

WALA
EEO PUBLIC FILE REPORT
November 22, 2019 - November 21, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Marketing Assistant	1-11, 13-15, 17-18, 21-26, 31-33, 35, 37-45	13
Photographer	1-7, 9-12, 15-18, 20-21, 24-26, 29, 31- 35, 37-45	25
Video Editor	1-7, 9-11, 14-15, 17-18, 20-21, 24-25, 31-35, 37-45	25
Video Editor	1-7, 9-11, 15, 17-21, 24-26, 28, 31-35, 37-45	20
News Director	1-7, 9-13, 15-18, 21, 24-26, 28, 30-45	13
Weekend Anchor / MMJ	3-7, 9-13, 15-18, 24-28, 30-35, 37-45	13
Sales Support Coordinator	1-7, 9-11, 13, 15, 17-18, 20-26, 28, 31- 35, 37-45	13

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAF Mobile Bay P.O. Box 681 Mobile, Alabama 36601 Phone : 2514211538 Donna Howell Manual Posting	N	0
2	AAF Pensacola P.O. Box 12474 Pensacola, Florida 32591 Phone : 251-434-1010 jahna jacobson Manual Posting	N	0
3	Alabama Broadcaster Assoc. 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Fax : 1-205-982-0015 Lesa Rice	N	0
4	Alabama Career Center System 515 Springhill Plaza Mobile, Alabama 36608 Phone : 251-461-4146 Fax : 1-251-461-4443 Terrence Brown Manual Posting	N	0
5	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
6	Auburn University 303 Martin Hall 211 West Thach Ave Auburn, Alabama 36849 Donna Howell Manual Posting	N	0

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7	Belhaven University 1500 Pechtree Street Jackson, Mississippi 39202 Phone : 601-968-5940 Mark Hunter Manual Posting	N	0
8	Bishop State Community College 351 North Broad Street Mobile, Alabama 36603 Phone : 251-405-7033 Email : gknight@bishop.edu Fax : 1-251-438-4316 Gloria Knight	N	0
9	Boston University 100 Bay State Road Sixth Floor Boston, Massachusetts 02215 Phone : 2514341013 Donna Howell Manual Posting	N	0
10	Brown University 75 Waterman Street Providence, Rhode Island 02912 Phone : 401-863-1000 Julia Sepulevda Avalos Manual Posting	N	0
11	Career Builders 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Rosemary Haefner Manual Posting	N	1
12	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Current Employee	N	8
14	Employee Referral	N	2

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15	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32302 Phone : 850-681-6444 Url : http://www.fab.org Email : lvarn@fab.org Lindsey Varn	N	0
16	Frank Magid & Associates Talent Placement Services One Research Center Marion, Iowa 52302 Phone : 319-377-7345 Url : http://www.magid.com Email : bfrye@magid.com Fax : 1-319-377-5861 Barbara Frye	N	0
17	Georgia State University 260 University Cntr Courtland Street Atlanta, Georgia 30303 Donna Howell Manual Posting	N	0
18	Glassdoor Inc. 100 Shoreline Hwy 100a Mill Valley, California 94941-3649 Phone : 415-339-9105 Url : www.glassdoor.com Carmel Galvin Manual Posting	N	0
19	GlassDoor.com - not directly contacted by SEU	N	1
20	Indeed.com - Not Directly Contacted by SEU	N	10
21	Johns Hopkins University 242 Garland Hall Baltimore , Maine 21218 Donna Howell Manual Posting	N	0
22	Linked In - not directly contacted by SEU	N	3
23	LinkedIn Corp 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : www.linkedin.com Jeff Weiner Manual Posting	N	0

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24	Medialine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
25	Meredith.com 1716 Locust Street Des Moines, Iowa 50309 Phone : 251-421-1538 Email : dhowell@fox10tv.com Donna Howell	N	5
26	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 2514341013 Donna Howell Manual Posting	N	0
27	Poynter 801 Third Street South St. Petersburg, Florida 33701 Phone : 727-553-4343 Tina Dyakon Manual Posting	N	0
28	Southwest Minnesota State University 1501 State St. Marshall , Minnesota 56258 Phone : 507-537-6017 Melissa Scholten Manual Posting	N	0
29	Springhill College 4000 Dauphin Street Mobile, Alabama Phone : 251-380-3474 Url : http://adminblogs.shc.edu/careerservices/for-emplo Email : jmoore@sch.edu Fax : 1-251-460-2112 Jeremy Moore	N	0

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30	Talent Dynamics 600 E. Las Colinas Blvd Irving, Texas 75039 Phone : 214-640-3180 Julie Pumphrey Manual Posting	N	5
31	The Troy University 135 Adams Administration Bldg Troy, Alabama 36082 Phone : 334-983-6556 Url : http://www.troy.edu/careerservices Email : jkrist@troy.edu Joanne Krist	N	0
32	The University Of Alabama 700 University Blvd 430 b Phifer Hall Tuscaloosa , Alabama 35401 Donna Howell Manual Posting	N	0
33	The University of Michigan 500 S State Street Ann Arbor, Michigan 48109 Phone : 734-764-1817 Employer Relations Manual Posting	N	0
34	Tulane University 6823 St. Charles Street New Orleans, Louisiana 70118 Phone : 504-865-5000 Geneva Torrence Manual Posting	N	0
35	TV Jobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Fax : 1-760-754-2115 Mark Holloway	N	0

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36	TVBR.com P.O. Box 6633 Woodbridge, Virginia 22195 Phone : 703-490-3099 Url : http://www.tvbr.com Email : AMcLynn@rbr.com April McLynn	N	0
37	University of Georgia room 209 Journalism Bldg Athens, Georgia 30602 Phone : 706-542-2006 Aaron Brown Manual Posting	N	0
38	University of Miami Sanfor Drive Coral Gables, Florida 33124 Richard Combs Manual Posting	N	0
39	University of Missouri-Columbia Lewis Hall 125 Columbia, Missouri Donna Howell Manual Posting	N	0
40	University of North Carolina-Chapel Hill 204 E Cameron Avue Chapel Hill, North Carolina 919-962-6507 Teresa Holt Manual Posting	N	0
41	University of South Alabama 390 Alumni Circle Mobile, Alabama 36688 Donna Howell Manual Posting	N	0
42	University of South Carolina 1005 Idlewilde Blvd Columbia, South Carolina 29208 Phone : 803-777-0169 Luci Devore Manual Posting	N	0

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43	Wake Forest University 1834 Wake Forest Rd Winston-Salem , North Carolina 27109 Phone : 336-758-5000 Caroline Moore Manual Posting	N	0
44	WALA-TV Website 1501 Satchel Paige Drive Mobile, Alabama 36606 Phone : 251-434-1013 Url : http://www.fox10tv.com Email : dhowell@fox10tv.com Donna Howell	N	1
45	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/5/2019	Establishment of a mentoring program	Purpose: To build and grow our bench in key content positions. Training and development program led by Meredith and Magid. Participated in Webex training sessions led by Magid and sessions led by Meredith HR.	1	News Producer
2	2/5/2020	Establishment of training programs for station personnel	Code of Business Conduct and Ethics Web Base Training Program. 2/5/2020 - 6/10/20New Hires participated in the Code of Business Conduct and Ethics Web Base Training program. This program reviews business practices and procedures, including an overview of Equal Employment Opportunity regarding harassment and discrimination.	3	HR Director Photographer Video Editor
3	3/25/2020	Establishment of training programs for station personnel	WALA Sales Department participated in a TVB- Advising Advertisers During Recessionary/Extraordinary Times	8	Director Of Sales Local Sales Manager Account Executive Account Executive
4	4/14/2020	Establishment of training programs for station personnel	WALA Sales Department participated in a Site Impact email Marketing training event for the entire team.	8	Director Of Sales Local Sales Manager Account Executive Account Executive
5	Ongoing Event	Establishment of training programs for station personnel	Employees participate in Anti-Harassment Training. Having a workplace that is free of discrimination and harassment is paramount to Meredith and our position is that discrimination and harassment of any type, including sexual harassment , will not be tolerated at Meredith.	90	HR Director Director of Sales News Director
6	7/1/2020	Participation in job banks, internet programs and other programs designed to promote outreach	WALA-TV regularly disseminates job vacancy notices, including upper-level positions, to the Alabama Broadcasters Association, a media trade organization with a broad-based membership.	1	HR Director
7	Ongoing Event	Establishment of training programs for station personnel	WALA-TV offers a tuition reimburse plan for full-time employees. This plan encourages an employee to further their education and acquire skills at accredited colleges, universities, vocational and technical schools	2	Executive Assistant Senior Promotion Producer

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8	10/22/2020	Provision of training to management	AdFed of Greater Mobile- Unconscious Bias- to ensure equal employment opportunities and prevention of discrimination in recruitment and hiring.	2	Director Of Sales Local Sales Manager
9	11/19/2020	Provision of training to management	Unconscious Bias Training for Leadership Team. Training designed to expose people to their implicit biases, provide tools to adjust automatic patterns of thinking, and ultimately eliminate discriminatory behaviors.	9	HR Director GM/VP News Director Assistant News Director