

WPMI & WJTC

EEO PUBLIC FILE REPORT December 1, 2010 – November 30, 2011¹

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
NEWS PRODUCER	1-14,16,20,21	4
NEWS DIRECTOR	1-14,21,22	22
STAFF ACCOUNTANT	1,3-15,18,21	18
BUSINESS MANAGER	1,3-15,16,19,21	21
PRODUCTION ASSISTANT	1,3-14,16,19,21	19
REPORTER	1-14,21	4
PROGRAM COORDINATOR	1-14,19,21	21
ACCOUNT EXECUTIVE	1,3-14,18,19,21	14
ACCOUNT EXECUTIVE	1,3-14,18,19,21	19
REPORTER	1-14,18,19,21	4
REPORTER	1-14,18,19,21	4
WEEKEND AUDIO OPERATOR	1-14,16,19,21	21
IT ADMINISTRATOR	1,3-15,16,21	15
BROADCAST MAINTENANCE ENGINEER	1,3-15,16,21	15
NEWS VIDEOGRAPHER	1-14,19,21	19
LOCAL SALES MANAGER	1,3-17,21	21
VP/GENERAL MANAGER	1,4,12,13,21,22	13
MORNING AUDIO OPERATOR	1,3-14,20,21	21
LOCAL SALES COORDINATOR	1,3-14,20,21	20
BROADCAST TELEVISION ENGINEER	1,3-15,16,20,21	20
P/T PRODUCTION ASSISTANT	1,3-14,21	21
COMMERCIAL PRODUCER	1,3-16,21	14
PRODUCTION ASSISTANT	1,3-14,21	21
ASSISTANT NEWS DIRECTOR	1-14,19,,21	21

Thru November 30, 2011

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree

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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 Broadcasters Asso. 2180 Parkway Lake Dr. Hoover, Al 35244 cmcgee@al-ba.com (205)982-5001	Yes	1
2	MediaLine P.O. Box 51909 Pacific Grove, Ca 93950 (404)648-5200 www.medialine.com Mark Shilstone	No	0
3	National Asso. Of Hispanic Journalists 1000 National Press Building Washington D.C. 20045 jobbank@hahj.org (202)662-7145	No	0
4	TVJOBS.com P.O. Box 4116 Oceanside, CA 95052 (760)754-8177 Mark Holloway	Yes	12
5	National Coalition of 100 Black Women, Inc. 38 West 32 nd Street, Suite 1610 New York, New York 10001-3816 NC100BW@aol.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6	Bishop State Community College 351 N. Broad Street Mobile, AL 36603 251-405-4487 jwomack@bishop.edu Herb Jordan	Yes	0
7	Remington College of Technology 828 Downtowner Loop W Mobile, AL 36609 (251) 343-3307 x 228 ellenjones@remingtoncollege.edu	Yes	2
8	University of West Florida 11000 University Parkway, Bldg. 3F Pensacola, FL 32514 (850) 474-2513 Mark Lambert mlambert@uwf.edu	Yes	0
9	Springhill College Communications Dept. 4000 Dauphin Street Mobile, AL 36608 (251) 380-3843 Varnell Lee vlee@shc.edu	Yes	0
10	Univ. of South Alabama Career Services 307 University Blvd Mobile, AL 36688 (251)460-6188 Delia Ingram dingram@usouthal.edu	Yes	0
11	Alabama State University Career Services P.O. Box 271 Montgomery, AL 36101 (251)229-4156 Evelyn Tucker etucker@alasu.edu	No	0
12	Alabama Internet Job Bank joblink@alabama.gov David White	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
13	Newport Career Site Newporthr@newporttv.com Newport Television 460 Nichols Road, Suite 250 Kansas City, Mo 64112 (816)751-0200	No	2
14	Local15tv.com 661 Azalea Road Mobile, Al 36609 251-602-1500	No	13
15	Mobile Press Register 401 N. Water Street Mobile, Al 36602 (251)438-2541 Lauren Hart lhart@press-register.com	No	13
16	Craigslist.com	No	0
17	Spots N Dots.com 167 Oakdale Road Johnson City, NY 13790 (888)884-2630 Alecia Riehl	No	0
18	Non Employee Referral	No	7
19	Employee Referral	No	23
20	Self Initiative/Word of Mouth	No	7
21	In House Posting	No	16
22	Agency	No	13
23	Job Fair	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			112

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	Participants: Troy University (2) University of Mississippi (1) University of South Alabama (2) University of West Florida (1) Springhill College (1)
2	South Alabama Regional Planning Commission Annual Business Expo/Jobs Fair 05/06/2011	Attended by Robert Dunn- General Manager, Brandi Crawford- Human Resources Department, Leah Allen - Business Manager, Kristen Mosley – Creative Services Director. Information regarding open positions was distributed. Resumes/applications for upcoming positions were accepted.
3	Events Designed to Disseminate Information about Career Opportunities in Broadcasting.	During the reporting period, the stations hosted students from Theodore High School, Woodridge Baptist Learning Center, UMS Preparatory School, ITT Technical School, Mobile County Public School System.
4	Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities.	National Association of Hispanic Journalist and Alabama Broadcasters Association and National Coalition of 100 Black Women, Inc.
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