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### List of Full-Time Jobs Filled

Job Title	Department	Date Filled
Chief Engineer	Media, Business, Technology	01/08/2024
Sr. It & Network Engineer	Media, Business, Technology	01/08/2024
Sr. Director of Radio	Audio	01/23/2024
Executive Vice President, Development	Membership & Development	03/11/2024
Financial Sr. Accounting Sr. Manager	Finance	03/11/2024
Director of Events Business Management	Human Resources	03/18/2024
Sr. Director of Development	Membership & Development	04/08/2024
Creative Services & Project Management	Marketing	07/09/2024
Evening Digital News Editor	News	07/09/2024
Assistant Editor	Video	07/15/2024
Director of Programming for Digital and YouTube	Video	07/22/2024
Web Developer	Media, Business, Technology	08/07/2024
Production Manger	Video	09/16/2024
VP of Integrated Marketing	Marketing	09/30/2024
Events Coordinator	Human Resources	11/04/2024

## Recruitment Sources Utilized for Full-Time Vacancies

A complete listing of sources used for recruitment purposes, broken down by which vacancies were posted to each forum, with specific contact information has been compiled.

Format identifying recruitment source that referred hire

Chief Engineer				
Alliance for Women in Media	Association for Women in Communications	Association of Fundraising Professionals	African American Development Officers Network	Briggs & Associates
WABE Intranet	National Association of Asian American Professionals	Latin American Association	GAB	CPB Job line
WABE Website	Public Media Business Assoc. (PMBA)	VA Regional Office	Georgia Hispanic Chamber of Commerce	

Sr. IT & Network Engineer				
Alliance for Women in Media	Association for Women in Communications	Association of Fundraising Professionals	Briggs & Associates	Indeed
Georgia Hispanic Chamber of Commerce	Latin American Association	LinkedIn	National Association of Asian American Professionals	CPB Jobline
Public Media Business Assoc. (PMBA)	WABE Intranet	WABE Website	GAB	

Sr. Director of Radio				
Alliance for Women in Media	Association for Women in Communications	Briggs & Associates	Current	Latin American Association
National Association of Asian American Professionals	Association of Fundraising Professionals	CPB Jobline	Georgia Hispanic Chamber of Commerce	LinkedIn
WABE Intranet	National Association of Black Journalists	National Association of Hispanic Journalists	Public Media Business Assoc. (PMBA)	Asian American Journalists Association
WABE Website				

Executive Vice President, Development				
Alliance for Women in Media	Association for Women in Communications	Association of Fundraising Professionals	Briggs & Associates	CPB Jobline
GAB	Georgia Hispanic Chamber of Commerce	Latin American Association	LinkedIn	National Association of Asian American Professionals
Public Media Business Assoc. (PMBA)	African American Development Officers Network	WABE Intranet	WABE Website	Alliance for Women in Media
VA Regional Office	Bell Oaks			

Director of Events Business Management				
African American Development Officers Network	Association for Women in Communications	CPB job line	Georgia Hispanic Chamber of Commerce	Indeed
Alliance for Women in Media	Association of Fundraising Professionals	Fulton Atlanta Community Action Authority	Latin American Association	National Association of Asian American Professionals
Public Media Business Assoc. (PMBA)	Briggs & Associates	GAB	LinkedIn	WABE Website
VA Regional Office	WABE Intranet	CPB Jobline		

Sr. Director of Development				
Alliance for Women in Media	Association of Fundraising Professionals	African American Development Officers Network	Current	Indeed
Briggs & Associates	CPB Jobline	National Association of Asian American Professionals	Georgia Hispanic Chamber of Commerce	Latin American Association
Association for Women in Communications	Briggs & Associates	Chronicle of Philanthropy	Greater Public	LinkedIn
WABE Intranet	WABE Website	GAB	Public Media Business Assoc. (PMBA)	VA Regional Office
Work For Good				

Creative Services & Project Management				
LinkedIn	African American Development Officers Network	Georgia Hispanic Chamber of Commerce	Alliance for Women in Media	Latin American Association
Public Media Business Assoc. (PMBA)	VA Regional Office	WABE Intranet	WABE Website	Association for Women in Communications
Association of Fundraising Professionals	GAB	Indeed	Briggs & Associates	

Evening Digital News Editor				
African American Development Officers Network	CPB Jobline	Association of Fundraising Professionals	Alliance for Women in Media	Briggs & Associates
Georgia Hispanic Chamber of Commerce	National Association of Hispanic Journalists	Latin American Association	Asian American Journalists Association	National Association of Asian American Professionals
Current	Journalism Next	National Association of Black Journalists	WABE Intranet	WABE Website

Assistant Editor				
LinkedIn	VA Regional Office	Georgia Hispanic Chamber of Commerce	Alliance for Women in Media	Latin American Association
Public Media Business Assoc. (PMBA)	African American Development Officers Network	WABE Intranet	WABE Website	Association for Women in Communications
CPB Jobline	Association of Fundraising Professionals	Indeed	Briggs & Associates	

Director of Programming for Digital and YouTube				
Alliance for Women in Media	African American Development Officers Network	Georgia Hispanic Chamber of Commerce	GAB	WABE Intranet
Association of Fundraising Professionals	Briggs & Associates	Latin American Association	VA Regional Office	WABE Website
Association for Women in Communications	Association of Fundraising Professionals	LinkedIn		

Web Developer				
Alliance for Women in Media	African American Development Officers Network	Georgia Hispanic Chamber of Commerce	Association for Women in Communications	Association of Fundraising Professionals
WABE Intranet	National Association Of Asian American Professionals	Latin American Association	Public Media Business Assoc. (PMBA)	WABE Website
CPB Jobline				

Production Manager				
Alliance for Women in Media	Association of Fundraising Professionals	Briggs & Associates	GAB	Indeed
African American Development Officers Network	CPB Jobline	WABE Website	Georgia Hispanic Chamber of Commerce	Latin American Association
LinkedIn	WABE Intranet	Public Media Business Assoc. (PMBA)	VA Regional Office	Staff Me Up

Format identifying recruitment source that referred hire

VP of Integrated Marketing				
African American Development Officers Network	Alliance for Women in Media	Georgia Hispanic Chamber of Commerce	Latin American Association	CPB Jobline
Association for Women in Communications	Briggs & Associates	GAB	Association of Fundraising Professionals	Indeed
VA Regional	WABE Intranet	WABE Website		

Events Coordinator				
	Association of Fundraising Professionals			LinkedIn
Association for Women in Communications	Indeed			
Alliance for Women in Media	African American Development Officers Network	CPB Jobline	GAB	
VA Regional Office	WABE Intranet	WABE Website	Latin American Association	Public Media Business Association (PMBA)

A complete listing of sources used for recruitment purposes with specific contact information has been compiled and listed in the section, Recruitment Sources Contact Information.

## Recruitment Sources Contact Information

Contact Name	Recruitment Source	Email	Address		Phone	Fax	Type
Birgit Smith Burton	African American Development Officers Network	aadevofficers@aol.com	4355J Suite #291, Cobb Parkway	Atlanta, GA 30339	404.482.0131	N/A	Internet
Kate Niswander	Alliance for Women in Media	kniswnader@allwomeninmedia.org	1760 Old	McLean, VA 22102	703-506-3290	703-506-3266	Internet
Al Uchida	Asian American Journalist Association	support@aja.org	5 3 <sup>rd</sup> St. \$1108	San Francisco, CA 94103	415-346-2051	N/A	Internet
Megan Crespo	Association for Women in Communications	Megan.crespo@communitybrands.com	4300 Wilson Blvd. Suite 300	Arlington, VA 22203	860-891-6977	N/A	Email/Internet
Shawn Morello	Association of Fundraising Professionals	Shawn.morello@communitybrands.com	4300 Wilson Blvd. Suite 300	Arlington, VA 22203	1-866-964-2765 EXT. 2737	1-703-684-0540	Internet
Cheryl Collier	Atlanta Association of Black Journalists	cheryllcollier630@gmail.com	223 Perimeter Center Pkwy., 6th Floor	Atlanta, GA 30346	404-526-7251	N/A	Internet
Barrett Krise	Bell Oaks	bkrise@belloaks.com	115 Perimeter Center Place	Atlanta, GA 30346	404-401-2545	N/A	Email
Simone Moonsamy	Briggs & Associates	simonembriggs@gmail.com	2300 Holcomb Bridge Rd. Suite 103, #366	Roswell, GA 30076	770-993-4559	770-552-7051	Email
Melissa Wilson	Chronicle of Philanthropy	display@philanthropy.com	1255 Twenty-Third Street NW	Washington,	202-466-1230	202-466-2078	Internet
Erik Dunham	CPB Job line	edunham@cpb.org	401 Ninth Street, NW	Washington, DC 20004	202-879-9671	202-879-9768	Internet
Emily Lowrey	Current.org	Emily.lowrey@gmail.com	6930 Carroll Ave., Suite 350	Takoma Park, MD 20912	877-745-8776	301-270-7241	Internet
Frank Holloway	Fulton Atlanta Community Action Authority	fholloway@bellsouth.net	1690 Chantilly Drive	Atlanta, GA 30324	404-320-0166	404-320-9611	Email
Garrett Chapman	Georgia Association of Broadcasters	gchapman@gab.org	6 West Druid Hills Drive NE, Suite 330	Atlanta, Georgia 30329	770-395-7200	770-395-7235	Email
Juanita Rivera	Georgia Hispanic Chamber of Commerce	jriviera@ghcc.org	99 West Paces Ferry, Suite 200	Atlanta, GA 30305	404-929-9998	404-816-9190	Internet
Jenna Murphy	Glassdoor/Indeed	jenna.murphy@glassdoor.com	300 Mission Street	San Francisco, CA	312-734-1848	331-481-1100	Internet
June Fox	Greater Public	jfox@deiworksite.org	401 North 3rd Street, Suite 370	Minneapolis, MN 55401	612-677-1505	612-677-1508	Internet
Ayanna Burke	Internal	jobs@wabe.org	740 Bismark Rd.	Atlanta, GA 30324	678-686-0331	678-553-3026	Internal/ Intranet
Eric Wee	Journalism Next	eric@journalismnet.com	PO Box 60496	Pasadena, CA 91116	703-629-0178	N/A	Internet
Marlen Ruiz	Latin American Association	mruiz@thelaa.org	2750 Buford Hwy	Atlanta, GA 30324	404-638-1600	404-638-1806	Internet
Ashley Fromm	LinkedIn	afromm@linkedin.com	525 W Monroe St #200	Chicago, IL 60661	312-999-4705	N/A	Internet
Natalia Prakash	National Association of Black Journalists	nabj@nabj.org	1100 Knight Hall, Suite 3100	College Park, Maryland 20742	301-405-0248	301-314-1714	Internet
Kevin Olivas	National Association of Hispanic Journalists	nahj@nahj.org	1050 Connecticut Avenue NW 10th Floor	Washington, DC 20036	202-662-7145	202-662-7144	Internet
Richard Clemmons, Jr	National Society of Black Engineers	info@nsbe.org	205 Daingerfield Road	Alexandria, Virginia 22314	703-549-2207	703-683-5312	Internet
Jenny Wickline	Public Media Business Association	info@pmbaonline.org	7918 Jones Branch Drive, Suite 300	McLean, VA 22102	703-506-3290	703-506-3266	Internet
M. Clappe	Society for Broadcasting Engineers	mclappe@sbe.org	9102 North Meridian Street, Suite 150	Indianapolis, IN 46260	317-846-9000	N/A	Internet
Shawn Morello	The National Association of Asian American Professionals	Shawn.morello@communitybrands.com	4780 Ashford Dunwoody Rd Suite A, #443	Atlanta, GA 30338	404-409-2471	N/A	Internet
Rhoni Kilby	VA- Atlanta Regional Office	Rhonda.Kilby@va.gov	1700 Clairmont Rd.	Decatur, GA 30033	800-827- 1000	404-929-5819	Email
Ayanna Burke	WABE.org	aburke@wabe.org	740 Bismark Rd.	Atlanta, GA 30324	678-686-0331	N/A	Internet
Chelle Shell	Work For Good	chelle@workforgood.org	100 Peachtree NW, Suite 1500	Atlanta, GA 30303	1-888-656-6257	404-521-487	Internet

**Total Number of Interviewees Referred by Each Recruitment Source**

Listed are those sources for which interviewees were referred and interviewed.

Referrals (Referred by Station Employees) .....	1
WABE (Website).....	142
Glassdoor/Indeed.....	202
Linkedin .....	108
Monster* .....	6
Zip Recruiter*.....	19
Bell Oaks.....	10
WABE (Internal).....	1

**Total # of Interviewees..... 489**

**\* Interviewees listed this as their recruitment source even though WABE did not affirmatively post to this source.**

**WABE Internship Program**

The WABE internship program enables High School students, College Students (regardless of classification), and recent graduates of universities to gain real world experience in the world of broadcasting. As interns, students or recent graduates will work in a specified area of their interest. The experience that our internship program provides (depending on the area for which a student may participate in) can be in the form of research, journalism, administrative, technical, professional, writing, etc. to be used for school credit or not. Internships are offered throughout the year and lasts no longer than a 9-month period.

Methods of recruitment are as follows:

- Posting Internship opportunities on local colleges and university campus websites.
- Emailing/Faxing internship opportunities to local college and universities.
- Contacting employment services/departments within local colleges and universities.
- Posting opportunities on WABE Website.

Interns must complete the application process, show some experience in desired area of interest as a skill requirement to be considered for an open internship. The application, along with a resume and references, need to be submitted to WABE. The application will be evaluated by the Manager of the department that the applicant is applying for. After a round of interviews, the WABE Manager will select the best candidate(s) to receive an internship based on the eligibility requirements and qualifications.

**Internship Report:** There were 2 interns during this reporting period.

- 2 interns during Spring 2024

University/ College Intern Attends	Host Department within WABE	Dates
<b>Atlanta Press Club</b>	<b>Audio</b>	<b>June 10 – August 20, 2024</b>
<b>Georgia Southern</b>	<b>Video</b>	<b>June 12 – August 20, 2024</b>

**Education Sponsored Career Fairs and Events**

Events Sponsored by Educational Institutions	Date
<b>Spring 2024 – UGA College of Journalism and Mass Communication</b> Contact: LeAnn Golob Email: leann@uga.edu <b>Attendee(s): Kenneth Brown, Chief People Office</b> Ayanna Burke, Human Resources Generalist	02/07/2024
<b>Spring 2024 – Public Media Virtual Career Fair</b> Contact: Julie Drizin Email: julie@current.org <b>Attendee(s): Kenneth Brown, Chief People Office</b> Ayanna Burke, Human Resources Generalist	03/19/2024
<b>Spring 2024 – KSU Job &amp; Internship Fair</b> Contact: Sheri Blight Email: sheri.blight@kennesaw.edu <b>Attendee(s): Ayanna Burke, Human Resources Generalist</b>	03/26/2024
<b>Fall 2024 – AUCC Career Fair</b> Contact: Carolyn Rhodes Email: crhodes@aucenter.edu Phone Number: (404) 523-5148 <b>Attendee(s): Kenneth Brown, Chief People Office</b> Ayanna Burke, Sr. Human Resources Generalist	09/20/2024

Events Hosted by WABE	Date
<b>Tour for WABE Digital Citizens Pilot</b> <i>Capstone experience for students in the WABE Digital Citizens Project</i> Contact: Aisha Greenlee, Director of Community Engagement & Outreach – WABE Email: agreenlee@wabe.org <b>Attendee(s): Aisha Greenlee, Director of Outreach &amp; Partnerships</b> Kenny Murray, Digital News Editor Julien Virgin, General Assignment Reporter Sherri Daye Scott, Executive Vice President of Audience Development & Engagement Greg Mendoza, Broadcast Engineer Tori Druilhet, Sr. Station Coordinator Emily Richter, Sr. Director of Events and Business Management Melissa Garcia, Social Media Content Specialist Jessica Silva, Videographer Students from Washington High School	03/19/2024
<b>Oglethorpe Student Station Tour</b> Contact: Tori Druilhet, Sr. Station Coordinator – WABE Email: tdruilhet@wabe.org <b>Attendee(s): Tori Druilhet, Sr. Station Coordinator</b>	4/26/2024
<b>Georgia State Student Station Tour</b> Contact: Tori Druilhet, Sr. Station Coordinator – WABE Email: tdruilhet@wabe.org <b>Attendee(s): Tori Druilhet, Sr. Station Coordinator</b>	4/29/2024

**Other Career Fairs**

<b>Summer 2024 – AAJA Think.Public.Media Career Fair</b> Contact: Stacey Foxwell Phone: 202-513-2207 <b>Attendee(s): Kenneth Brown, Chief People Officer</b>	08/07/2024-08/11/2024
<b>Summer 2024 – NAHJ Think.Public.Media Career Fair</b> Contact: Stacey Foxwell Phone: 202-513-2207	07/09/2024-07/13/2024



<b>Attendee(s): Kenneth Brown, Chief People Officer</b>	
<b>Summer 2024 – NABJ Think.Public.Media Career Fair</b> <b>Contact: Stacey Foxwell</b> <b>Phone: 202-513-2207</b>	07/31/2024-08/02/2024
<b>Attendee(s): Kenneth Brown, Chief People Officer</b> <b>Ayanna Burke, Sr. HR Generalist</b>	

**List of each Upper-Level Opening in a Job Bank or Newsletter of a Media Trade Group with a Broad-Based Membership, including Participation of Women and Minorities.**

*All upper-level positions during the reporting period were listed with professional trade organizations with substantial minority and female participation, as shown in the recruitment listings above.*

**Alliance for Women in Media**  
**Association of Women in Communications**  
**CPB Jobline**  
**Georgia Association of Broadcasters**  
**Latin American Association**

**Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.**

*All management received training on preventing harassment and bias in the workplace.*

**Assigned – On-Demand – 2024 Training completed on September 29th.**