



**Information Regarding Recruitment Sources Contacted for Full-Time Vacancies**

Number	Recruitment Source Address	Contact Phone/Fax/E-Mail	Total Interviewed	Entitled to Notification?
1	Wilmington Star News - Online places on Monster.com PO BOX 840, Wilmington NC 28402	ADVERTISING 910-343-2000	2	
2	<a href="http://www.wwavt3.com">www.wwavt3.com</a> 615 N. Front Street, Wilmington NC 28401	WEBSITE 910-762-8581	5	
3	Media Line Employment Clearinghouse PO Box 51909, Pacific Grove, CA 93940-6909	MARK SHILSTONE 800-237-8073	4	
4	UNCW 601 S. College Road, Wilmington, NC 28403	FRANCIS CARR 910-962-3174	1	
5	The Leadership Institute 1101 N Highland St, Arlington, VA 22201	CARA PUTNAM 703-247-2000		
6	Miller Motte 5000 Market Street, Wilmington NC 28405	PERSONNEL 910-392-4660		
7	Voorhees College P.O. Box 678, Denmark, SC 29042	LAVINA FREEMAN 1-803-780-1265		
8	UNC Chapel Hill School of Journalism/BOX 3365, Chapel Hill NC 27599-3365	BILLIE HAGELSCHMIDT 919-962-4518		
9	Brunswick Community College PO Box 30, Supply NC 28462	BEA HAIK 800-754-1050		
10	Morris College Career Placement, North Main Street, Sumter SC 29150	CAREER PLANNING/PLACEMENT 803-934-3230		
11	NAACP PO Box 2199, Wilmington NC 28402	HUMAN RESOURCES <a href="http://www.naACP.org">www.naACP.org</a>		
12	Wilmington Journal PO Box 1020, Wilmington NC 28402	ROBIN ALLEN 910-762-5502		
13	Cape Fear Community College 411 N. Front St, Wilmington NC 28401	MATTHEW THOMAS 910-251-5143	1	
14	Francis Marion College PO Box 100547, Florence SC 29501-0547	DOLLIE NEWHOUSE 843-661-1677		
15	Employment Security Commission 717 Market Street, Wilmington, NC 28401	BEN CROOM 910-251-5777	2	Y
16	The Links Foundation 1200 Massachusetts Ave NW, Washington, DC 20001	PERSONNEL 202-842-8686		
17	Central Carolina Community College 11054 Kelley Dr, Sanford, NC 27330	CINDY BOWLING 919-718-7396		
18	Coker College 300 East College Ave, Hartsville, SC 29550	DARLENE SMALLS, CIEE 843-383-8000		
19	Midlands Technical College PO Box 2408, Columbia, SC 29202	JUDY DUNCAN 803-738-8324		
20	Bladen Community College PO Box 266, Dublin, NC 28332	JAMES OXENDINE 910-879-5550		
21	Greater Diversity News PO Drawer 1679, Wilmington, NC 28402	HELEN GREER 800-462-0738		

**Information Regarding Recruitment Sources Contacted for Full-Time Vacancies (continued)**

22	United Negro College Fund 120 Wall ST., Floor 10, New York, NY 10005-3902	CAREER PLANNING/PLACEMENT 800-331-2244		
23	State Conference NAACP PO Box 1148, Columbia SC 29202	JOB POSTINGS 803-754-4584		
24	International Assoc of Media Women 157 West 126TH Street, New York, NY 10027	HUMAN RESOURCES		
25	WWAY Employee Referral 615 N. Front Street Wilmington, NC 28401	<a href="mailto:kimf@wwaytv3.com">kimf@wwaytv3.com</a> 910-762-8581	2	
26	WWAY TV Advertisement 615 N. Front Street Wilmington, NC 28401	<a href="mailto:kimf@wwaytv3.com">kimf@wwaytv3.com</a> 910-762-8581		
27	Job Fairs			
28	Morris Employee Referral	<a href="mailto:kimf@wwaytv3.com">kimf@wwaytv3.com</a>	1	
29	<a href="http://www.monster.com">www.monster.com</a> (placed with Star News Ad)			
30	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	Classifieds	1	
31	<a href="http://www.craigslist.com">www.craigslist.com</a>	Classifieds	11	
32	<a href="http://www.spotsndots.com">www.spotsndots.com</a>	Classifieds		
33	North Carolina State University	<a href="http://www.myinterfase.com/ncsu/job.aspz">www.myinterfase.com/ncsu/job.aspz</a>		
34	National Urban League 120 Wall ST, Floor 7, New York NY 10005-3902	HUMAN RESOURCES 212-5585300		
35	Elon University	<a href="mailto:rwade2@elon.edu">rwade2@elon.edu</a>		
36	National Assoc. Black Journalists	301-405-8555 Fax		
37	National Assoc. Black College Broadcasters	404-523-5467 Fax		
38	Previous WWAY Employee laid-off	<a href="mailto:kimf@wwaytv3.com">kimf@wwaytv3.com</a>		
39	Internal Employee	<a href="mailto:kimf@wwaytv3.com">kimf@wwaytv3.com</a>		
		<b>TOTAL INTERVIEWED FROM ALL SOURCES</b>	30	

**Name of Initiative: 1. [Speakers Bureau](#)**

**Date of Initiative: 7/30/10-7/26/11**

**Description of Initiative:**

WWAY supplies speakers for events sponsored by civic and community organizations and schools. Each time a staff member is sent out into the community, the awareness level of broadcasting as a career option is raised, even when that is not the primary theme of the event.

**Scope of employment unit's participation:**

During the reporting period, WWAY personnel spoke at the following events/organizations:

Pleasure Island Chamber of Commerce X 3	Town Creek Elementary School
Azalea Festival Art Unveiling @ Airlie Gardens	Leland Middle School
Cape Fear Italian Festival X 3	Justice In Motion
NC Big Sweep	YWCA/Strong Women in Broadcasting
Rotary Club	Bridal Expo
Harlem Globetrotters Game	Oak Island Methodist Church
Historic Homes Tour X 4	Live Southport
Azalea Festival/Coronation	Train Museum
Azalea Festival Luncheon	US Marine Corps./Toys For Tots X 2
Azalea Festival Ribbon Cutting	Seafood, Blues & Jazz Festival
Azalea Festival Parade	Surf rider Foundation
Azalea Festival/WWAY booth	Hands Across The Sand
Honor Flight w/ WWII Vets	Riverfest
Salvation Army Fundraiser	American Red Cross
Jazz Festival X 2	Pink's Fashion Walk
Alzheimer's NC, Inc.	American Heart Association
The Bone Radio Co-Host	UNCW Marine Quest Camp X 3
Red Dress Event	New Horizons Elementary
Step Up For Soldiers X 3	Crusaders Youth Camp
St. Andrews Covenant Presbyterian Church	Burgaw Elementary
Cub Scout Pack 747	Topsail Elementary School
Cub Scouts	Cape Fear Center for Inquiry
Duplin County Agricultural Expo	Home School Ministries
Cub Scout Pack 242	National Weather Service
Cub Scouts	Winterpark Elementary School
Cub Scout Tiger Cub Pack 212	Blair Elementary School
Warsaw Elementary School	Roger Bacon Charter Day School

**Name of Initiative:** 2. [Job Shadowing](#)

**Date of Initiative:** 7/30/10-7/26/11

**Description of Initiative:**

Job shadowing is open to high school and college students and/or teachers who wish to spend a day in television in order to observe the day to day operations.

**Scope of employment unit's participation:**

Allows students to shadow an employee/department in the broadcast career of interest. During the reporting period, WWAY hosted 2 Teachers from area high schools and colleges.

**Names and titles of station personnel involved in initiative:**

M. Collins	Brunswick County Schools/Teachers	Week of June 20, 2011
K. Peck	Brunswick County Schools/Teachers	Week of June 20, 2012

In addition, shadows attend news planning meetings with key news personnel; sit at the assignment desk and talk to producers.

**Name of Initiative:** 3. [Training Program](#)

**Date of Initiative:** 7/30/10-7/26/11

**Description of Initiative:**

Training is ongoing, including out of station classes/seminars, and in-house coaching.

**Scope of employment unit's participation:**

Training during the reporting period included:

**Graphics Workshop 1-basics of Adobe Photoshop w/Lynnette Higgins 1-1-11**

**Names and titles of station personnel involved in initiative:**

Chris Allen/Production Assistant  
Steven Bevels/Creative Services/Promo Assistant  
Thomas Klingler/Creative Services Producer  
Tim Horton/Creative Services Director

**Final Cut Pro Workshop-basics of editing w/Thomas Klingler 2-14-11**

**Names and titles of station personnel involved in initiative:**

Jeff Eng/Webmaster  
Chris Allen/Production Assistant  
Cable Conrad/Production Assistant

**News Training-Use of Edius/Jesse Jones 8-12-10**

**Names and titles of station personnel involved in initiative:**

Chris Carlton/Account Executive  
Tim Horton/Creative Services Director  
Steven Bevels/Creative Services/Promo Assistant  
Paul Blackmore/Producer  
Jeff Eng/Webmaster  
Matt Weeder/Production Assistant

**Video Camera Use w/Tim Horton 8-18-10**

**Names and titles of station personnel involved in initiative:**

Chris Allen/Video Journalist

**Camera Training w/Tim Horton 1-19-11**

**Names and titles of station personnel involved in initiative:**

Jesse Jones/Video Journalist/Live Truck Op  
Chris Phillips/Anchor/Reporter  
John Rendleman/Sports/Special Projects Reporter  
Laura Seel/Producer  
Cacky Catlett Anchor/Reporter  
Nadine Maeser/News Reporter  
Asha Dave/Meteorologist/Reporter

**Camera Training Basics w/Tim Horton 1-19-11**

**Names and titles of station personnel involved in initiative:**

Brian Joyce/Production Assistant  
Katie Harden/Reporter  
Kevin Helton/Director  
Melchior Quitman/AM Production Supervisor  
Caleb Conrad/Production Assistant  
Marissa Jasek/Master Control Operator  
Tim Buckley/Meteorologist  
Paul Blackmore/Producer  
Marcy Cuevas/GMC Anchor/Reporter

**Name of Initiative: 3. [Training Program \(continued\)](#)**

**Final Cut Pro Training-Basic Editing w/ Thomas Klingler 1-17-11**

**Names and titles of station personnel involved in initiative:**

Melchior Quitman/AM Production Assistant  
Lynnette Higgins/Graphic Artist

**Lighting Training 1 w/Tim Horton 2-7-11**

**Names and titles of station personnel involved in initiative:**

Kevin Helton/Production Manager  
James Smith/PM Production Supervisor

**Lighting Training 2 w/Tim Horton 2-7-11**

**Names and titles of station personnel involved in initiative:**

Thomas Klingler/Creative Services Producer  
Steven Bevels/Creative Services/Promo Assistant  
Kevin Helton/Production Manager

**OSI Training-Advanced Contract Entry & Maintenance w/Brenda Henderson 4-5-11**

**Names and titles of station personnel involved in initiative:**

Carrie Helton/Administrative Assistant  
Jessica Langley/Administrative Assistant  
Cori Stukes/Account Executive  
Leah Penninger/Account Executive  
Anita Edwards/Account Executive  
Harry Patterson/Account Executive

**OSI Training-Advanced Contract Training w/OSI Representative via Internet 12-14-10**

**Names and titles of station personnel involved in initiative:**

Carrie Helton/Administrative Assistant  
Jessica Langley/Administrative Assistant  
Leah Penninger/Account Executive  
Anita Edwards/Account Executive  
Harry Patterson/Account Executive  
Chris Carlton/Account Executive  
George Allen/Account Executive  
Brenda Henderson/Traffic Manager

**Basic Traffic Training w/Brenda Henderson 1-24-11**

**Names and titles of station personnel involved in initiative:**

Carrie Helton/Administrative Assistant

**Traffic Training w/Brenda Henderson 1-18-11**

**Names and titles of station personnel involved in initiative:**

Jessica Langley/Administrative Assistant

**Traffic Training w/Brenda Henderson 1-11-11**

**Names and titles of station personnel involved in initiative:**

Carrie Helton/Administrative Assistant

**Traffic Training w/Brenda Henderson 2-1-11**

**Names and titles of station personnel involved in initiative:**

Jessica Langley/Administrative Assistant

**OSI Training w/OSI Representative via Internet 2-8-11**

**Names and titles of station personnel involved in initiative:**

Carrie Helton/Administrative Assistant  
Jessica Langley Administrative Assistant  
Brenda Henderson/Traffic Manager

**Traffic Training w/Brenda Henderson 2-14-11**

**Names and titles of station personnel involved in initiative:**

Jessica Langley/Administrative Assistant

**Name of Initiative: 3. [Training Program \(continued\)](#)**

**Traffic Training w/Brenda Henderson 2-21-11**

**Names and titles of station personnel involved in initiative:**

Jessica Langley/Administrative Assistant  
Carrie Helton/Administrative Assistant

**OSI Training w/OSI Representative via Internet 12-7-10**

**Names and titles of station personnel involved in initiative:**

Brenda Henderson/Traffic Manager  
Carrie Helton/Administrative Assistant  
Jessica Langley/Administrative Assistant  
Harry Paterson/Account Executive  
Anita Edwards/Account Executive  
Leah Penninger/Account Executive  
Chris Carlton/Account Executive

**Traffic Training-Webinar Training for OSI via Internet 3-1-11**

**Names and titles of station personnel involved in initiative:**

Carrie Helton/Administrative Assistant  
Jessica Langley/Administrative Assistant

**Traffic Training for Account Executive w/Brenda Henderson 1-28-11**

**Names and titles of station personnel involved in initiative:**

Carolyn Candebat/Local Sales Manager  
Leah Penninger/Account Executive  
Cori Stukes/Account Executive  
Chris Carlton/Account Executive  
Harry Paterson/Account Executive

**Sales Training w/Carolyn Candebat 2-23-11**

**Names and titles of station personnel involved in initiative:**

Cori Stukes/Account Executive  
Leah Penninger/Account Executive  
Harry Paterson/Account Executive  
Anita Edwards/Account Executive  
Chris Carlton/Account Executive  
Carolyn Candebat/Local Sales Manager

**Sales Training w/Jeff Eng in OSI 1-26-11**

**Names and titles of station personnel involved in initiative:**

Anita Edwards/Account Executive  
Leah Penninger/Account Executive  
George Allen/Account Executive  
Harry Paterson/Account Executive  
Cori Stukes/Account Executive  
Carolyn Candebat/Local Sales Manager  
Tim Horton/Creative Services Director

**Sales Training w/Carolyn Candebat 6-21-11**

**Names and titles of station personnel involved in initiative:**

George Allen/Account Executive  
Cori Stukes/Account Executive  
Harry Paterson/Account Executive  
Leah Penninger/Account Executive  
Anita Edwards/Account Executive  
Chris Carlton/Account Executive  
Jordan Jerimiah/Intern

**Name of Initiative: 3. [Training Program \(continued\)](#)**

**Sales Training w/Carolyn Candebat 12-7-10**

**Names and titles of station personnel involved in initiative:**

Harry Paterson/Account Executive  
Anita Edwards/Account Executive  
Leah Penninger/Account Executive  
Chris Carlton/Account Executive

**Sales Training w/Carolyn Candebat 1-4-11**

**Names and titles of station personnel involved in initiative:**

Harry Paterson/Account Executive  
Chris Carlton/Account Executive  
Leah Penninger/Account Executive  
George Allen/Account Executive  
Anita Edwards/Account Executive  
Andy Combs/General Manager

**Sales Training w/Carolyn Candebat 1-14-11**

**Names and titles of station personnel involved in initiative:**

George Allen/Account Executive  
Harry Paterson/Account Executive  
Chris Carlton/Account Executive  
Anita Edwards/Account Executive  
Leah Penninger/Account Executive

**Sales Training w/Mike Stack -Marketron 7-23-11**

**Names and titles of station personnel involved in initiative:**

Andy Combs/General Manager  
Harry Paterson/Account Executive  
Anita Edwards/Account Executive  
Leah Penninger/Account Executive  
Christa Phillips/Sales Assistant  
George Allen/Account Executive

**Interviewing & Hiring w/Kimberly Franklin & Carole Merritt 4-1-11**

**Names and titles of station personnel involved in initiative**

Andy Combs/General Manager  
Billy Stratton/Chief Engineer  
Kevin Helton/Production Manager  
Jeff Eng/Webmaster  
Carolyn Candebat/Local Sales Manager  
Melchior Quitman/AM Production Supervisor  
Ray Heath/Engineer

**Name of Initiative: 3. [Training Program \(continued\)](#)**

**Interviewing & Hiring w/ Kimberly Franklin & Carole Merritt 4-4-11**

**Names and titles of station personnel involved in initiative**

Jimmy Smith/PM Production Supervisor  
Kevin Wuzzardo/News Content Manager  
Scott Pickey/News Director  
Jerry Jackson/Chief Meteorologist

**Billing Component Overview w/Sharon Simmers-OSI 4-12-11**

**Names and titles of station personnel involved in initiative**

Jessica Langley/Administrative Assistant  
Wanda Faulk/Receptionist

**Business Office Cross Training-Switchboard w/Wanda Faulk 1-20-11**

**Names and titles of station personnel involved in initiative**

Carole Merritt/Assistant Business Manager/HR  
Jessica Langley/Administrative Assistant  
Carrie Helton/Administrative Assistant

**Business Office Cross Training-Recon, Variation Reports, Logs, Mail, Deposits, Postage Meter, Credit Applications w/Wanda Faulk 2-1-11**

**Names and titles of station personnel involved in initiative**

Jessica Langley/Administrative Assistant  
Carrie Helton/Administrative Assistant

**Business Office Cross Training-Credit Approval & Client entry into OSI w/Wanda Faulk 1-24-11**

**Names and titles of station personnel involved in initiative**

Jessica Langley/Administrative Assistant  
Carrie Helton/Administrative Assistant

**Business Office Cross Training -Billing Invoices part 1 & 2- generating & sending, coop processing w/Wanda Faulk 2-1-11**

**Names and titles of station personnel involved in initiative**

Jessica Langley/Administrative Assistant

**Business Office Cross Training-Receiving and entering payments into OSI w/Kimberly Franklin 3-14-11**

**Names and titles of station personnel involved in initiative**

Jessica Langley/Administrative Assistant

**Engineering Training Class-Satellite Training w/Ray Heath 1-17-11**

**Names and titles of station personnel involved in initiative**

Tim Horton/Creative Services Director  
Thomas Klingler/Creative Services Producer  
Steven Bevels/Creative Services/Promo Assistant

**Engineering Training Class-Live Van Training-w/Billy Stratton 1-17-11**

**Names and titles of station personnel involved in initiative**

Steven Bevels/Creative Services/Promo Assistant  
Scott Pickey/News Director  
Kevin Wuzzardo/News Content Manager  
Tim Horton/Creative Services Director

**Engineering Training Class-Satellite Training w/Billy Stratton 1-17-11**

**Names and titles of station personnel involved in initiative**

Chuck Denson/Master Control Operator  
Ryan Franklin/Master Control Operator  
Marissa Leipelt/Master Control Operator  
Jason Morton/Master Control Operator

**Name of Initiative: 4.** [Job Fair](#)

**Date of Initiative:** Apr-11

**Description of Initiative:** CFCC Job Fair

**Scope of employment unit's participation:**

WWAY had a booth set up at job fair to recruit applicants for various job openings.

**Names and titles of station personnel involved in initiative:**

Kevin Helton - Production Mgr.

**Name of Initiative: 4.** [Job Fair](#)

**Date of Initiative:**

March-11

**Description of Initiative:** Georgia Association of Broadcasters and University of Georgia Career Day/Job Fair

**Scope of employment unit's participation:**

Morris Network had a booth set up at job fair to recruit applicants for various job openings at all locations.

**Names and titles of station personnel involved in initiative:**

Elizabeth Gantt - Business Manager WMGT

**Name of Initiative: 5. [Internship Program](#)**

**Date of Initiative: 7/30/10-7/26/11**

**Description of Initiative:**

**Promotions Internship -**

Training in Videography applications.  
Intern performs a variety of functions including designs for on-air use, write daily topical copy, edit topical/image/public services announcements, and basic web updates.

**News Internship-**

Gain specific knowledge of how the news desk operates as well as the overall television news operations, including learning broadcast news writing with scripts written for actual airing by the anchors; accompany news crews in the field and provide necessary assistance; monitor the network news.

**Production Internship-**

Receives training on how to operate television broadcast equipment including teleprompter and studio camera; attends post-newscast meetings, observe every aspects of the production department.

**Sports Internship-**

Gains knowledge of how a sportscast is produced and broadcast. Student is trained to edit, conduct interviews in the field, write scripts and learn to do stand-ups.  
Compiles resume tape by end of internship

**Scope of employment unit's participation:**

WWAY has had a long and active internship program, providing hands-on television broadcast experience for college students. Interns during the reporting period included:

**Promotions**

**Sports - 0**

**Production - 1**

M. Stebnicki - UNC Wilmington Jan-May 2011

**News - 7**

J. Owen - East Carolina University June-Aug 2011

M. Satira - Robert Reem's University May-July 2011

G. Williams, Jr. - TAFF May-July 2011

C. Walkup - UNC Wilmington May-July 2011

K. Fulp - East Carolina University May-July 2011

B. Powers - UNC Pembroke May-June 2011

B. Walder - Penn State May-July 2011

**Sales - 1**

J. Jeremias - UNC Wilmington May-August 2011