## I. VACANCY LIST

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Photographer</td>
<td>1-4, 7-9, 11-13, 16-18, 20, 22-23, 26-27, 29, 31-33, 37, 39, 41, 43-52, 58, 60-61</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 7/18/2018  Hire Date: 12/3/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Account Associate-Entry Level</td>
<td>1-4, 7, 9, 11-13, 15-18, 20, 22, 26-29, 31-33, 35, 37, 39-41, 43-52, 58, 60-61</td>
<td>15</td>
</tr>
<tr>
<td>Open Date: 10/12/2018  Hire Date: 12/3/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maintenance Technician</td>
<td>1-4, 6-9, 11-13, 16-17, 22, 24, 26-29, 31, 33, 35, 37, 39, 41, 43-52, 58, 60-61</td>
<td>24</td>
</tr>
<tr>
<td>Open Date: 10/30/2018  Hire Date: 12/16/2018</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1-4, 7-9, 11-13, 15-18, 20, 22-23, 26-29, 31-33, 35, 37, 39, 41, 43-52, 58, 60-61</td>
<td>15</td>
</tr>
<tr>
<td>Open Date: 10/31/2018  Hire Date: 2/5/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1-4, 7-9, 11-13, 16-18, 20, 22, 26-29, 31-33, 35, 37, 39, 41, 43-52, 58, 60-61</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 11/5/2018  Hire Date: 5/22/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>President and General Manager</td>
<td>1-4, 7-9, 11-13, 16-18, 22, 26-29, 31-33, 35, 37-39, 41, 43-52, 58, 60-61</td>
<td>15</td>
</tr>
<tr>
<td>Open Date: 11/5/2018  Hire Date: 1/1/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Photographer</td>
<td>1-4, 7-9, 11-13, 16-18, 22, 26-29, 31-33, 35, 37-39, 41, 43-52, 58, 60-61</td>
<td>38</td>
</tr>
<tr>
<td>Open Date: 11/9/2018  Hire Date: 3/18/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-4, 7-9, 11-13, 16-17, 22, 26-29, 31-33, 35, 37, 39, 41, 43-52, 58, 60-61</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 1/30/2019  Hire Date: 4/1/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-4, 7-9, 11-13, 16-17, 22, 24, 26-29, 31, 33, 35, 37, 39, 41, 43-52, 58, 60-61</td>
<td>24</td>
</tr>
<tr>
<td>Open Date: 1/30/2019  Hire Date: 4/1/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Executive Producer</td>
<td>1-4, 7-9, 11-19, 21-29, 31-37, 39, 41-58, 50-61</td>
<td>24</td>
</tr>
<tr>
<td>Open Date: 3/11/2019  Hire Date: 6/24/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1-5, 7-9, 16-22, 25-29, 31-37, 39, 41-58, 60-61</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 4/16/2019  Hire Date: 8/28/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reporter</td>
<td>1-5, 7-14, 16-19, 21-22, 25-29, 31-37, 39, 41-58, 60-61</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 4/23/2019  Hire Date: 8/7/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistant News Director</td>
<td>1-4, 16-29, 31-37, 39, 41-58, 58-60</td>
<td>24</td>
</tr>
<tr>
<td>Open Date: 4/23/2019  Hire Date: 6/13/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1-22, 25-29, 31-37, 39, 41-58, 60-61</td>
<td>15</td>
</tr>
<tr>
<td>Open Date: 5/16/2019  Hire Date: 6/26/2019</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
WVTM-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

I. VACANCY LIST

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

<table>
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<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Digital Producer</td>
<td>1-14, 16-29, 31-37, 39, 41-61</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 5/16/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/12/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master Control Operator</td>
<td>1-14, 16-22, 25-37, 39, 41-58, 60-61</td>
<td>30</td>
</tr>
<tr>
<td>Open Date: 5/24/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 10/7/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Manager</td>
<td>1-14, 16-22, 25-37, 39, 41-58, 60-61</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 5/28/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/9/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reporter</td>
<td>1-14, 16-22, 25-29, 31-37, 39, 41-58, 60-61</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 6/4/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/26/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1-14, 16-22, 24-29, 31-37, 39, 41-58, 60-61</td>
<td>24</td>
</tr>
<tr>
<td>Open Date: 6/17/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/18/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Producer</td>
<td>1-14, 16-23, 25-29, 31-37, 39, 41-58, 60-61</td>
<td>12</td>
</tr>
<tr>
<td>Open Date: 6/21/2019</td>
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<td></td>
</tr>
<tr>
<td>Hire Date: 11/6/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Account Associate- Entry Level</td>
<td>1-22, 25-37, 39, 41-58, 60-61</td>
<td>30</td>
</tr>
<tr>
<td>Open Date: 6/28/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/4/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Digital Client Service Specialist</td>
<td>1-7, 9-23, 25-37, 39, 41-58, 60-61</td>
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<tr>
<td>Open Date: 7/23/2019</td>
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<td></td>
</tr>
<tr>
<td>Hire Date: 11/5/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sports Director</td>
<td>1-7, 9-22, 24-37, 39, 41-58, 60-61</td>
<td>46</td>
</tr>
<tr>
<td>Open Date: 7/24/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 11/18/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-7, 9-14, 16-22, 25-37, 39, 41-58, 60-61</td>
<td>30</td>
</tr>
<tr>
<td>Open Date: 7/25/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 8/19/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Photographer</td>
<td>1-7, 9-14, 16-19, 21-29, 31-37, 39, 41-58, 60-61</td>
<td>24</td>
</tr>
<tr>
<td>Open Date: 8/9/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 9/23/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-14, 16-22, 25-37, 39, 41-58, 60-61</td>
<td>30</td>
</tr>
<tr>
<td>Open Date: 8/28/2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire Date: 11/25/2019</td>
<td></td>
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</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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 State University
  Post Office Box 271
  Montgomery, Alabama 36101
  Phone: 334-229-4156
  Url: http://www.alasu.edu/current-students/career-services
  Email: careerservices@alasu.edu
  Career Services | N | 0 |
| 4         | Amridge University
  1200 Taylor Rd
  Montgomery, Alabama 36117
  Phone: 888-790-8080
  Url: http://amridgeuniversity.edu/student-services/career-services
  Email: careerservices@amridgeuniversity.edu
  Career Services | N | 0 |
| 5         | Arizona State University
  411 N Central Avenue
  Phoenix, Arizona 85004
  College Recruiter
  Manual Posting | N | 0 |
| 6         | Atlanta Technical 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 |
# WVTM-TV
## EEO PUBLIC FILE REPORT
### December 1, 2018 - November 30, 2019

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<table>
<thead>
<tr>
<th>RS Number</th>
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</tr>
</thead>
</table>
| 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: rrobinson@batestech.edu  
Roland Robinson  | N | 0 |
| 9         | Bevill State Community College  
2631 Temple Avenue N  
Fayette, Alabama 35555  
Phone: 205-932-3221  
Url: http://www.bssc.edu/index.php  
Email: aadams@bscc.edu  
Career Services  | N | 0 |
| 10        | Birmingham Business Alliance  
505 20th St N # 200  
Birmingham, Alabama 35203  
Email: vbrown@birminghambusinessalliance.com  
Victor Brown  | N | 0 |
| 11        | Birmingham Southern College  
900 Arkadelphia Rd  
Birmingham, Alabama 35254  
Phone: 205-226-4719  
Url: http://www.bsc.edu/campus/career/index.cfm  
Email: mlebeau@bsc.edu  
Michael Lebeau  | 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 | 30 |
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 13        | Collective Talent  
Tampa, Florida  
Phone: 813-254-9695  
Email: bille@michaelsmedia.com  
Michael Bille | N                                         | 0 |
| 14        | Elon University  
100 Campus Drive  
Elon, North Carolina 27244  
College Recruiter  
Manual Posting | N                                         | 0 |
| 15        | Employee Referral  
Collective Talent  
Tampa, Florida  
Phone: 813-254-9695  
Email: bille@michaelsmedia.com  
Michael Bille | N                                         | 9 |
| 16        | 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 |
| 17        | Faulkner University  
5345 Atlanta Hwy  
Montgomery, Alabama 36193  
Phone: 334-386-7512  
Url: http://www.faulkner.edu  
Marie Ottinger  
Manual Posting | N                                         | 0 |
| 18        | 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 |
| 19        | Full Sail University  
3300 University Boulevard  
Winter Park, Florida 32792  
Phone: 866-807-3140  
Url: https://fullsail-csm.symplicity.com/surveys/referr  
College Recruiter  
Manual Posting | N                                         | 0 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 20        | 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 |
| 21        | High Point University  
1 S University Parkway  
High Point, North Carolina 27260  
Campus Recruiter  
Manual Posting | N | 0 |
| 22        | 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 |
| 23        | Indeed.com  
177 Broad St 6th Floor  
Stamford, Connecticut 06901  
Career Services  
Manual Posting | N | 13 |
| 24        | Internal Candidate | N | 10 |
| 25        | Jacksonville State University  
107 Kennamer Hall 700 Pelham Road North  
Jacksonville, Alabama 36265  
Phone: 256-782-8486  
Email: cacosta@jsu.edu  
Carlos Acosta | N | 0 |
| 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 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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        | JournalismJobs.com  
72 Plaza Drive  
Berkeley, California 94705-2432  
Phone: 510-653-1521  
Email: contact@journalismjobs.com  
Career Services | N | 0 |
| 29        | 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 |
| 30        | LinkedIn.com  
2029 Stierlin Court  
Mountain View, California  
Career Services  
Manual Posting | N | 12 |
| 31        | MediaBistro  
825 Eighth Avenue, 29th Floor  
New York, New York 10019  
Phone: (800) 205-7792  
Career Services  
Manual Posting | N | 0 |
| 32        | 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 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
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</tr>
</thead>
</table>
| 33        | 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 |
| 34        | Mississippi State University  
           300 Montgomery Hall  
           Mississippi State, Mississippi 39762  
           Url: https://msstate-csm.symplicity.com/employers/  
           College Recruiter  
           Manual Posting | N | 0 |
| 35        | 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 |
| 36        | Morehouse College  
           830 Westview Drive  
           Atlanta, Georgia 30314  
           College Recruiter  
           Manual Posting | N | 0 |
| 37        | 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 |
| 38        | Non-Employee Referral | N | 1 |
| 39        | 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 |
| 40        | Previous Employee | N | 1 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 41        | RecruitMilitary  
422 West Loveland Ave  
Loveland, Ohio 45140  
Phone : 5136835020  
Robert Walker  
Manual Posting | N | 0 |
| 42        | Savannah College of Art and Design  
516 Drayton Street  
Savannah, Georgia 31401  
College Recruiter  
Manual Posting | N | 0 |
| 43        | 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 |
| 44        | 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 |
| 45        | 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 |
| 46        | TVJobs  
P.O. Box 4116  
Oceanside, California 92052  
Phone : 800-374-0119  
Url : http://www.tvjobs.com/  
Career Services  
Manual Posting | N | 2 |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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<thead>
<tr>
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<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 47        | University of Alabama at Birmingham  
1401 University Blvd Heritage Hall, Bldg 302  
Birmingham, Alabama 35294  
Phone: 205-934-4470  
Url: http://www.uab.edu/careerservices/  
Email: stewhamp@uab.edu  
Rita Stewart-Hampton | N | 0 |
| 48        | 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 |
| 49        | University of Colorado at Boulder  
1511 University Avenue #478 UCB  
Boulder, Colorado 80309  
Phone: (303) 492-5480  
Url: http://colorado.edu/  
Christine Mahoney  
Manual Posting | Y | 0 |
| 50        | 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 |
| 51        | 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 | 0 |
| 52        | 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 |
### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 53        | University of Montevallo  
75 College Drive  
Montevallo, Alabama 35115  
Url: https://www.montevallo.edu/campus-life/student-services  
College Recruiter  
Manual Posting | N | 0 |
| 54        | University of North Carolina Chapel Hill  
CB#5140, 219 Hanes Hall  
Chapel Hill, North Carolina 27599  
College Recruiter  
Manual Posting | N | 0 |
| 55        | University of North Carolina Greensboro  
1400 Spring Garden Street  
Greensboro, North Carolina 27412  
College Recruiter  
Manual Posting | N | 0 |
| 56        | University of South Carolina  
1322 Greene Street  
Columbia, South Carolina 29208  
College Recruiter  
Manual Posting | N | 0 |
| 57        | University of Southern Mississippi  
118 College Drive #5014  
Hattiesburgh, Mississippi 39406  
College Recruiter  
Manual Posting | N | 0 |
| 58        | 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 |
| 59        | USJobs.com  
9002 N. Purdue Road Suite 100  
Indianapolis, Indiana 46268  
Phone: 866-268-6206  
Url: http://us.jobs/  
Career Services | N | 1 |
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<table>
<thead>
<tr>
<th>RS Number</th>
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<th>Source Entitled to Vacancy Notification?</th>
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</tr>
</thead>
<tbody>
<tr>
<td>60</td>
<td>WorkFaith Birmingham</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>7504 Division Avenue</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Birmingham, Alabama 35206</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 205-545-5000 x102</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.workfaithbhm.org">www.workfaithbhm.org</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:rolanda.warren@gmail.com">rolanda.warren@gmail.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Rolanda Warren</td>
<td></td>
<td></td>
</tr>
<tr>
<td>61</td>
<td><a href="http://www.mediagignow.com">www.mediagignow.com</a></td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>717 Green Valley Road Suite 200</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Greensboro, North Carolina 27408</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Phone: 336-553-0620</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Url: <a href="http://www.mediagignow.com">http://www.mediagignow.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Email: <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>MediaGigNow.com</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWS OVER REPORTING PERIOD:** 79
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/3/2018</td>
<td>Listing of each upper-level category opening in a job bank or newsletter</td>
<td>During the reporting period, the employment unit listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including AAJA, Equality Magazines, NAHJ and NABJ.</td>
<td>2</td>
<td>President &amp; General Manager</td>
</tr>
<tr>
<td>1/7/2019</td>
<td>Establishment of training programs for station personnel</td>
<td>The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.</td>
<td>2</td>
<td>Sales Account Associate</td>
</tr>
<tr>
<td>2/8/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>We provided hands on demonstration of automated production system for Professional Staff at University of Montevallo. We allowed them to watch a newscast to see how it works.</td>
<td>4</td>
<td>Chief Engineer</td>
</tr>
<tr>
<td>2/20/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Attended Media Day at the University of Montevallo's Department of Communication. It included a networking fair and Q&amp;A panels for students.</td>
<td>3</td>
<td>Asst. News Director Chief Photographer Photographer</td>
</tr>
<tr>
<td>3/21/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Photographers attended Career Day at Erwin Intermediate School and explained how to operate our drone.</td>
<td>2</td>
<td>Photographer</td>
</tr>
<tr>
<td>4/9/2019</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Meteorologist talked to students at Rocky Ridge Elementary as part of their STEAM program to help school win national recognition for science program.</td>
<td>1</td>
<td>Meteorologist</td>
</tr>
</tbody>
</table>
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<tr>
<td>4/23/19</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Briarwood Christian High School Senior Career Day Internship for Taylor York. She spent the day at the station interviewing staff and observing how they did their jobs. She then had to write a report for her teacher and a report for the news director.</td>
<td>2</td>
<td>Anchor Anchor</td>
</tr>
<tr>
<td>4/26/19</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Reporter participated in Bumpus Middle School Career Fair. We showed video of news stories and explained how they are written and produced.</td>
<td>1</td>
<td>Reporter</td>
</tr>
<tr>
<td>6/7/19</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>University of Alabama graduate student, Bill Singleton, is part of a research study for the university. His part of the study was to observe the editorial process, work flow of employees and final execution for newscasts. Final research study will provide information on local television stations coverage of African American males.</td>
<td>4</td>
<td>News Director Director of Ops Executive Producer Producer</td>
</tr>
<tr>
<td>7/7/19</td>
<td>Establishment of training programs for station personnel</td>
<td>Trained part-time associate producer Joshua Palmer on editing and photography equipment. Training allowed him to move to full time editor position. July 2019-October 2019.</td>
<td>4</td>
<td>Photographer Photographer Editor Chief Photographer</td>
</tr>
<tr>
<td>7/30/19</td>
<td>Provision of training to management</td>
<td>Hearst’s Director of Veteran Recruiting visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and 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.</td>
<td>11</td>
<td>General Sales Manager News Director General Manager Chief Engineer</td>
</tr>
</tbody>
</table>
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<tr>
<td>12</td>
<td>Participation in Job Fairs</td>
<td>A RecruitMilitary Opportunity Expo is an event where transitioning military, veterans, and their spouses can meet with recruiters from dozens of companies. WVTM staffed a booth and available to answer any questions about job openings.</td>
<td>2</td>
<td>IT Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Local Sales Manager</td>
</tr>
<tr>
<td>13</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>WVTM host station tour for group of interns at a local ad agency. Interns toured the station and was able to see the ins and outs of how a television station is ran and what each job requires.</td>
<td>2</td>
<td>Account Executive</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Local Sales Manager</td>
</tr>
<tr>
<td>14</td>
<td>Establishment of training programs for station personnel</td>
<td>Trained FTE editor Hayden Hyatt on photographer equipment and shooting video. Training allowed him to move to full time photographer position.</td>
<td>3</td>
<td>Chief Photographer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Photographer</td>
</tr>
<tr>
<td>15</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>University of Alabama graduate student, Bill Singleton, is part of a research study for the university. His part of the study was to observe the editorial process, work flow of employees and final execution for newscasts. Final research study will provide information on local television stations coverage of African American males.</td>
<td>4</td>
<td>News Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Director of Ops</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Asst News Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Producer</td>
</tr>
<tr>
<td>16</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>WVTM Sales Manager and AE visited with University of Alabama students in Media Sale class to help them gain a better understanding of how TV sales works, what work days look like, how to prioritize the day and how to negotiate buys with clients.</td>
<td>2</td>
<td>Account Executive</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Local Sales Manager</td>
</tr>
<tr>
<td>17</td>
<td>Participation in events sponsored by community groups</td>
<td>Sponsorship of fundraiser for the Women's Fund of Greater Birmingham. WVTM provided extensive news coverage of the fundraiser including on-air promotion. Also, profiled the organization and the opportunities they provide to the community.</td>
<td>4</td>
<td>Creative Service Director</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>President &amp; General Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Anchor</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>News Director</td>
</tr>
<tr>
<td>18</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Chief Engineer spent time teaching Calera High School Television Production class how to effectively use their technology and talking about career opportunities.</td>
<td>1</td>
<td>Chief Engineer</td>
</tr>
</tbody>
</table>
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<tr>
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</thead>
<tbody>
<tr>
<td>10/23/19</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>President and General Manager visited University of Alabama Media Relations Class and was part of a panel to help students learn ways to work with media and build relationships through good times and bad.</td>
<td>1</td>
<td>President &amp; General Manager</td>
</tr>
<tr>
<td>10/24/19</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Anchor Guy Rawlings sat on panel for a career and networking fair at University of Alabama Birmingham with NBCU to talk about careers.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>10/29/19</td>
<td>Participation in other activities designed by the station employment unit</td>
<td>President &amp; General Manager sits on the Board of the College of Communications &amp; Information services. Station made a financial contribution to provide assistance to the Digital Media Center.</td>
<td>1</td>
<td>President &amp; General Manager</td>
</tr>
<tr>
<td>11/7/19</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Creative Service Director, Nate Todd met with students at Oak Mountain High School to discuss careers in broadcasting.</td>
<td>1</td>
<td>Creative Service Director</td>
</tr>
<tr>
<td>11/8/19</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Brittany Decker talked with Oak Mtn. High School students about different jobs in television and broadcast careers.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>11/15/19</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Speaking engagement at Indian Springs School for &quot;Development Day.&quot; Students learn about community service through broadcasting.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>11/17/19</td>
<td>Participation in events sponsored by community groups</td>
<td>Speaking engagement to Jack &amp; Jill of America, Birmingham Chapter. Anchor, Guy Rawlings, talked to children about his experience as a news anchor and broadcast opportunities.</td>
<td>1</td>
<td>Anchor</td>
</tr>
<tr>
<td>11/19/19</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>University of Montevallo broadcasting class field trip to WVTM to discuss opportunities in broadcasting. Students are allowed to watch the production on a newscast and speak with Anchors and Producers about their jobs.</td>
<td>6</td>
<td>News Director Producer Director Reporter</td>
</tr>
<tr>
<td>11/25/19</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>Center Point High School students watched production of newscast in newsroom and learn about broadcasting opportunities while talking with anchors and producers.</td>
<td>5</td>
<td>News Director Producer Director Anchor</td>
</tr>
</tbody>
</table>