in Initiative:

Roberta Wilbanks, BOC and Dick Windsor, LSM

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EEO PUBLIC FILE REPORT

12/1/2015-11/30/2016

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 10/20/2016

Describe Nature of Initiative:

Career Fair at Calhoun Community College. We had job openings for Account Executives, News Producers, News/Content Specialists and a Photographer.

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

Calhoun is a two-year community college and they host a career fair several times a year. They are always at capacity. Many types of businesses are in attendance. Some examples are, Belk, Dominos, Hemsi, the police department, the military and many more.

Names of Station Personnel involved in Initiative:

Roberta Wilbanks, BOC and Bob Morford, News Director

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SUPPLEMENTAL OUTREACH INITIATIVES
12/1/2015-11/30/2016

Date(s) of Initiative Event(s): December 1, 2015-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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SUPPLEMENTAL OUTREACH INITIATIVES
12/1/2015-11/30/2016

Date(s) of Initiative Event(s): December 1, 2015-Ongoing

Describe Nature of Initiative:

Outreach program to promote internships here at WAFF.

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

We hired a total of 8 interns in 2016

Names of Station Personnel involved in Initiative:

Brian Temple, Operations Manager and Bliss Wade, Senior Digital Sales Specialist