

**Woods Communications Corporation  
WCOV-TV  
EEO Public File Report  
Exhibit One**

**This EEO Public File Report is filed in WCOV's public inspection file pursuant to Section 73.3526 of FCC Regulations. Any organization who wishes to be informed of any or all future vacancies should send their request to WCOV-TV, Attn: HR  
One WCOV Avenue, Montgomery, AL 36111.**

**The following full time positions were filled during the period 11/30/2020 to 11/30/2021:**

<b>Position:</b>	<b>Date Filled:</b>
N/A	N/A

**Please note that there were no position filled during this period.**

<b>RS #:</b>	<b>Recruitment Source / Contact:</b>	<b>Contact Phone / Fax / Email:</b>
1	Alabama State University 915 South Jackson Street  Montgomery, Alabama 36101 Jeremy Hodge / Handshake	Ph: 334-229-4140 or 334-229-4156 Fax: 334-229-4985 <a href="mailto:jhodge@alasu.edu">jhodge@alasu.edu</a>
2	Amridge University 1200 Taylor Road Montgomery, AL 36117 Patsy Moretz	Ph: 334-387-7512 Fax: 334-387-3878 <a href="mailto:patsymoretz@amridgeuniversity.edu">patsymoretz@amridgeuniversity.edu</a>
3	Auburn University at Montgomery 7400 University Drive P.O. Box 244023 Montgomery, Alabama 36117 Edna Vincent	Ph: 334-244-3342  Fax: 334-244-3619  <a href="mailto:evincent@aum.edu">evincent@aum.edu</a> <a href="mailto:career@pluto.aum.edu">career@pluto.aum.edu</a>
4	Faulkner University 5345 Atlanta Highway Montgomery, Alabama 36109 Marie Ottinger	Ph: 334-386-7512 Fax: 334-386-7554  <a href="mailto:mottinger@faulkner.edu">mottinger@faulkner.edu</a>
5	Huntington College 1500 East Fairview Ave. Montgomery, Alabama 36106 Sherry Farquhar	Ph: 334-833-4556 Fax: 334-833-4576  <a href="mailto:ccv@hawks.huntindon.edu">ccv@hawks.huntindon.edu</a>
6	South University 5355 Vaughn Road Montgomery, Alabama 36116 Pat Byrnside	Ph: 334-395-8821 Fax: 334-395-8892  <a href="mailto:pbyrnside@southuniversity.edu">pbyrnside@southuniversity.edu</a>
7	Trenholm Technical College 1225 Airbase Blvd. Montgomery Alabama 36104 Maria Richardson	Ph: 334-420-4499 Fax: 334-420-4395 <a href="mailto:careers@trenholmstate.edu">careers@trenholmstate.edu</a> <a href="mailto:mrichardson@trenholmstate.edu">mrichardson@trenholmstate.edu</a>
8	Troy State at Montgomery P.O. Drawer 4419 Montgomery, Alabama 36103-4419 Taylor Valenta	Ph: 334-241-9763 Fax: 334-241-5470  <a href="mailto:montgomerycareer@troy.edu">montgomerycareer@troy.edu</a>
9	State Employment Service 1060 E. South Blvd Montgomery, Alabama 36116	Ph: 334-286-1746 Fax: 334-288-7286

<b>RS #:</b>	<b>Recruitment Source / Contact:</b>	<b>Contact Phone / Fax / Email:</b>
	Contact will vary with each position	
10	Frazer Christian Job Exchange Attn: Job Exchange Coordinator 6000 Atlanta Hwy Montgomery, Alabama 36117  Contact varies – send notice to Job Exchange Coordinator	Ph: 334-272-8622 Fax: 334-260-3646
11	Department of Veteran's Affairs VR & E Montgomery, Alabama  Rosalind Burrell	Ph: 256-533-2507, ext 225  Fax: 256-533-2572  Rosalind.burrell@va.gov
12	Trade Publications: Alabama Broadcasters Association Job Bank, Spots N Dots, TV Jobs.com, Jobs4Broadcast.com, Retail Insights	
13	WCOV Website	<a href="http://www.wcov.com">www.wcov.com</a>
14	Other Websites (such as Indeed)	
15	Television Advertising	
16	Applicant Cold Call Inquiry	
17	Employee Referral / Word of Mouth / Client Referral	
18	Employee Applicant	
19	Job Fair / Other (Temp Svc)	

**Woods Communications Corporation Vacancy List for Period 11/30/20 through 11/30/21**

Job Title:	Date Vacancy Filled:	Number of Persons Interviewed:	Sources that Referred Interviewees:	Source that Referred Hiree:
N/A	N/A	N/A	N/A	N/A

**Woods Communications Corp.**  
**WCOV-TV**  
**EEO Compliance and Public File Report**  
**Exhibit Two**

WCOV-TV Fox 20 has completed the following recruitment initiatives during the period of November 30, 2020 to November 30, 2021:

**Training**

- WCOV team leaders participate in a professional development program coordinated by the General Manager. Topics include leadership development, team building, team dynamics, vision, professional responsibility, and a variety of other topics. There is also a reading program that includes books selected for professional development as part of this training.
- WCOV General Manager, Business Manager, and Team Leaders, received EEO training. Topics included diversity and inclusion, and discrimination.
- WCOV sales staff receives regularly scheduled training on a variety of topics for professional development.

**Job Fairs**

- WCOV staff participated in co-sponsorship of a virtual job fair in conjunction with the Alabama Broadcaster's Association.

**Internship Program**

- WCOV participates in a student internship program. This period we hosted three interns to mentor and provide exposure to station departments and the field of broadcasting.

**Other Broadcast Training Activities**

- During this year, a WCOV staff member consulted with a local high school faculty member regarding implementation of broadcast activities at a high school in our community.

**Other Broadcasting Information Dissemination Activities**

- WCOV has equipped a section of our building with "antique" equipment such as old cameras, reel-to-reel and editing equipment and other memorabilia and maintains it as a Broadcast Museum. This is used to provide education about the history of television to station guests. Guided station tours are provided to local groups upon request.
- WCOV's website includes information about the station's technical equipment and history. This is provided to promote interest in and knowledge of the television industry and broadcasting.

**Self-Evaluation of EEO / Recruitment**

- WCOV reviewed and analyzed EEO / recruitment efforts and does so on an annual basis.