

## I. VACANCY LIST

## MASTER LIST OF RECRUITMENT SOURCES

12/1/2018-11/30/2019

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

*Source Number	Organization	Contact Person	Mailing Address	Website/Email	Phone Number	Number of Interviews
<b>COMMUNITY SOURCES</b>						
1	Alabama A&M	Delikua Winton	<a href="mailto:delikua.winton@aamu.edu">delikua.winton@aamu.edu</a>		256-372-5692	
2	Calhoun Community College	Career Services	P.O Box 2216 Decatur, AL 35609	<a href="http://calhoun.edu/studentservices">calhoun.edu/studentservices</a>	256-306-2500	
3	North AL. Skill Center	Human Resources	2535 Sparkman Dr. NW Huntsville, AL 35801		256-859-9360	
4	Christian Women's Job Corp.	Elaine Dickson	600 Governors Dr. SW Huntsville, AL 35801		256-428-9435	
5	AL. Career Center		2535 Sparkman Dr. NW Huntsville, AL 35801		256-851-0537	
6	Oakwood University	Dwyane Cheddar, Asst. Professor Communications Dept.	7000 Adventist Blvd. NW Huntsville, AL 35896	<a href="mailto:dcheddar@oakwood.edu">dcheddar@oakwood.edu</a>	256-726-7533	
7	NAACP	Human Resources	P.O Box 3237 Huntsville, AL		256-859-9360	
8	U of A Huntsville	Kellie Crawford		<a href="mailto:kellie.crawford@uah.edu">kellie.crawford@uah.edu</a>	256-824-6938	2
9	NEACC	Bryon Miller	138 AL. Highway 35 PO Box 159 Rainsville, AL 35986-0159	<a href="mailto:millerb@nacc.edu">millerb@nacc.edu</a>	256-228-6001 ext. 2360	
10	JSU	Carlos Acosta	<a href="mailto:cacosta@jsu.edu">cacosta@jsu.edu</a>	<a href="http://www.jsu.edu/careerservices/students/student_resources.html">http://www.jsu.edu/careerservices/students/student_resources.html</a>		
<b>ADDITIONAL SOURCES</b>						
11	WAFF-TV	HR Coordinator	1414 N. Memorial Parkway, Huntsville, AL 35801	<a href="http://waff.com">waff.com</a>	256-533-4848	10
12	Linkedin	Job Postings	2029 Stierlin Ct. Mountain CA	<a href="http://linkedin.com">linkedin.com</a>		2
13	TV Jobs	Mark Holloway, Broadcast Employment Services		<a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>		5
14	Huntsville Times/Al Media Group	Dana Harper		<a href="mailto:dharp@ai.com">dharp@ai.com</a>	256-532-4393	
15	Broadcasting & Cable	Job Center		<a href="http://broadcastingcable.com">broadcastingcable.com</a>		
16	602 Communications	Sandy Lizik		<a href="mailto:slizik@602communications.com">slizik@602communications.com</a>		
17	Spots N Dots	Emily McKay		<a href="http://ads@spotsndots.com">ads@spotsndots.com</a>	888-884-2630	
18	Media Recruiter					
19	NABJ	Career Placement Center		<a href="http://www.nabjcareers.org">www.nabjcareers.org</a>		
20	Medialine	Rich Everitt	1209 Wood Valley Rd. Augusta, CA 30909	<a href="mailto:jobs@medialinetalent.com">jobs@medialinetalent.com</a>	706-364-7564	
23	Asian American Journalists Assn			<a href="http://aaaj.org">aaaj.org</a>		
24	Career Builder					
25	WAFF/Bounce-TV 48.2 On Air Recruitment	HR Coordinator	1414 N. Memorial Parkway, Huntsville, AL 35801		256-533-4848	
26	Raycom Media	Human Resources	201 Monroe St. 20th Floor Montgomery, AL	<a href="http://raycommedia.com">raycommedia.com</a>	334-206-1400	
27	Employee Referral					9
28	ABA			<a href="http://al-ba.com/wp2/">http://al-ba.com/wp2/</a>		
29	SBE			<a href="http://www.sbe.org/sections/jobs_online.php">http://www.sbe.org/sections/jobs_online.php</a>		
30	Facebook	Roberta Wilbanks		<a href="http://facebook.com">facebook.com</a>		
31	Other	Career, Indeed, Monster, Handshake, ARK, Glassdoor, MyFoxAL, Google				7
32	Gray TV			<a href="https://gray.tv/careers#currentopenings">https://gray.tv/careers#currentopenings</a>		11
						46

# WAFF

## EEO PUBLIC FILE REPORT

12/1/2018-11/30/2019

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 04/11/2019

Describe Nature of Initiative:

Career Fair at Calhoun Community College

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

There were approximately 30 vendors in place including, Ironworkers, Redstone Credit Union, Labor Finders, Army Recruiters, Carpenter, Teledyne and many more. We were there recruiting for two MMJ positions.

Names of Station Personnel involved in Initiative:

Roberta Wilbanks Office Manager and EEO Coordinator  
Dave Thomason GM

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## **EEO PUBLIC FILE REPORT**

12/1/2018-11/30/2019

### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): 06/20/2019\_\_

Describe Nature of Initiative:

FCC' Equal Employment Opportunity Rules Webinar

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

Attorney Joan Stewart presented EEO Jobs posting and processes.

Names of Station Personnel involved in Initiative:

Roberta Wilbanks, Office Manager and EEO Coordinator

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## **EEO PUBLIC FILE REPORT**

12/1/2018-11/30/2019

### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): 10/17/2019\_\_

Describe Nature of Initiative:

Calhoun Community College Fall Career Fair

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

Hargrove Engineers, Contractor Service and Fabrication, LG, Wells Fargo, SPUR, Matt Curtis Real Estate, K-Tech, Roger Group-Tanner Quarry, Police Department.

Names of Station Personnel involved in Initiative:

James Doggrell-IT Manager, Roberta Wilbanks-Office Manager and EEO Coordinator

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## **EEO PUBLIC FILE REPORT**

12/1/2018-11/30/2019

### **III. SUPPLEMENTAL OUTREACH INITIATIVES**

Date(s) of Initiative Event(s): December 2018-Ongoing

Describe Nature of Initiative:

Outreach to promote our job opportunity notification list.

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

Promos run at various times throughout the year encouraging organizations to become part of our job opportunity mailing list.

Names of Station Personnel involved in Initiative:

Dave Thomason-GM, Mark Strand-Marketing Director, Leigh Michal-Program Coordinator

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## EEO PUBLIC FILE REPORT

12/1/2018-11/30/2019

### III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 2018-Ongoing

Describe Nature of Initiative:

Internship Program

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

We had several interns throughout the year.

1. Alabama A&M University-Sept. 12-Nov 12
2. Oakwood University-August-Oct
3. Alabama A&M University-5/13/19-8/1/19
4. University of North Alabama-June-August
5. Mississippi State University-6/3/19-8/15/19

Names of Station Personnel involved in Initiative:

Julie Szulczewski-News Director,



## TV ADVERTISING COPY

1414 NORTH MEMORIAL PARKWAY  
HUNTSVILLE AL 35801  
256-533-4848

CLIENT:  
TITLE:  
DATE:  
LENGTH: 30

AUDIO	VIDEO/GRAPHICS
<p><b>Voice Announcer:</b></p> <hr/> <p>WAFF A Gray Television group is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community.</p> <p>As part of this effort we encourage qualified community organizations to become part of our full time job opportunity notification mailing list.</p> <p>If your organization is interested in becoming part of this list and you distribute job information or can provide referrals as part of your regular activity we would like to hear from you. We would then notify you of each full time opening and ask you to refer individuals to us for consideration. Send your request to:</p> <p>Business office coordinator WAFF 1414 N. Memorial Parkway Huntsville, Alabama 35801. WAFF is an equal opportunity employer.</p>	