3020 East Boulevard
Montgomery, Alabama 36116
(334) 271-8888
Fax (334) 272-6444

WAKA
www.waka.com

A CBS Affiliate

EEO PUBLIC FILE REPORT

FOR
ALABAMA BROADCASTING PARTNERS
STATION WAKA-TV
Selma and Montgomery, Alabama

This EEO Public File Report
Covers the Period
December 1, 2009 through November 30, 2010

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WAKA's public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the period December 1, 2009 through November 30, 2010, the station filled the following full-time vacancies:

	Date Filled
Creative Services Manager	04/26/10
Production Assistant	04/26/10
Chief Meteorologist	05/03/10
Producer	05/03/10
Producer	05/17/10
Meteorologist	05/24/10
Weekend Anchor / Reporter	05/24/10
Reporter	07/15/10
Sales Assistant	07/26/10
General Assignment Reporter	08/16/10
Producer / Photographer	08/23/10
Producer	08/30/10
Reporter	10/04/10
Multi-Media Reporter	11/29/10

The station interviewed a total of 57 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Interviewees Referred
Alabama A&M University Career Center	0
Alabama Broadcasters' Association	0
Alabama Career Center	0
Alabama State University	0
Alabama Employment Security Office	0
Auburn University Montgomery Career Center	0
Broadcasting & Cable	0
Crain Communications	0
Concordia College	0
Employee Referrals	10
Faulkner University Career Placement	0
Howard University	0
Intern Program	1
Internal Promotion	3
Job Fairs	0
Judson College	0
Maxwell AFB Career Resource Dept.	0
MediaLine	3
Spots N Dots	0
Shelton State Community College	0
TVJobs.com	17
The Montgomery Advertiser	3
Troy University Career Services	0
Troy University Montgomery	0
The University of Alabama Career Center	0
The University of Georgia	0
Trenholm State Technical College	0
Tuskegee University Career Center	0
University of Miami	0
Wallace Community College Selma	0
WAKA Website	20
WAKA Walk-ins	0

Attachment A contains the following information for each full-time vacancy:

< The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;

The recruitment source that referred the hiree for each full-time vacancy;

The total number of persons interviewed for each full-time vacancy; and

The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Creative Services Manager*

Date Vacancy Opened: 04/10/10

Date Vacancy Filled: 04/26/10

Recruitment Source that Referred the Hiree: Internal Promotion of Full Time Employee

Total number of persons Interviewed for the vacancy: 1

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888	1	No

* The employment unit promoted a full-time unit employee to the Creative Services Manager full-time vacancy. As such, no recruitment was required pursuant to the Commission's EEO rules and policies. *See Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies*, Second Report and Order and Third Notice of Proposed Rulemaking, FCC 02-303, ¶ 103 (2002).

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Production Assistant – Full Time

Date Vacancy Opened: 03/10/10

Date Vacancy Filled: 04/26/10

Recruitment Source that Referred the Hiree: WAKA Website

Total number of persons Interviewed for the vacancy: 6

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888	3	No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Spots N Dots	e-mail: selltv@aol.com		888-884-2630		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX		No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888	3	No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Chief Meteorologist

Date Vacancy Opened: 02/25/10

Date Vacancy Filled: 05/03/10

Recruitment Source that Referred the Hiree: Employee

Total number of persons Interviewed for the vacancy: 5

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888	3	No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program -- WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Spots N Dots	e-mail: selltv@aol.com		888-884-2630		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX	2	No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Date Vacancy Opened: 03/31/10

Date Vacancy Filled: 05/03/10

Recruitment Source that Referred the Hiree: WAKA Intern

Total number of persons Interviewed for the vacancy: 2

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888	1	No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Spots N Dots	e-mail: selltv@aol.com		888-884-2630		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX	1	No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Date Vacancy Opened: 04/19/10

Date Vacancy Filled: 05/17/10

Recruitment Source that Referred the Hiree: WAKA Website

Total number of persons Interviewed for the vacancy: 4

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Montgomery Career Center	1060 E. South Blvd., Montgomery, AL 36116	Carole Dean	334-286-1746 x 257		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX	1	No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888	3	No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No
WAKA Promotions	3020 East Blvd, Montgomery, AL 36116	Michael Leverett	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Meteorologist

Date Vacancy Opened: 04/20/10

Date Vacancy Filled: 05/24/10

Recruitment Source that Referred the Hiree: Employee Referral

Total number of persons Interviewed for the vacancy: 4

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888	1	No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX	2	No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888	1	No
WAKA Walk-ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Weekend Anchor / Reporter

Date Vacancy Opened: 04/28/10

Date Vacancy Filled: 05/24/10

Recruitment Source that Referred the Hiree: Internal Promotion

Total number of persons Interviewed for the vacancy: 4

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888	1	No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Montgomery Career Center	1060 E. South Blvd., Montgomery, AL 36116	Carole Dean	334-286-1746 x 257		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX	1	No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888	2	No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No
WAKA Promotions	3020 East Blvd, Montgomery, AL 36116	Michael Leverett	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter

Date Vacancy Opened: 05/18/10

Date Vacancy Filled: 07/15/10

Recruitment Source that Referred the Hiree: TVJobs.com

Total number of persons Interviewed for the vacancy: 5

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Spots N Dots	e-mail: selltv@aol.com		888-884-2630		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX	2	No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888	3	No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Date Vacancy Opened: 06/09/10

Date Vacancy Filled: 08/30/10

Recruitment Source that Referred the Hiree: Internal Promotion

Total number of persons Interviewed for the vacancy: 1

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888	1	No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Spots N Dots	e-mail: selltv@aol.com		888-884-2630		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX		No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Date Vacancy Opened: 06/30/10

Date Vacancy Filled: 07/26/10

Recruitment Source that Referred the Hiree: Employee Referral

Total number of persons Interviewed for the vacancy: 5

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888	1	No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Spots N Dots	e-mail: selltv@aol.com		888-884-2630		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX		No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543	3	No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888	1	No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer / Photographer

Date Vacancy Opened: 07/20/10

Date Vacancy Filled: 08/23/10

Recruitment Source that Referred the Hiree: WAKA Website

Total number of persons Interviewed for the vacancy: 5

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888	1	No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Spots N Dots	e-mail: selltv@aol.com		888-884-2630		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX		No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888	4	No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: General Assignment Reporter

Date Vacancy Opened: 07/06/10

Date Vacancy Filled: 08/16/10

Recruitment Source that Referred the Hiree: TVJobs.com

Total number of persons Interviewed for the vacancy: 6

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073	2	No
Spots N Dots	e-mail: selltv@aol.com		888-884-2630		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX	4	No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Reporter

Date Vacancy Opened: 09/09/10

Date Vacancy Filled: 10/04/10

Recruitment Source that Referred the Hiree: Employee Referral

Total number of persons Interviewed for the vacancy: 3

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave, Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr., Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888	1	No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073		No
Spots N Dots	e-mail: selltv@aol.com		888-884-2630		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX	2	No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr, Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Multi-Media Reporter

Date Vacancy Opened: 09/29/10

Date Vacancy Filled: 11/29/10

Recruitment Source that Referred the Hiree: WAKA Website

Total number of persons Interviewed for the vacancy: 6

Recruitment Sources Used To Fill Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Alabama A&M University	P.O. Box 997, Normal, AL 35762	Brenda Crutcher	256-372-8179		No
Alabama Broadcasters Association	1316 Alford Ave. Suite 021, Birmingham, AL	Cindi McGee	205-979-1670		No
Alabama Career Center	802 Lauderdale St., Selma, AL	Annie Montgomery	334 874-1443		No
Alabama State University	P.O. Box 271, Montgomery, AL 36101	Ella Tucker	334-293-4200		No
Alabama Employment Security Office	1060 E. South Blvd., Montgomery, AL 36116	Donald Reed	334-286-1746		No
Auburn University Montgomery	7300 University Dr.. Montgomery, AL 36117	Sharon Brooks	334-244-3345		No
Broadcasting Cable	225 Wyman St, Waltham, M A 02451	Jonathan Kemp	781-734-8441		No
Crain Communications	6500 Wilshire Blvd, Ste. 2300, Los Angeles, CA	Marc Abrams	323-370-2415		No
Concordia College	1804 Green St, Selma, AL 36702	Evelyn Pickens	334-874-7143 x 171		No
Employee Referrals	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Faulkner University Career Placement	5345 Atlanta Highway, Montgomery, AL 36109	Marie Ottinger	334-386-7554		No
Howard University	525 Bryant Street NW, Room 107,Washington, DC	Carol Y. Dudley	202-806-5806		No
Intern Program – WAKA	3020 East Blvd ,Montgomery, AL 36116	E. Babcock	334-271-8888		No

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Internal Promotion – WAKA	3020 East Blvd, Montgomery, AL 36116	Dept. Head	334-271-8888		No
Job Fairs		E. Babcock	334-271-8888		No
Judson College	P.O. Box 120, Marion, AL 36758	Sandra Fowler	334-683-5171		No
Maxwell Career Resources Dept.	55 S. Mitchell St., Maxwell AFB, AL 36112	Kevin Myers	334-953-2353		No
MediaLine	P.O. Box 51909, Pacific Grove, CA 93950	Mark Shilstone	800-237-8073	1	No
Spots N Dots	e-mail: selltv@aol.com		888-884-2630		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
TVJobs.com	P.O. Box 4166, Oceanside, CA 92052	Mark Holloway	760-754-2115 FAX	2	No
The Montgomery Advertiser	200 Washington Ave., Montgomery, AL 36104	Brenda	334-261-1543		No
Troy University Career Services	215 Adams Trojan Center, Troy, AL 36801	Ann Clark	334-670-3217		No
Troy University Montgomery	231 Montgomery St, Montgomery, AL 36104	Janice Patrick	334-241-9763		No
The University of Alabama Career Center	Box 870293, Tuscaloosa, AL 35487	Sheila Springer	205-348-8225		No
The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
Trenholm State Technical College	1225 Air Base Blvd, Montgomery, AL 36108	Benee Edwards	334-420-4291		No
Tuskegee University Career Dev.	Carnegie Hall, Tuskegee, AL 36088	Sarah Stringer	334-727-8255		No
University of Miami	5100 Brunson Dr. Coral Gables,FL 33146	Luis E. Herrera	305-284-8186		No
Wallace Community College Selma	P.O. Box 2530,Selma, AL 36702	Linda Hobson	334-876-9231		No
WAKA Website	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888	3	No
WAKA Walk-Ins	3020 East Blvd, Montgomery, AL 36116	E. Babcock	334-271-8888		No

ATTACHMENT B

MENU OPTION ACTIVITIES

Station WAKA has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
1	Job Fairs	Faulkner University, Montgomery, 2010 Career Fair, February 2, 2010, 10:30 am – 1:30 pm. Administrative/HR Manager, Evelyn Babcock and Local Sales Manager, Michael Leverett attended. Alabama State University Montgomery Career Fair, April 9, 2010, 9:30 am - 1:00 pm. News Anchor/Managing Editor, Glen Halbrooks and Meteorologist, Matt Tanner attended. Trenholm State Technical College Job Fair, April 15, 2010, Patterson Campus, 9:00 am – 1:00 pm. Administrative/HR Manager, Evelyn Babcock and Meteorologist, Matt Tanner attended. Auburn University Montgomery Fall Career Fair, 2010, September 15, 2010, AUM Career Development Center, 3:00 pm – 6:00 pm. Administrative/HR Manager, Evelyn Babcock and Local Sales Manager, Michael Leverett attended. Maxwell-Gunter Employment Expo, Maxwell Air Force Base, October 28, 2010, 10:00 am – 1:00 pm. Local Sales Manager, Michael Leverett and Administrative/HR Manager, Evelyn Babcock attended.

Activity Classification	Type of Activity	Brief Description
5	WAKA Internship Program	WAKA accepts college students in its Intern Program either one or two semesters per school term for academic credit. In 2010, 16 students participated: 9 attended Alabama State University in Montgomery; 1 attended The University of Alabama, Tuscaloosa; 3 attended Troy University, Troy; 1 attended Huntingdon College in Montgomery; 1 attended Auburn University at Montgomery; and 1 attended Faulkner University in Montgomery. One of the above interns was later hired as a part-time employee. A former University of Alabama intern was hired as a news producer on May 3, 2010.
12	Job Banks	Job vacancies are posted on Alabama Broadcasters Association Job bank on their website. Job vacancies are posted on several college websites. Job vacancies are posted on WAKA's website.
8	Training	Employees of the WAKA Operations Department are cross-trained in a variety of positions within the department. Training is scheduled with a designated instructor on equipment and procedures previously unknown to the trainee. Once these alternate positions are mastered, these employees are occasionally scheduled to perform there. When vacancies become available within the department, they are encouraged to apply. Some trainees can qualify for a higher position. As a result of training, one production intern was hired as a part-time production assistant and one part-time production assistant was promoted to the position of master control operator during the period of January 1, 2010 – November 30, 2010.

Activity Classification	Type of Activity	Brief Description
10	K-12 School Visits / College	Matthew Tanner, Meteorologist visited science classes at Jefferson Davis High School on February 2 and again on February 9. Tanner spoke at Selma High School to seniors and students with special needs on February 22 about careers in communication. Tanner spoke at Dunbar-Ramer Middle School Career Day to grades 6 – 8 on February 23. Glenn Halbrooks spoke at Alabama State University, Montgomery, on March 17 to Mass Media students on ethics in broadcast journalism. Micah Harris, Meteorologist spoke to the Clark Elementary School in Selma on September 28. Harris spoke to students during the Southlawn Middle School Career Day Talk in Montgomery on September 29. Harris spoke at Calhoun High School in Montgomery on October 5.
10	St James Academy Career Shadow Day	WAKA accepted a Middle School Students from St. James Academy, Montgomery, for their Career Shadow Day on November 11, 2010. Two students followed Kait Parker, Meteorologist in the Weather Department and were also given orientation in each Department.
16	Station Tours	Matt Tanner, Meteorologist conducted station tours for groups of Cub Scouts and parents, totaling about 130 people from the Montgomery area, on January 9, 16 and February 6, 2010 and talked to them about weather patterns. On January 23, 2010, the Weather Team conducted a station tour for a group of about 10 Girl Scouts and parents. Tanner conducted several Boy Scout tours for Montgomery area scouts and parents: a group of 35 on January 9, 2010; 40 on February 13, 2010; 25 on February 15, 2010; and 25 on February 24, 2010.

Activity Classification	Type of Activity	Brief Description
16	Station Tours	Kait Parker, Meteorologist conducted station tours for groups of students from Trinity Presbyterian School in Montgomery on October 5, 6, 7, and 8, 2010. The students visited each department and then learned about the study of Meteorology in the Weather Department.
16	Other	Glenn Halbrooks, News Anchor/Managing Editor spoke at the Alabama Legislative Prayer Luncheon, hosted by the Alabama Baptist Convention/State Board of Missions in Montgomery on January 13. Jackson spoke at a Youth Empowerment Conference in Montgomery on February 15. Halbrooks participated in Read Across America, visiting and reading Dr. Seuss books to two classes at the Southlawn Elementary School, Montgomery, on March 13.