*Amended 10/22/2012

EEO PUBLIC FILE REPORT

FOR
ALABAMA BROADCASTING PARTNERS
STATION WAKA-TV AND WBMM-TV
Selma and Tuskegee, Alabama

This EEO Public File Report
Covers the Period
December 1, 2010 through November 30, 2011

*Amended 10/22/2012

EEO PUBLIC FILE REPORT

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

During the period December 1, 2010 through November 30, 2011, the employment unit filled the following full-time vacancies:

	Date Filled
Creative Services Assistant	12/6/2010
Photographer	12/6/2010
Producer/Reporter	01/03/2011
Meteorologist	01/03/2011
Photographer	01/12/2011
Account Executive	01/18/2011
Reporter	01/24/2011
Photographer	01/29/2011
Producer	02/01/2011
Weekend Anchor / Reporter	03/02/2011
Photographer	07/01/2011
Weekend Producer/Photographer	08/29/2011
Account Executive	09/12/2011
Executive Admin. Assistant/HR Manager	09/16/2011
Account Executive	09/19/2011
Producer / Photographer	10/17/2011
Photographer	10/20/2011
Production Assistant	10/21/2011

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Local Sales Manager

Date Vacancy Opened: 9/28/11

Date Vacancy Filled: 12/5/11

Recruitment Source that Referred the Hiree: Internal Promotion

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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
Montgomery Career Center	1060 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888		No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: CW Specialist / Account Executive

Date Vacancy Opened: 11/18/11

Date Vacancy Filled: 1/2/12

Recruitment Source that Referred the Hiree: Internal Promotion

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888		No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: General Assignment Reporter

Date Vacancy Opened: 11/23/2011

Date Vacancy Filled: 01/18/2012

Recruitment Source that Referred the Hiree: WAKA Website

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive WNCF/WBMM

Date Vacancy Opened: 12/01/2012

Date Vacancy Filled: 12/12/2012

Recruitment Source that Referred the Hiree: WAKA Website

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive WNCF/WBMM

Date Vacancy Opened: 01/25/12

Date Vacancy Filled: 03/19/12

Recruitment Source that Referred the Hiree: WNCF 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
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	4001 Carmichael Road, Montgomery, AL 36106	Dept. Head	334-271-8888	2	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		No
Shelton State Community College	9500 Old Greensboro Road, Tuscaloosa, AL	Johnny Parker	205-391-2426		No
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The University of Georgia	Grady College of Journalism & Mass Com' Athens, GA 30602-3018.	Joe Dennis	706-542-5022		No
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Photographer

Date Vacancy Opened: 2/15/12

Date Vacancy Filled: 3/5/12

Recruitment Source that
Referred the Hiree: Internal Promotion
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
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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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive WNCF/WBMM

Date Vacancy Opened: 03/21/12

Date Vacancy Filled: 08/06/12

Recruitment Source that
Referred the Hiree: Employee Referral
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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Assignment Manager

Date Vacancy Opened: 3/27/12

Date Vacancy Filled: 4/12/12

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
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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	3	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Bureau Reporter/Photographer (SAL)

Date Vacancy Opened: 3/27/2012

Date Vacancy Filled: 5/7/2012

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	2	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Date Vacancy Opened: 04/04/12

Date Vacancy Filled: 05/23/12

Recruitment Source that Referred the Hiree: WAKA Website

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Photographer

Date Vacancy Opened: 04/13/12

Date Vacancy Filled: 05/23/12

Recruitment Source that Referred the Hiree: AL-BA

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	1	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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888		No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Morning News Producer

Date Vacancy Opened: 05/25/12

Date Vacancy Filled: 06/25/12

Recruitment Source that
Referred the Hiree: WAKA Website
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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	2	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Photographer

Date Vacancy Opened: 05/31/12

Date Vacancy Filled: 07/16/12

Recruitment Source that Referred the Hiree: TVJobs.com

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888		No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Troy Bureau Reporter/Photographer

Date Vacancy Opened: 06/29/12

Date Vacancy Filled: 08/16/12

Recruitment Source that Referred the Hiree: TVJobs.com

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	2	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Promotions Assistant

Date Vacancy Opened: 07/02/12

Date Vacancy Filled: 08/13/12

Recruitment Source that Referred the Hiree: Employee Referral

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: News Producer

Date Vacancy Opened: 7/25/12

Date Vacancy Filled: 9/4/12

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
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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Meteorologist

Date Vacancy Opened: 08/07/12

Date Vacancy Filled: 09/26/12

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
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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Production Assistant (Part Time)

Date Vacancy Opened: 8/9/12

Date Vacancy Filled: 9/3/12

Recruitment Source that Referred the Hiree: Walk-in

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888		No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888	2	No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Production Assistant (Part Time)

Date Vacancy Opened: 8/9/12

Date Vacancy Filled: 9/17/12

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888		No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888	2	No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: General Assignment Reporter

Date Vacancy Opened: 08/15/12

Date Vacancy Filled: 10/11/12

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
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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive WNCF/WBMM

Date Vacancy Opened: 08/23/12

Date Vacancy Filled: 9/18/12

Recruitment Source that Referred the Hiree: WAKA Website

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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888		No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888	1	No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Anchor / Reporter

Date Vacancy Opened: 10/25/2012

Date Vacancy Filled: 9/22/2012

Recruitment Source that
Referred the Hiree: Employee Referral
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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888		No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Promotions Assistant

Date Vacancy Opened: 09/27/2012

Date Vacancy Filled: 10/17/2012

Recruitment Source that
Referred the Hiree: WAKA Website
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	4001 Carmichael Road, Montgomery, AL 36106	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	Laura Ross	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		Laura Ross	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 East South Blvd., Montgomery, AL	James Ramsey	334-286-1746		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
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
The University of West Alabama	UWA Station, Livingston, AL 35470	Tammy White	800-621-8044		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
WAKA Website	4001 Carmichael Road, Suite 100, Montgomery, AL 36106	Laura Ross	334-271-8888	1	No
WAKA Walk-Ins	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No
WNCF/WBMM Website	4001 Carmichael Road, Suite 100 Montgomery, AL 36106	Laura Ross	334-271-8888		No

MENU OPTION ACTIVITIES

Stations WAKA/WBMM 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, 2012 Career Fair, February 7, 2012 10:30 am – 1:30 pm. Administrative/HR Manager, Laura Ross and National Sales Manager, Steffanie Patterson attended. Troy University 2012 Career Fair, Troy, February 29, 2012, 9:00 am – 1:00 pm. Administrative/HR Manager, Laura Ross attended. 2012 Maxwell-Gunter Employment Expo, Maxwell Air Force Base, Montgomery, April 26, 2012, 10:00 am – 1:00 pm. Administrative/HR Manager, Laura Ross attended. 2012 Maxwell-Gunter Employment Expo, Maxwell Air Force Base, Montgomery, October 4, 2012, 10:00 am – 1:00 pm. Administrative/HR Manager, Laura Ross attended.
5	WAKA Internship Program	WAKA accepts college students in its Intern Program either one or two semesters per school term for academic credit. In 2012, 8 students participated: 3 attended Alabama State University in Montgomery; 2 attended Troy University in Troy; 1 attended Auburn University in Auburn; 1 attended Huntingdon College and 1 attended the University of Alabama. The students interned one semester, approximately 9 weeks.

MENU OPTION ACTIVITIES

Stations WAKA/WBMM has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
6	Job Banks	Job vacancies are posted on Alabama Broadcasters Association Job Bank on their website.
8	Training	Employees of various WAKA Departments are cross-trained in a variety of positions within the departments. 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. 2 Employees were promoted this year.
10	K-12 School Visits / College	Micah Harris, Meteorologist spoke to Maxwell AFB Elementary 5th grade on January 7, Highland Home Elementary 4th & 5th grade and Holtville Elementary 5th grade to discuss weather and science. Ashley McDonald, Chief Meteorologist was the key note speaker at the Teaching Career Academy Camp on January 27 on the campus of Alabama State University. Jessica Gertler, reporter spoke to a Troy University Journalism Research and Interviewing class on February 22 Glenn Halbrooks, Anchor spoke to Troy University students who are in the TV News Practicum class. He talked about career paths, education and the technological changes in TV News.

MENU OPTION ACTIVITIES

Stations WAKA/WBMM has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
10	K-12 School Visits / College	Harris spoke to Five Points Elementary 4th grade class on February 6 about weather and science Harris spoke to Bear Elementary Exploration Center's 2nd grade class on February 7th about weather and science Harris spoke to Banks Middle School 8th graders on February 8th abut Weather and Science. Harris spoke to Thelma Smiley Elementary 2nd-4th graders about science and weather on February 13. Harris spoke to the 6th grade class of Alabama Christian Academy and Dalraida Elementary 4th grade class on February 14 about Meteorology. Harris spoke to Prattville Christian Academy's 5th & 6th graders on February 15 about weather. Harris spoke to numerous schools during Weather Week in Alabama the week of February 19-24. He was at Holtville Elementary 2nd Grade on Feb. 21, Five Points Elementary 3rd grade on Feb. 22; Southside Primary 4th grade on February 27 and Dozier Elementary 5th grade on Feb. 28. McDonald participated judged for Block Building competition at Coosada Elementary on February 25. McDonald participated in Read Across America week on February 27 with Brewbaker Primary School Dee Jackson, Sports Director spoke to a Mass Communications class at Alabama State University on March 12. Jackson participated in "Read Across America" week, reading Dr. Seuss to students at Catoma Elementary, Dozier Elementary and Vaughn Road Elementary the week of Feb. 27 - Mar 2.

MENU OPTION ACTIVITIES

Stations WAKA/WBMM has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
10	K-12 School Visits / College	Halbrooks spoke to students in the Communications Dept. at Alabama State University on March 7. Harris spoke to several elementary schools on March 5, Southlawn 5th grade; March 7 Uniontown Elementary 4th Grade; March 12 Brantley School 6th & 7th grade; March 14 Millbrook Middle school 7th grade; March 19th to the 1st United Methodist Church Child Development Center; March 20th at Flowers Elementary 4th grade; March 21st 3rd graders at Prattville Elementary about meteorology, math and science Harris took part in "Read Across America" on March 2nd at Tallassee Elementary School. Novak read to students for "Read Across America" week on March 2 to Vaughn Road Elementary School. McDonald took part in "Read Across America" with several schools the week of Feb. 27 - Mar 2. She read to Catoma Elementary; and Vaughn Road Elementary. Novak spoke to a 4H group at Wetumpka High School about weather and science. Halbrooks attend a luncheon of the Alabama State University Dept. of Communications Advisory Council to offer advice on the courses that are offered, and give updates on what skills students need as technology changes, etc. Jackson participated in Career Day on April 25 at Southlawn Elementary to talk about a career in journalism and communications.

MENU OPTION ACTIVITIES

Stations WAKA/WBMM has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
10	K-12 School Visits / College	Tim Lennox attended Media Training on April 21 for the Alabama Arise group discussing specifically "Getting your story covered by Television" and "Social Media". Rob Martin, News Director spoke to a Journalism class at Troy University in Troy, AL about his career in broadcast journalism on April 17. Martin spoke to a Broadcast Journalism class at Troy University on June 25. Novak visited Brundidge Head Start on September 24 to talk about science and weather.
10	St. James Academy Career Shadow Day	WAKA accepted a Middle School Students from St. James Academy, Montgomery, for their Career Shadow Day on April 24, 2011. Two students followed Ashley McDonald, Chief Meteorologist in the Weather Department and were also given orientation in each Department.
10	Career Shadow Day	McDonald hosted a Middle School Student from Selma, AL and a Home School Student on October 12, 2011.
12	Local Sales Manager Vacancy Advertisement	Listing of a Local Sales Manager vacancy present in a job bank at Alabama A&M University, Huntsville, Alabama; Concordia College Selma, Alabama; Howard University, Washington, D.C.; Judson College, Marion, Alabama. Job vacancies are posted on WAKA's website.

MENU OPTION ACTIVITIES

Stations WAKA/WBMM has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
14	FCC EEO Complaince Training	On March 29, Jesse Grear, GM, Mark Smith, Station Manager, Rob Martin, News Director, Laura Ross, HR Manager participated in a conference call sponsored by DowLohnes, PLLC regarding FCC Equal Employment Opportunity Compliance.
16	Other	Several anchors/reporters participated in the WAKA/CBS-8 and Salvation Army's Red Kettle campaign. Marcy Novak, Tim Lennox, Stefanie Hicks, Glen Halbrooks, Halbrooks represents the station at the Montgomery Rotary Club where he is the Vice President/Program Chairman. He attends weekly meetings. Ashley McDonald, Chief Meteorologist represents the station at weekly Kiwanis Club Meetings. McDonald is part of EMERGE Montgomery as Chairman of the Community Programs Council. Novak participated in the Christmas Parade on the WAKA float in Downtown Montgomery on Dec. 2 Jessica Gertler, reporter volunteered at the Big Brothers, Big Sisters Christmas Party on December 2 in Troy, Alabama on behalf of the station. Halbrooks was one of the judges for the Junior/Senior Beef Cookoff put on by the Alabama Cattlemen's Association. Jackson served as Emcee for the Alabama Baseball Coaches Assoc. First Pitch Dinner on Jan. 24 where Boston Red Sox Manager Bobby Valentine was the keynote speaker. McDonald was the Emcee for the Dallas County Spelling Bee on Feb. 2.

MENU OPTION ACTIVITIES

Stations WAKA/WBMM has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
16	Other	Halbrooks attended the Legislative Prayer Luncheon on February 8. This luncheon features the governor and other state and local leaders. Halbrooks attended the Alabama Cattlemen's Assoc. Luncheon to announce plans for the annual Southeastern Livestock Exhibition Rodeo on February 14. Novak participated in the Dancing with Celebrities to benefit the American Cancer Relay for Life on March 3. McDonald participated in a fashion show on March 3 at Eastdale Mall. Harris was one of the judges of a talent show at the Wetumpka Middle School on March 8. Jeff Sanders, Anchor/Reporter Emceed the Miss Brundidge Pageant on March 10. Halbrooks attended the Montgomery Rotary Club Charity Ball to benefit the Salvation Army and YMCA Camp Chandler on March 10. McDonald was the guest speaker at Capitol City Kiwanis Club on March 19 McDonald gave a Safety talk about weather to members at Forest Hills Community Center on March 20. McDonald was an Emcee for a Goodwill fundraiser event on March 29. Halbrooks attended a reception for a Global Study Exchange team from Portugal on behalf of Rotary International on April 9. Jackson was in Selma, Alabama on April 15 to judge a beauty contest.

MENU OPTION ACTIVITIES

Stations WAKA/WBMM has engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
16	Other	Several anchors/reporters participated in a fundraiser for Family Promise by waiting tables as "celebrity servers" at a local restaurant. All tips collected went to the charity on April 24. Novak judged the Alabama Wildlife Federation's Wild Game Cook Off in Prattville, AL on April 26. Stefanie Hicks, Anchor spoke at the Montgomery Rotary Club luncheon on April 30. Jackson was the Master of Ceremonies at the Varsity Sports Banquet for Montgomery Catholic School on May 9. Lisa Blackwell, reporter participated in the Goodwill Fashion Show fundraiser as a "celebrity model". McDonald was a "Celebrity Rocker" in a Rocking Chair Fundraiser for Dozier Elementary school on September 25.