I. VACANCY LIST

See Master List of Recruitment Sources for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources Used to Fill Vacancy</th>
<th>Recruitment Source of Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Media Sales Consultant</td>
<td>1-21, 29-32, 35</td>
<td>43</td>
</tr>
<tr>
<td>Success Manager</td>
<td>1-21, 29-32, 35</td>
<td>37</td>
</tr>
<tr>
<td>Media Sales Consultant</td>
<td>1-21, 29-32, 35</td>
<td>37</td>
</tr>
<tr>
<td>Media Sales Consultant</td>
<td>1-21, 29-32, 35</td>
<td>37</td>
</tr>
<tr>
<td>IT Manager</td>
<td>1-21, 29-32, 35</td>
<td>5</td>
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<tr>
<td>News Content Specialist</td>
<td>1-2, 4-21, 23-26, 28-32</td>
<td>37</td>
</tr>
<tr>
<td>News Content Specialist</td>
<td>1-2, 4-21, 23-26, 28-32</td>
<td>37</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-21, 23-26, 28-32, 36</td>
<td>37</td>
</tr>
<tr>
<td>Reporter/MMJ</td>
<td>1-21, 23-26, 28-32, 35</td>
<td>37</td>
</tr>
<tr>
<td>Meteorologist/Reporter</td>
<td>1-26, 28-32, 36</td>
<td>37</td>
</tr>
<tr>
<td>Media Sales Consultant</td>
<td>1-2, 4-21, 29-32, 36, 44</td>
<td>44</td>
</tr>
<tr>
<td>News Content Specialist</td>
<td>1-2, 4-21, 23-26, 28-32, 36</td>
<td>39</td>
</tr>
</tbody>
</table>
## II. MASTER LIST OF RECRUITMENT SOURCES

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

<table>
<thead>
<tr>
<th>Source Number</th>
<th>Organization</th>
<th>Contact Person</th>
<th>Website/Email</th>
<th>Number of Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong></td>
<td>Auburn University, 400 Martin Hall, Auburn, AL 36849</td>
<td>Jay Skipworth (334) 844-3864</td>
<td><a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></td>
<td></td>
</tr>
<tr>
<td><strong>2</strong></td>
<td>Alabama A&amp;M University, 4900 Meridian St., Rm. 101, Normal, AL 35762</td>
<td>Tangela Rutledge-Gayle (256) 372-8181</td>
<td><a href="mailto:tangelarutledge@aalu.edu">tangelarutledge@aalu.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>3</strong></td>
<td>University of Alabama-Crimson Careers, P. O. Box 870293, Tuscaloosa, AL 35487</td>
<td>Savannah Gable (205) 346-2128</td>
<td><a href="https://ua.joinhandshake.com">https://ua.joinhandshake.com</a></td>
<td></td>
</tr>
<tr>
<td><strong>4</strong></td>
<td>Faulkner University-Career Services, 5345 Atlanta Hwy., Montgomery, AL 36109</td>
<td>Marie Otto (334) 386-7512</td>
<td><a href="mailto:mottingerg@faulkner.edu">mottingerg@faulkner.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>5</strong></td>
<td>WSFA/Raycom Media Websites</td>
<td>Donna Tadlock (334) 206-1417</td>
<td><a href="http://www.wsfa.com">www.wsfa.com</a>, <a href="http://www.careers-raycommedia.com">www.careers-raycommedia.com</a></td>
<td></td>
</tr>
<tr>
<td><strong>6</strong></td>
<td>Alabama State University, 915 S. Jackson St., Montgomery, AL 36101</td>
<td>Letitia Smith (334) 229-4140</td>
<td><a href="mailto:lgsmith@alsisu.edu">lgsmith@alsisu.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>7</strong></td>
<td>Ala. State Univ.-Dept. of Communications, P. O. Box 271, Montgomery, AL 36101</td>
<td>A. David Okeowo (334) 229-4493</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>8</strong></td>
<td>Auburn University Montgomery, P. O. Box 244023, Montgomery, AL 36124</td>
<td>Arnessa Hogans (334) 244-3344</td>
<td><a href="mailto:ahogan2@aum.edu">ahogan2@aum.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>9</strong></td>
<td>Trenholm State Technical College, P. O. Box 10048, Montgomery, AL 36108</td>
<td>Cassandra Bell (334) 420-4253</td>
<td><a href="mailto:cbell@trenholmstate.edu">cbell@trenholmstate.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>10</strong></td>
<td>Trenholm State Technical College, 3920 Troy Hwy., Montgomery, AL 36116</td>
<td>Maria Richardson (334) 420-4499</td>
<td><a href="https://trenholmstate-csr.simplicity.com">https://trenholmstate-csr.simplicity.com</a></td>
<td></td>
</tr>
<tr>
<td><strong>11</strong></td>
<td>South University, 5355 Vaughn Rd., Montgomery, AL 36116</td>
<td>Desiree Atkins (334) 395-8818</td>
<td><a href="mailto:deatkins@southuniversity.edu">deatkins@southuniversity.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>12</strong></td>
<td>Alabama State Employment Services (Montgomery Career Center/Alabama Joblink), 1060-A E. South Blvd., Montgomery, AL 36116</td>
<td>Charlene Bazzel (334) 286-1746 (Ph.) (334) 286-7286 (Fax)</td>
<td>Via fax (334) 286-7286</td>
<td></td>
</tr>
<tr>
<td><strong>13</strong></td>
<td>Judson College, 302 W. Bibb St., Marion, AL 36756</td>
<td>K nel Gilchrest (334) 683-5197</td>
<td><a href="mailto:kgilchrest@judson.edu">kgilchrest@judson.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>14</strong></td>
<td>Tuskegee University Career Development, Carnegie Hall, 3rd Fl., Tuskegee, AL 36088</td>
<td>Rasheeda Tucker (334) 727-8255</td>
<td><a href="mailto:rtucker@tuskegee.edu">rtucker@tuskegee.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>15</strong></td>
<td>Troy University, Hall School of Journalism, Troy, AL 36082</td>
<td>Kate Rowinsky (334) 670-3583</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>16</strong></td>
<td>Alabama Broadcasters Association Job Bank, 2180 Parkway Lake Dr., Birmingham, AL 35244</td>
<td>Lesa Rice (205) 982-5001</td>
<td><a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a></td>
<td></td>
</tr>
<tr>
<td><strong>17</strong></td>
<td>Troy University Television Department, Wallace Hall, Troy, AL, 36082</td>
<td>Aaron Taylor (334) 670-3560</td>
<td><a href="mailto:ataylor@troy.edu">ataylor@troy.edu</a></td>
<td></td>
</tr>
<tr>
<td><strong>18</strong></td>
<td>Alabama Department of Rehabilitation, 602 S. Lawrence St., Montgomery, AL 36104</td>
<td>Anna Taylor (334) 293-7120</td>
<td><a href="mailto:annataylor@rehab.alabama.gov">annataylor@rehab.alabama.gov</a></td>
<td></td>
</tr>
<tr>
<td><strong>19</strong></td>
<td>Virginia College, 6200 Atlanta Hwy., Montgomery, AL 36117</td>
<td>Joel Renfro (334) 551-1564</td>
<td><a href="mailto:joel.renfro@vc.edu">joel.renfro@vc.edu</a></td>
<td></td>
</tr>
<tr>
<td>Source Number</td>
<td>Organization</td>
<td>Contact Person</td>
<td>Website/Email</td>
<td>Number of Interviews</td>
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</tr>
<tr>
<td>20</td>
<td>Huntingdon College-Career Center 1500 E. Fairview Ave., Montgomery, AL 36106</td>
<td>Sherry Lacey (334) 833-4556</td>
<td><a href="mailto:ccv@hawks.huntingdon.edu">ccv@hawks.huntingdon.edu</a></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>WSFA On-Air Advertising 12 E. Delano Ave., Montgomery, AL 36105</td>
<td>Terry Ward (334) 288-1212</td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>22</td>
<td>Mississippi State University-Career Center</td>
<td></td>
<td><a href="http://www.career.msstate.edu">www.career.msstate.edu</a></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>The University of Georgia, Grady College of Journalism &amp; Mass Communications 120 Hooper St., Athens, GA 30602-3018</td>
<td>Cecil Bentley (706) 542-4993</td>
<td><a href="mailto:cbentley@uga.edu">cbentley@uga.edu</a></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>The University of Missouri, Career Center at The Missouri School of Journalism 76-G Gannett Hall, Columbia MO 65211</td>
<td>Amanda Nell (573) 882-2121</td>
<td><a href="mailto:mujourcareerservices@missouri.edu">mujourcareerservices@missouri.edu</a></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Ohio University E. W. Scripps School of Journalism 332 Park Place, Scripps Hall 105 Athens, OH 45701</td>
<td>Becky Fox (740)-563-2591</td>
<td><a href="mailto:foxr1@ohio.edu">foxr1@ohio.edu</a></td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>Ohio University School of Media, Arts &amp; Studies 9 S. College St., 202 Radio TV Building Athens, OH 45701</td>
<td>Paula Carpenter (740) 593-4861</td>
<td><a href="mailto:mediaschool@ohio.edu">mediaschool@ohio.edu</a></td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>National Association of Black Journalists 1100 Knight Hall, College Park, MD 20742</td>
<td>Lisa Waldschmitt (301) 405-0248</td>
<td>nabcareers.org</td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Medialine 1209 Wood Valley Rd., Augusta, GA 30909</td>
<td>Rich Everitt (700) 304-7504</td>
<td><a href="mailto:rich@medialine.com">rich@medialine.com</a></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>TV Jobs.com P. O. Box 4116, Oceanside, CA 92052</td>
<td>Mark Holloway (760) 754-8177</td>
<td><a href="http://www.tvjobs.com">www.tvjobs.com</a></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Native American Journalists Association 395 W. Lindsey St., Norman, OK 73019</td>
<td>Rebecca Landsberry (405) 325-1649</td>
<td><a href="mailto:rebeccalandsberry@naaja.com">rebeccalandsberry@naaja.com</a></td>
<td></td>
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<tr>
<td>32</td>
<td>Asian American Journalists Association 1182 Market St., San Francisco, CA 94102</td>
<td>(415) 346-2051</td>
<td><a href="http://www.aaja.org">www.aaja.org</a></td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>Spots-N-Dots 600 West Peachtree St., N.W., Atlanta, GA 30308</td>
<td>Gene McKay (888) 884-2630</td>
<td><a href="mailto:ads@spotanddots.com">ads@spotanddots.com</a></td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>602 Communications</td>
<td>Sandy Lizik</td>
<td><a href="mailto:slizik@602communications.com">slizik@602communications.com</a></td>
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<tr>
<td>35</td>
<td>TVB-Television Broadcast Jobs</td>
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<td><a href="http://www.tvb.org">www.tvb.org</a></td>
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<td>36</td>
<td>Linkedin</td>
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<td><a href="http://www.linkedin.com">www.linkedin.com</a></td>
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<tr>
<td>37</td>
<td>Referrals – Employees/Clients/Friends</td>
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<td><a href="http://www.linkedin.com/company/raycom-media">www.linkedin.com/company/raycom-media</a></td>
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<td>38</td>
<td>WSFA/Raycom Employee</td>
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<td>39</td>
<td>Former WSFA-TV Intern</td>
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<td>40</td>
<td>Job Fairs</td>
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<td>41</td>
<td>Talent Agency</td>
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<td>42</td>
<td>Raycom Recruiter</td>
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<tr>
<td>43</td>
<td>Other Source/Scraped Jobs</td>
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<td>44</td>
<td>Facebook (WSFA Page) (added 6/1/18)</td>
<td></td>
<td><a href="http://www.facebook.com/wsfa12">www.facebook.com/wsfa12</a></td>
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</tbody>
</table>

Total Number of Interviews: 30
WSFA-TV

EEO PUBLIC FILE REPORT
December 1, 2017 to November 30, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 6, 2018

Describe Nature of Initiative:

Faulkner University Career Fair
Montgomery, Alabama
10:30am-1:30pm

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

WSFA participated in this event to expose students to the broadcasting profession, and to discuss career opportunities available to them after completion of their studies.

Names of Station Personnel involved in Initiative:

Mark Bunting – Vice President & General Manager
Scott Duff – News Director
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 23, 2018

Describe Nature of Initiative:

Prattville Junior High School Career Day
Prattville, Alabama
8:00am-3:00pm

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

WSFA participated in Prattville Junior High School’s annual Career Day and set up a portable News studio with news set and camera to give students a real-to-life experience behind an anchor desk and camera. These junior high students are only a few short years away from joining the work force and Career Day is provided by the school to expose students to careers that exist in the community as they begin planning their futures.

Names of Station Personnel involved in Initiative:

Pat Beard – Marketing Director
Donna Wallace King – Digital Marketing Manager
Jacob Saylor – Producer
WSFA-TV

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 7, 2018

Describe Nature of Initiative:

Auburn University Communication & Media Career Day
Auburn, Alabama
8:00am-3:00pm

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

WSFA participated in this event to expose students to the broadcasting profession, and to discuss career opportunities available to them after completion of their studies.

Names of Station Personnel involved in Initiative:

Scott Duff – News Director
WSFA-TV

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): April 4, 2018

Describe Nature of Initiative:

Auburn University Montgomery Spring Career Fair
AUM Taylor Center
Montgomery, Alabama.
10:00am-1:00pm

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

WSFA participated in this event to expose students to the broadcasting profession, and to discuss career opportunities available to them after completion of their studies.

Names of Station Personnel involved in Initiative:

Mark Bunting – Vice President & General Manager
Scott Duff – News Director
WSFA-TV

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 3, 2018

Describe Nature of Initiative:

WSFA 12 News, Alabama Dept. of Labor, and City of Montgomery Regional Job Fair
Crampton Bowl Multiplex
Montgomery, Alabama
October 3, 2018
8:00am-1:00pm

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

WSFA 12 News co-sponsored a Regional Job Fair with the Alabama Department of Labor and the City of Montgomery. This community effort drew over 1,500 people looking for new career opportunities, providing them contact with 100 employers. More than 5,000 available jobs were represented.

WSFA 12 News also participated in the event, interviewing prospective job seekers and students - exposing them to opportunities in broadcasting at the station, as well as across Raycom Media.

Names of Station Personnel involved in Initiative:

Mark Bunting – Vice President & General Manager
Scott Duff – News Director
Travis Dent – Marketing Director
Kerry Robelotto – Digital Sales Manager
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 17, 2018

Describe Nature of Initiative:

Troy University Career Services Fall Career Fair
Troy, Alabama
10:00am-2:00pm

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

WSFA participated in this event to expose students to the broadcasting profession, and to discuss career opportunities available to them after completion of their studies.

Names of Station Personnel involved in Initiative:

Scott Duff – News Director
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 24, 2018

Describe Nature of Initiative:

Auburn Journalism Day
Auburn University
School of Communication and Journalism
Auburn, Alabama
9:00am-3:00pm

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

WSFA 12 News participated in Auburn University’s Journalism Day. The day-long event gives Auburn University students the opportunity to hear journalists currently working in the industry speak about various topics. Students learn about career paths and opportunities, skills needed to work in media, and are able to make contact with prospective employers.

WSFA Sports Reporter Maria Martin participated in Auburn Journalism Day as a panelist on the “Sports Journalism: Lessons From the Auburn Beat” panel discussion.

WSFA News Director Scott Duff participated in Auburn Journalism Day as a panelist on the “Broadcast Beyond the Newscast” panel discussion. He also met with several students who were interested in internship and job opportunities.

In addition, Scott and Maria spent more than two hours speaking with students who participate in EAGLE EYE, Auburn’s daily student run newscast. It was an open forum covering all topics concerning the media industry. They also critiqued student’s work.

Names of Station Personnel involved in Initiative:

Scott Duff - News Director
Maria Martin – Sports Reporter
III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): ______________ Ongoing ____________________________

Describe Nature of Initiative:

Alabama Broadcasters Association Job Bank

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

All full-time job openings are posted on the Alabama Broadcasters Association Job Bank on their
website.

Names of Station Personnel involved in Initiative:

Terry Ward - EEO Coordinator
WSFA-TV

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Full-time job postings on minority websites.

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

All job openings in top 4 EEO categories are posted on the websites of media trade groups whose membership includes substantial participation by women and minorities, including:

Native American Journalists Association (NAJA)
National Association of Hispanic Journalists (NAHJ)
Asian American Journalists Association (AAJA)

Names of Station Personnel involved in Initiative:

Terry Ward - EEO Coordinator
WSFA-TV

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December 1, 2017 to November 30, 2018

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Student Internship Program

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

WSFA-TV offers internships to college students as a way to provide instruction and exposure to the work environment. These internships are granted to students from various accredited colleges and universities. Upon successful completion of the program, the student receives 3-4 hours of college credit and a letter grade. Students were assigned to work with specific News, News/Digital Content, and Technology department staff.

January 2018........ 3 Interns in News
May 2018 ............ 1 Intern in Marketing
May 2018 ............ 3 Interns in News
May 2018 ............ 1 Intern in News/Digital Content
June 2018 .......... 2 Interns in News
September 2018..... 2 Interns in News

Names of Station Personnel involved in Initiative:

Desmond Wingard – Assistant News Director
Magan McTear – Brand Manager
Morgan Carlson – Digital Content Manager
Jeff Harrison – Operations Manager
Josh Johnson – Meteorologist
WSFA-TV

EEO PUBLIC FILE REPORT
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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Ongoing

Describe Nature of Initiative:

Student Job Shadowing

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

WSFA-TV offers area high school and college students an opportunity to experience the television broadcasting business through our Job Shadow Program. Students spend a few hours during a business day observing a WSFA employee performing their job duties.

Our Job Shadow Program is part of the Curriculum at Auburn University at the Journalism School. However, we have used this template for other colleges and universities. These students with approval of their academic advisor & professor – accompany a WSFA 12 News employee for a day – experiencing everything that happens – giving them a real-life/real-time experience to enhance their learning experience. This classroom assignment then translates to a course assignment when each student earns a grade toward completion of the Journalism 3020 class at Auburn. The program has been very well received and has proven very beneficial for students.

March 2018.............. 5 Student shadows in News
April 2018............... 3 Student shadow in News
September 2018...... 1 Student shadow in News

Names of Station Personnel involved in Initiative:

Desmond Wingard, Asst. News Director
Terry Ward, EEO Coordinator
Various News Department Employees