

**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 11/30/2018 to 11/30/2019:

Position:	Date Filled:
National Sales Assistant	3/18/2019
Account Executive	5/6/2019
Master Control Operator	5/18/2019
Account Executive	7/29/2019
Accounting Assistant	10/7/2019

RS #:	Recruitment Source / Contact:	Contact Phone / Fax / Email:
1	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
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	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

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)	

WCOV Vacancy List for Period 11/30/18 through 11/30/19

Job Title:	Date Vacancy Filled:	Number of Persons Interviewed:	Sources that Referred Interviewees:	Source that Referred Hiree:
National Sales Assistant	3/18/2019	2	17,9	9
Account Executive	5/6/2019	8	17,14,	14
Master Control Operator	5/18/2019	3	13,14	13
Account Executive	7/29/2019	4	17,14	14
Accounting Assistant	10/7/2019	11	9,14,19	19

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Total interviews for vacancies during period November 30, 2018
through November 30, 2019 was 28

These interviewees were referred by the following sources:

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

Positions:

Recruitment Sources 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
_____	Amridge University 1200 Taylor Road Montgomery, AL 36117 Patsy Moretz	Ph: 334-387-7512 Fax: 334-387-3878 patsymoretz@amridgeuniversity.edu
_____ 1	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
_____	Faulkner University 5345 Atlanta Highway Montgomery, Alabama 36109 Marie Ottinger	Ph: 334-386-7512 Fax: 334-386-7554 mottinger@faulkner.edu
_____	Huntington College 1500 East Fairview Ave. Montgomery, Alabama 36106 Sherry Farquhar	Ph: 334-833-4556 Fax: 334-833-4576 ccv@hawks.huntindon.edu
_____	South University 5355 Vaughn Road Montgomery, Alabama 36116 Pat Byrnside	Ph: 334-395-8821 Fax: 334-395-8892 pbyrnside@southuniversity.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 Ph: 334-241-9763
P.O. Drawer 4419 Fax: 334-241-5470
Montgomery, Alabama 36103-4419
Taylor Valenta montgomerycareer@troy.edu

4 _____ State Employment Service Ph: 334-286-1746
1060 E. South Blvd Fax: 334-288-7286
Montgomery, Alabama 36116

Contact will vary with each position

_____ Frazer Christian Job Exchange Ph: 334-272-8622
Attn: Job Exchange Coordinator Fax: 334-260-3646
6000 Atlanta Hwy
Montgomery, Alabama 36117
Contact varies – send notice to Job
Exchange Coordinator

_____ Department of Veteran's Affairs Ph: 256-533-2507, ext 225
VR & E Fax: 256-533-2572
Montgomery, Alabama

Rosalind Burrell Rosalind.burrell@va.gov

_____ Trade Publications: Alabama Broadcasters
Association Job Bank, Spots N Dots, TV

2 _____ WCOV Website / www.wcov.com

16 _____ Other Websites (such as Indeed)

_____ Television Advertising

5 _____ Employee or Client Referral, Cold Call

_____ Job Fair / Other

_____ Application for position by current employee

_____ Application for position by temporary employee
from placement agency or internship

28 _____ Total Interviews

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Number of Interviews Per Recruitment Source 11-30-18 to 11-30-19

	National Sales Assistant	Account Executive	Master Control Operator	Account Executive	Accounting Assistant	Total
Alabama State University						0
Amridge University						0
Auburn University at Montgomery					1	1
Faulker University						0
Huntington College						0
South University						0
State Employment Service	1				3	4
Troy State at Montgomery						0
Trenholm Tech						0
Veteran Affairs						0
Frazer Job Program						0
Television Advertising						0
Website Advertising			2			2
Employee, Client, or Personal Referral	1	2		2		5
Current Employee Application						0
Other (TV/jobs.com, ABA, Breakroom, Cold Call, Internship, Radio spot)						0
Other: Indeed, Employment Services		6	1	2	7	16
Other: Job Fair						0
Total Interviews	2	8	3	4	11	28

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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, 2018 to November 30, 2019:

Training

- WCOV sales staff receives regularly scheduled training on a variety of topics for professional development.
- WCOV team leaders receive weekly training this period provided by the General Manager. Topics include leadership definition, team building, team dynamics, vision, professional responsibility, and other similar topics. There is also a reading program for professional development as part of this weekly training.
- WCOV team leaders received training in discrimination and harassment laws and policies.

Job Fairs

- WCOV staff participated in job fairs this period including Alabama State University and the Maxwell Employment Expo.

Other Broadcast Training Activities

- During this year, a WCOV staff member organized a broadcast program at a local high school. Involvement included assistance with initial equipment purchase, studio set up, training teaching staff, and development of broadcast training program.

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.
- Our website also includes information during this period about the station’s technical equipment and the history of the station. This program is designed 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 no less than an annual basis.