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I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Full Time Meteorologist Open Date: 3/10/2015 Hire Date: 1/11/2016	1-2, 4-5, 7, 9-12, 14, 16, 18-19, 24, 26-28, 31, 33-34, 36, 38, 41-47, 49	12
Multi-Media Journalist Open Date: 6/16/2015 Hire Date: 1/13/2016	1-2, 4-5, 7, 9-12, 16, 18-20, 24, 26, 28, 30-31, 33-36, 38-39, 41-50	12
Master Control Operator Open Date: 11/5/2015 Hire Date: 12/3/2015	1-2, 4-13, 16, 18-20, 23-28, 30-31, 33, 36, 38-51	25
News Producer Open Date: 12/4/2015 Hire Date: 6/20/2016	1-2, 4-5, 7, 9-13, 16-20, 24, 26-28, 30-31, 33, 36, 38-51	17
News Producer Open Date: 12/4/2015 Hire Date: 2/10/2016	1-2, 4-5, 7, 9-13, 16-20, 24, 26-28, 30-31, 33, 36, 38-51	12
Executive Producer Open Date: 12/10/2015 Hire Date: 3/14/2016	1-2, 4-5, 7-14, 16, 18-21, 24, 26-28, 30-31, 33, 36, 38-51	21
Assistant Creative Services Director Open Date: 12/17/2015 Hire Date: 3/9/2016	1-2, 4-14, 16, 18-20, 23-24, 26-28, 30-31, 33, 36, 38-51	14
Morning Anchor Open Date: 1/12/2016 Hire Date: 4/1/2016	1-2, 4-5, 7-14, 16, 18-20, 24-28, 30-31, 36-51	14
Reporter Open Date: 1/12/2016 Hire Date: 7/11/2016	1-2, 4-5, 7-14, 16, 18-20, 22, 24, 26-28, 30-31, 36, 38-51	12
Assistant News Director Open Date: 1/12/2016 Hire Date: 6/13/2016	1-2, 4-5, 7-13, 15-20, 24, 26-31, 36, 38-51	15
Weekend Anchor Open Date: 2/10/2016 Hire Date: 7/19/2016	1-2, 4-5, 7, 9-13, 15-16, 18-20, 24, 26-28, 30-31, 33, 36, 38-51	15
Promotion Writer/Producer Open Date: 2/10/2016 Hire Date: 5/11/2016	1-5, 7, 9-13, 16, 18-20, 24-28, 30-31, 33, 36, 38-51	25
Master Control Operator Open Date: 3/17/2016 Hire Date: 9/12/2016	2, 4-5, 7-13, 16, 18-19, 21, 24, 26-33, 38-51	21
News Producer Open Date: 3/17/2016 Hire Date: 5/24/2016	2, 4-5, 7-14, 16-19, 24-28, 30-31, 33, 38-51	48

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Anchor Open Date: 4/12/2016 Hire Date: 8/14/2016	1-2, 4-5, 7, 9-15, 18-20, 24, 26-28, 31, 33, 36, 38-51	14
Account Executive Open Date: 4/12/2016 Hire Date: 6/27/2016	1-2, 4-5, 7, 9-13, 18-19, 24, 26-31, 33, 36, 38-51	29
Account Executive Open Date: 5/19/2016 Hire Date: 7/18/2016	1-2, 4-5, 7-10, 12-13, 18-20, 24, 26-28, 31, 33, 36, 38-51	12
Production Assistant Open Date: 6/8/2016 Hire Date: 6/18/2016	1-2, 4-5, 7-10, 12-13, 16, 18-20, 23-24, 26-29, 31, 33, 36, 38-51	29

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaja.org/ Career Services Manual Posting	N	0
2	Alabama A&M Post Office Box 997 Normal, Alabama 35762 Phone : 256-372-8182 Url : http://www.aamu.edu Email : yvette.clayton@aamu.edu Yvette Clayton	N	0
3	Alabama Association of Broadcasters 2180 Parkway Lake Dr Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com/ Email : abajobs@al-ba.com Career Services	N	0
4	Alabama State University Post Office Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu/current-students/career-servi Email : careerservices@alasu.edu Career Services	N	0
5	Amridge Univeristy 1200 Taylor Rd Montgomery, Alabama 36117 Phone : 888-790-8080 Url : http://amridgeuniversity.edu/student-services/care Email : careerservices@amridgeuniversity.edu Career Services	N	0
6	Atlanta Techincal College Cleveland L. Dennard Building, Suite 128 Atlanta, Georgia 30310 Phone : 404-225-4448 Url : http://www.atlantatech.edu/student/career-services Email : careerplacement@atlantatech.edu Michael Burnside	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Auburn University 303 Mary Martin Hall Auburn, Alabama 36849 Phone : 334-844-4744 Url : http://www.auburn.edu/career/ Email : cdsserv@auburn.edu Career Services	N	0
8	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
9	Bevill State Community College 2631 Temple Avenue N Fayette, Alabama 35555 Phone : 205-932-3221 Url : http://www.bscc.edu/index.php Email : aadams@bscc.edu Career Services	N	0
10	Birmingham Southern College 900 Arkadelphia Rd Birmingham, Alabama 35254 Phone : 205-226-4719 Url : http://www.bsc.edu/campus/career/index.cfm Email : ploprest@bsc.edu Michael Lebeau	N	0
11	Birmingham Urban League 1717 4th Ave. North Bham, Alabama 35203 Phone : 205-326-0162 Url : http://www.birminghamurbanleague.net/home0.aspx Email : info@birminghamurbanleague.net S Moore	N	0
12	Careers.HearstTelevision.com 214 N Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	36

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Collective Talent . Tampa, Florida Phone : 813-254-9695 Email : bille@michaelsmedia.com MIchael Bille	N	0
14	Current Employee	N	8
15	Dolan Media Management 3 North Court St. Fredrick, Maryland Phone : (301) 668-1511 Tom Dolan Manual Posting	N	4
16	Emory University 201 Dowman Drive Atlanta, Georgia 30322 Phone : 404-727-6211 Url : http://www.emory.edu/home/index.html Career Services Manual Posting	N	0
17	Employee Referral	N	3
18	Equality Magazines 13351 Riverside Dr #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Url : http://www.equalitymagazines.com/index.php/contact Career Services Manual Posting	N	0
19	Faulkner University 5345 Atlanta Hwy Montgomery, Alabama 36193 Phone : 334-386-7512 Url : http://www.faulkner.edu Marie Ottinger Manual Posting	N	0
20	Florida A&M University-School of Journalism 510 Orr Drive Suite 4003 Tallahassee, Florida 323038 Phone : 850-599-3379 Url : http://sjgc.famu.edu/ Email : sjgc@famu.edu Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Former Employee	N	2
22	Former Intern	N	1
23	Georgia Institute of Technology 190 North Ave NW Atlanta, Georgia 30313 Phone : 404-894-1353 Url : http://career.gatech.edu/plugins/content/index.php Patricia Bazrod Manual Posting	N	0
24	Huntingdon College 1500 East Fairview Avenue Montgomery, Alabama 36106 Phone : 334-833-4556 Url : http://www.huntingdon.edu.squarerootdev.com Email : ccv@hawks.huntingdon.edu Fran Taylor	N	0
25	Indeed.com 177 Broad St 6th Floor Stamford, Connecticut 06901 Career Services Manual Posting	N	6
26	Jefferson State Community College 2601 Carson Road Birmingham, Alabama 35215 Phone : (205) 856-8588 Url : http://www.jeffstateonline.com/services/career-job Email : tlpayne@jeffstateonline.com Career Services	N	0
27	Jefferson State Jr. College 2601 Carson Road Birmingham, Alabama 35215 Phone : 205-856-8024 Url : http://www.jeffstateonline.com/services/career-job Email : humanresources@jeffstateonline.com Tracy Campbell	N	0
28	Lawson State Community College 3060 Wilson Road SW Birmingham, Alabama 35211 Phone : 205-929-3514 Url : http://www.lawsonstate.edu/student_services/career Email : krankin@lawsonstate.edu Kristie Rankin Swinsick	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	5
30	Medill At Northwestern University School of Journalism 1845 Sheridan Road Evanston, Illinois 60628 Phone : 847-491-2049 Url : http://www.medill.northwestern.edu/career-services Career Services Manual Posting	N	0
31	Miles College Post Office Box 3800 Birmingham, Alabama 35208 Phone : 205-929-1708 Url : https://www.miles.edu/student-services/5/office-of Email : kmoore@miles.edu Kim Moore	N	0
32	Monster.com 133 Boston Post Road Weston, Massachusetts Phone : (978) 461-8000 Career Services Manual Posting	N	1
33	Montgomery Chamber of Commerce 41 Commerce St P.O Box 79 Montgomery, Alabama 36101 Phone : 334-834-5200 Url : http://www.montgomerychamber.com/ Career Services Manual Posting	N	0
34	Morehouse College 830 Westview Drive SW Atlanta, Georgia 30314 Phone : 404-215-2672 Url : http://www.morehouse.edu/careerplanning/ Email : harry.wright@morehouse.edu Harry Wright	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-314-1714 Url : http://careerservices.nabj.org/ Career Services Manual Posting	N	2
36	National Association of Hispanic Journalists Nat'l Press Bldg. 529 14th Street NW Washington, District of Columbia 20045 Phone : 888-975-1386 Url : http://www.nahjcareercenter.com/ Career Services Manual Posting	N	0
37	Non-Employee Referral	N	2
38	Oakwood University 7000 Adventist Blvd NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu/ou-life/career-services Email : careerservices@oakwood.edu Career Services	N	0
39	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
40	Spelman College 350 Spelman Lane SW Atlanta, Georgia 30314 Phone : 404-681-3643 Url : http://www.spelman.edu/career-center Email : tireland@spelman.edu Toni Ireland	N	0
41	Stillman College Post Office Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8121 Url : http://www.stillman.edu/student_life/career_servic Email : twashington@stillman.edu Tasha Washington	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Url : http://www.tvjobs.tvb.org/ Career Services Manual Posting	N	0
43	TVJobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com/ Career Services Manual Posting	N	10
44	University of Alabama Post Office Box 850172 Tuscaloosa, Alabama 35487 Phone : 205-348-2691 Url : http://career.ua.edu/ Email : ljohnson@sa.ua.edu Linda Johnson	N	0
45	University of Alabama, Birmingham 1401 University Blvd Heritage Hall, Bldg 302 Birmingham, Alabama 35294 Phone : 205-934-4470 Url : http://www.uab.edu/careerservices/ Email : leahbee@uab.edu Career Services	N	0
46	University of Alabama-Huntsville 301 Sparkman Drive Huntsville, Alabama 35899 Phone : 256-824-3297 Url : http://www.uah.edu/ssc/career-support Email : arb0031@uah.edu Anastasia Byler	N	0
47	University of Georgia Clark Howell Hall Athens, Georgia 30602 Phone : 704-542-3375 Url : http://www.career.uga.edu/ Email : bjbagley@uga.edu Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	University of Missouri 201 Student Success Center 909 Lowery Hall Columbia, Missouri 65211 Phone : 573-882-6801 Url : http://career.missouri.edu/ Career Services Manual Posting	N	1
49	University of Mobile 5735 College Parkway Mobile, Alabama 36613 Phone : 251-442-2877 Url : http://www.umobile.edu Email : success@umobile.edu Career Services	N	0
50	University of Tennessee 100 Dunford Hall 915 Volunteer Blvd Knoxville, Georgia 36877 Phone : 865-974-7791 Url : http://career.utk.edu/ Mary Mahoney Manual Posting	N	0
51	WorkFaith Birmingham 7504 Division Avenue Birmingham, Alabama 35206 Phone : 205-545-5000 x102 Url : www.workfaithbhm.org Email : rolanda.warren@workfaithbhm.org Rolanda Warren Prong 2 Start Date: 10/26/2015	Y	0
	TOTAL INTERVIEWS OVER REPORTING PERIOD:		**81**

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/3/2016	Establishment of an intern program designed to assist members of the community	Established Internship Program to include all areas of the station with a focus on News and Tech. News Dept had 2 interns this summer session, Kiera Hood and Elizabeth Rhinehart, both from University of Montevallo.	4	News Director GSM Chief Engineer Creative Services Director
2	1/3/2016	Establishment of training programs for station personnel	Station has established a training program that begins with shadowing and advances to hands on Learning to give employees added skills in order to move them in to more skilled positions.	4	News Director Asst News Director Chief Photographer Executive Producer
3	3/9/2016	Participation in events or programs sponsored by educational institutions	Guest Speakership at UAB Fundamentals of Broadcasting to inform students of the working of a TV station and make them aware of internship opportunities and job openings.	1	Business Manager
4	3/9/2016	Participation in events or programs sponsored by educational institutions	Represent WVTM 13 at the Honor Society Induction Ceremony for Mile College as a guest speaker. Informing students about job opportunities in the Broadcast Industry relating to a TV station and the inner workings of a TV newsroom.	1	Reporter
5	5/19/2016	Participation in Job Fairs	Sales Recruitment event sponsored by NAB, Media Sales Institute and Florida A & M University specifically focused on recruiting Sales positions.	1	Local Sales Manager
6	9/1/2016	Establishment of a mentoring program	We have established a mentoring program in order to encourage our part time staff and college interns to work toward a full time position with help of News Management. Employees are assigned a mentor from the management staff who will help them to identify their areas of interest.	3	News Director Asst News Director Executive Producer
7	10/5/2016	Participation in events or programs sponsored by educational institutions	Internship recruiting trip to University of Montevallo also met with Journalism class and answered questions about jobs available at a TV station. Worked with sudents to critique resumes.	1	News Director

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	10/20/2016	Provision of training to management	On Oct 20th, 2016 the station's Dir of Engineering attended, in person, a training session in Omaha Nebraska, held by the station's parent. At the session, Hearst's Director of Veteran Recruiting provided training related to hiring of US Armed Forces veterans. Among the topics covered were: how to evaluate the past employment and duties of armed services personnel nd the transferability or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and pipeline for identifying, interviewing and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status and common misconceptions about veteran employment.	1	Directior of Engineering
9	10/20/2016	Participation in events or programs sponsored by educational institutions	Guest Speaker at University of Alabama to speak to students in Journalism school about careers in broadcasting.	1	News Director
10	10/26/2016	Participation in events or programs sponsored by educational institutions	Guest speakership at UAB to inform student in the Broadcast Communications Dept about the workings of a TV Station and the jobs and internships available.	1	Business Manager