

**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 11/30/2021 to 11/30/2022:

Position:	Date Filled:
MCO - Part Time	4/1/2022
Chief Engineer	6/27/2022
MCO - Part Time	7/11/2022
Account Executive	9/14/2022
Accounting Specialist	9/21/2022
Producer - Part Time	10/17/2022
MCO - Part Time	11/30/2022

Woods Communications Corporation

Number of Interviews Per Recruitment Source 11-30-21 to 11-30-22

	Master Control Operator - PT	Chief Engineer	Master Control Operator - PT	Account Executive	Accounting Specialist	Producer - PT	Master Control Operator - PT	Total
State Employment Service		1	2					3
Website Advertising					1			1
Employee, Client, or Personal Referral	1		1			6		8
Other (TVjobs.com, ABA, Breakroom, Cold Call, Internship, Radio spot)		1		1		1	1	4
Other: Indeed, Employment Services	1			9	9	1	2	22
Other: Job Fair							1	1
Total Interviews	2	2	3	10	10	8	4	39

Woods Communications Corporation

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Total interviews for vacancies during period November 30, 2021 through November 30, 2022 was 39

These interviewees were referred by the following sources:

**Number of Interviews
from Recruitment
Source for All Open
Positions:**

Recruitment Sources That May be Used for Vacancies:

Alabama State University 915 South Jackson Street Montgomery, Alabama 36101 Jeremy Hodge	Ph: 334-229-4140 or 334-229-4156 Fax: 334-229-4985 jhodge@alasu.edu Career Center uses Handshake
Auburn University at Montgomery 7400 University Drive P.O. Box 244023 Montgomery, Alabama 36117 Edna Vincent / Via Handshake	Ph: 334-244-3342 Fax: 334-244-3619 Career Center uses Handshake evincent@aum.edu career@pluto.aum.edu
Huntington College 1500 East Fairview Ave. Montgomery, Alabama 36106 Sherry Farquhar	Ph: 334-833-4556 Fax: 334-833-4576 ccv@hawks.huntindon.edu
Trenholm Technical College 1225 Airbase Blvd. Montgomery Alabama 36104 Maria Richardson	Ph: 334-420-4499 Fax: 334-420-4395 careers@trenholmstate.edu mrichardson@trenholmstate.edu
Troy State at Montgomery P.O. Drawer 4419 Montgomery, Alabama 36103-4419 Taylor Valenta	Ph: 334-241-9763 Fax: 334-241-5470 Career Center uses Handshake montgomerycareer@troy.edu

RS #:	Recruitment Source / Contact:	Contact Phone / Fax / Email:
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 jhodge@alasu.edu
2	Amridge University 1200 Taylor Road Montgomery, AL 36117 Patsy Moretz	Ph: 334-387-7512 Fax: 334-387-3878 patsymoretz@amridgeuniversity.edu
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 evincent@aum.edu career@pluto.aum.edu
4	Faulkner University 5345 Atlanta Highway Montgomery, Alabama 36109 Marie Ottinger	Ph: 334-386-7512 Fax: 334-386-7554 mottinger@faulkner.edu
5	Huntington College 1500 East Fairview Ave. Montgomery, Alabama 36106 Sherry Farquhar	Ph: 334-833-4556 Fax: 334-833-4576 ccv@hawks.huntindon.edu
6	South University 5355 Vaughn Road Montgomery, Alabama 36116 Pat Byrnside	Ph: 334-395-8821 Fax: 334-395-8892 pbyrnside@southuniversity.edu
7	Trenholm Technical College 1225 Airbase Blvd. Montgomery Alabama 36104 Maria Richardson	Ph: 334-420-4499 Fax: 334-420-4395 careers@trenholmstate.edu mrichardson@trenholmstate.edu
8	Troy State at Montgomery P.O. Drawer 4419 Montgomery, Alabama 36103-4419 Taylor Valenta / Handshake	Ph: 334-241-9763 Fax: 334-241-5470 montgomerycareer@troy.edu
9	State Employment Service 1060 E. South Blvd Montgomery, Alabama 36116	Ph: 334-286-1746 Fax: 334-288-7286 Alabama Works! Website

RS #:	Recruitment Source / Contact:	Contact Phone / Fax / Email:
	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	www.wcov.com
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, Civic Function, Professional Meeting)	

Woods Communications Corporation Vacancy List for Period 11/30/21 through 11/30/22

Job Title:	Date Vacancy Filled:	Number of Persons Interviewed:	Sources that Referred Interviewees:	Source that Referred Hiree:
MCO - Part Time	4/1/2022	2	14,17	17
Chief Engineer	6/27/2022	2	9,19	9
MCO - Part Time	7/11/2022	3	9,17	9
Account Executive	9/14/2022	10	14,19	14
Accounting Specialist	9/21/2022	10	13,14	14
Producer - Part Time	10/17/2022	8	14,16,17	17
MCO - Part Time	11/30/2022	4	14,16,17	14

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, 2021 to November 30, 2022:

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 other Team Leaders, received training on various EEO topics. Topics included diversity and inclusion, sexual harassment, and discrimination.
- WCOV sales staff receives regularly scheduled training on a variety of topics for professional development. Additional individual training is made available as needed.
- WCOV engineering staff receive technical development training from relevant sources.

Job Fairs

- WCOV staff participated in the Maxwell Employment Expo at Maxwell Airforce Base.

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.

Scholarship Program

- WCOV participates in the Alabama Broadcaster's Association's Educational Foundation.

Other Broadcast Training Activities

- In 2022 a WCOV staff member participated in the Alabama Technology Student Association as an event judge.

Upper-Level Opening

- WCOV had upper level-openings this past period and widely disseminated information using state-wide sites and the also national professional organization site relevant for the position.

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.