

WAFF
EEO PUBLIC FILE REPORT
December 1, 2019-November 30, 2020

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 |
|--------------------------|---|--------------------|
| Producer | 1-11,13,18-22 | 19 |
| Investigative Reporter | 1-11,13,18-22 | 22 |
| Digital Content Producer | 1-11,13,18-23,24 | 24 |
| Digital Sales Manager | 1-11,13,17-22 | 17 |
| Producer | 1-11,13,18-22 | 19 |
| MMJ Reporter | 1-11,13,18-22 | 22 |
| MMJ Reporter | 1-11,13,18-22 | 22 |
| General Manager | 1-11,13,18-22 | 22 |
| Meteorologist | 1-11,13,17-22 | 17 |
| Production Assistant | 1-11,13,18-22 | 11 |
| MMJ Reporter | 1-11,13,18-22 | 22 |
| Producer | 1-13,18-22 | 12 |
| Digital Content Producer | 1-11,13,18-22 | 19 |
| Production Assistant | 1-11,13,18-22 | 11 |
| Production Assistant | 1-11,13-18-23,24 | 24 |
| News Producer | 1-11,13,18-22 | 22 |
| News Producer | 1-11,13,18-22 | 22 |
| Digital Content Producer | 1-11,13,18-22 | 22 |
| MMJ Reporter | 1-11,13,18-22 | 22 |
| News Producer | 1-11,13,18-22 | 22 |
| News Producer | 1-11,13,18-22,24 | 24 |
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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 | Alabama A&M University Delikua Winton Delikua.winton@aamu.edu | N | |
| 2 | Calhoun Community College Career Services PO Box 2216 Decatur, AL 35606 calhoun.edu/student-services | N | |
| 3 | North Alabama Skill Center 2535 Sparkman Drive NW Huntsville, AL 35801 Human Resources | N | |
| 4 | Christian Women’s Job Corp. Elaine Dickson 600 Governors Drive SW Huntsville, AL 35801 | N | |
| 5 | AL Career Center 2535 Sparkman Drive NW Huntsville, AL 35801 | N | |
| 6 | Oakwood University Dwyane Cheddar 7000 Adventist Blvd NW Huntsville, AL 35896 dcheddar@oakwood.edu | N | |
| 7 | NAACP Human Resources PO Box 3237 Huntsville, AL 35810 | N | |
| 8 | University of Alabama Kellee Crawford chargerjobs@uah.edu | N | |
| 9 | NEACC Bryon Miller 138 AL Hwy 35 Rainsville, AL 35986 millerb@nacc.edu | N | |
| 10 | JSU Carlos Acosta cacosta@jsu.edu | N | |
| 11 | WAFF HR Coordinator 1414 North Memorial Parkway Huntsville, AL 35801 waff.com | N | 9 |
| 12 | Linkedin 2029 Stierlin CT Mountain CA linkedin.com | N | 6 |
| 13 | TV Jobs Mark Holloway jobs@tvjobs.com | N | |
| 14 | Huntsville Times/AL Media Group Dana Harper dharper@al.com | N | |
| 15 | 602 Communications Sandy Lizik slizik@602communications.com | N | |
| 16 | Spots N Dots Emily McKay ads@spotsndots.com | N | |
| 17 | Media Recruiter | N | 7 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 18 | Medialine Rich Everitt 1209 Wood Valley Road Augusta, CA 30909 jobs@medialinetalent.com | N | |
| 19 | Employee Referral | N | 18 |
| 20 | ABA http://al-ba.com/wp2/ | N | |
| 21 | Facebook Roberta Wilbanks facebook.com | N | |
| 22 | Gray TV jobs@gray.tv | N | 42 |
| 23 | Other-Career, Monster, Handshake, ARK, Glassdoor, MyFoxAL, Google | N | |
| 24 | Indeed.com (all jobs posted to Gray TV are automatically posted to Indeed.com) | N | 16 |
| | | | |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 98 |

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III. RECRUITMENT INITIATIVES

| | Type Of Recruitment Initiative | Brief Description Of Activity |
|----------|---|--|
| 1 | Outreach to promote our job opportunity notification list. | <p>December 1, 2019-November 30, 2020-Promos run at various times throughout the year encouraging organizations to become part of our job opportunity mailing list.</p> <p>Mark Strand-Creative Services Director Jama Killingsworth-GM</p> |
| 2 | Internship Program | <p>During the reporting year, one student from Oakwood University interned in our News Department. They were supervised by The News Director and the Office Manager.</p> |
| 3 | Participated in a virtual fair | <p>August 31, 2020-September 4, 2020</p> <p>Participated in the ABA virtual Job Fair.</p> <p>We posted 4 jobs, News Anchor, News Producer, PT Production Assistant, Account Executive. We had a total of 59 Applicants.</p> <p>Roberta Wilbanks-Office Manager Mark Strand-Creative Services Director</p> |
| 4 | Participated in a diversity, equality and inclusion training. | <p>July9-Aug4 2020 Our GM participated in a training series "Foundations in Diversity, Equity and Inclusion" from Adaway Consulting, a program developed for Gray Television. Item covered in this training include: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.</p> |

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| 5 | Attended University of North Alabama | March 9, 2020 Spoke to 20 students about careers in Broadcasting and Journalism. Julie Szulczewski-News Director William McLain-Assistant News Director |
| 6 | FCC's EEO Training | November 19, 2020 our Office Manager participated in FCC's EEO Rules and Regulations Training by Joan Stewart of Wiley Rein. |