

**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 11/30/2016 to 11/30/2017:

Position:	Date Filled:
Account Executive (2)	2/6/17, 3/13/17
Account Executive	4/17/2017
Creative Services Director	5/8/2017
Production Editor (2)	8/28/17, 9/25/17
Receptionist	10/26/2017
Local Sales Assistant	10/30/2017
Account Executive	11/27/2017

RS #:	Recruitment Source / Contact:	Contact Phone / Fax / Email:
1	Alabama State University 915 South Jackson Street Montgomery, Alabama 36101 Kathryn Williams or Ella Tucker	Ph: 334-229-4140 or 334-229-4156 Fax: 334-229-4985 etucker@asunet.alasu.edu or kwilliams@asunet.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 Sharon Brooks	Ph: 334-244-3342 Fax: 334-244-3619 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	Hillsborough Community College Radio/TV Department 2112 North 15 th Street, PST 134 Tampa, FL 33605 Nerissa Lamison	Ph: 813-253-7978 Fax: 813-253-7973 nlamison@hccfl.edu
6	Huntington College 1500 East Fairview Ave. Montgomery, Alabama 36106 David Milford	Ph: 334-833-4556 Fax: 334-833-4576 dmilford@huntington.edu
7	South University 5355 Vaughn Road Montgomery, Alabama 36116 Pat Byrnside	Ph: 334-395-8821 Fax: 334-395-8892 pbyrnside@southuniversity.edu
8	Southern Christian University 1200 Taylor Road Montgomery, Alabama 36117-2553 Rick Johnson	Ph: 334-387-3877 ext 7513 Fax: 334-387-3878 rickjohnson@southernchristian.edu

RS #:	Recruitment Source / Contact:	Contact Phone / Fax / Email:
9	Trenholm Technical College 1225 Airbase Blvd. Montgomery Alabama 36104 Maria Richardson	Ph: 334-420-4499 Fax: 334-420-4395 mrichardson@trenholmstate.edu
10	Troy State at Montgomery P.O. Drawer 4419 Montgomery, Alabama 36103-4419 Janice Patrick	Ph: 334-241-9763 Fax: 334-241-5470 jypatrick@tsum.edu
11	Virginia College in Montgomery 6200 Atlanta Highway Montgomery, AL 36117 Amesha Hogans	Ph: 334-551-1545 Fax: 334-551-1581 Amesha.hogans@vc.edu
12	State Employment Service 1060 E. South Blvd Montgomery, Alabama 36116 Contact will vary with each position	Ph: 334-286-1746 Fax: 334-288-7286
13	The Center For Families 530 South Lawrence Street Montgomery, Alabama 36104 Angie Butterfield	Ph: 334-269-0488 Fax: 334-269-0736 abutterfield@familyguidancecenter.org
14	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
15	Department of Veteran's Affairs VR & E Montgomery, Alabama Rosalind Burrell	Ph: 256-533-2507 Fax: 256-533-2572 Rosalind.burrell@va.gov

RS #:	Recruitment Source / Contact:	Contact Phone / Fax / Email:
16	Montgomery Co. Dept of HR Attn: Ebone McGilvery 3030 Mobile Hwy, Montgomery, AL 36108	Ph: 334-293-3469 Fax: 334-293-3484 Ebone'.McGilvery@dhr.alabama.gov
17	Trade Publications: Television Week & Alabama Broadcasters Association Job Bank News Letter, Spots N Dots, TV Jobs.com, Jobs4Broadcast.com, Retail Insights, Indeed	
18	WCOV Website	www.wcov.com
19	Television Advertising	
20	Applicant Cold Call Inquiry	
21	Employee Referral / Word of Mouth	
22	Employee Applicant	
23	Job Fair / Indeed / Other	

Vacancy List for Period 11/30/16 through 11/30/17

Job Title:	Date Vacancy Filled:	Number of Persons Interviewed:	Sources that Referred Interviewees:	Source that Referred Hiree:
Account Executive (2)	2/6/17, 3/13/17	12	12,17,18,21	17,21
Account Executive	4/17/2017	11	17,21	17
Creative Services Director	5/8/2017	3	17,21	17
Production Editor (2)	8/28/17, 9/25/17	3	18,21	18,21
Receptionist	10/26/2017	7	17,18,19,21,23	18
Local Sales Assistant	10/30/2017	8	17,18,21	17
Account Executive	11/27/2017	12	17,21,23	23

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Total interviews for vacancies during period November 30, 2016
through November 30, 2017 was 56
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
Contact: Kathryn Williams or Ella Tucker
Phone: 229-4140 or 229-4156
Fax: 229-4985
Email: etucker@asunet.alasu.edu
or kwilliams@asunet.alasu.edu

Auburn University at Montgomery
7400 University Drive
P.O. Box 244023
Montgomery, Alabama 36117
Contact: Sharon Brooks
Phone: 244-3342
Fax: 244-3619
Email: career@pluto_aum.edu

Faulker University
5345 Atlanta Highway
Montgomery, Alabama 36109
Contact: Marie Ottinger
Phone: 386-7512
Fax: 386-7554
Email: mottinger@faulkner.edu

Hillsborough Community College
Radio/TV Dept
2112 North 15th Stree. PST 134
Tampa, FL 33605
Contact: Dr. Ron Shearer
Phone: 813-253-7978
Fax: 813-253-7973
Email: rshearer@hccofl.edu

Huntington College
1500 East Fairview Ave.
Montgomery, Alabama 36106
Contact: David Milford
Phone: 833-4504
Fax: 833-4576
Email: dmilford@huntington.edu

South University
5355 Vaughn Road
Montgomery, Alabama 36116
Contact: Pat Byrnside
Phone: 395-8821
Fax: 395-8859
Email: pbymside@southuniversity.edu

Southern Christian University
1200 Taylor Road
Montgomery, Alabama 36117-2553
Contact: Rick Johnson
Phone: 387-3877 ext 213
Fax: 387-3878
Email: rckjohnson@southernchristian.edu

Trenholm Tech
1225 Airbase Blvd
Montgomery, Alabama 36108
Contact: Marie Richardson
Phone: 420-4499
Fax: 420-4395

Email: mrichardson@trenholmstate.edu

Troy State at Montgomery
P.O. Drawer 4419
Montgomery, Alabama 36103-4419
Contact: Janice Patrick
Phone: 241-9763
Fax: 241-5470
Email: jpatrick@tsum.edu

1 State Employment Service
1060 E South Blvd
Montgomery, Alabama 36116
Contact: Will vary with each position
Phone: 286-1746
Fax: 288-7286
Email: Will vary with each position
Other: There is a form that we must use
to submit openings to them

Frazer Christen Job Exchange
Job Exchange Coordinator
6000 Atlanta Hwy
Montgomery, Alabama 36117
Contact: Varies; Tom / Ms Johnson
Phone: 272-8622 Ext 3088
Fax: 260-3646

The Center For Families
530 South Lawrence Street
Montgomery, Alabama 36104
Contact: Angie Butterfield
Phone: 269-0488
Fax: 269-0736
Email: lcf@familyguidancecenter.org

Dept of Veterans Affairs
VR & E
Montgomery, Alabama
Contact: Rosalind Burrell
Phone: 256-533-2507
Fax: 256-533-2572
Email: rosalind.burrell@va.gov

Montgomery County Department of HR
3030 Mobile Highway
Montgomery, AL 36108
Contact: Ebone McGilvery
Phone: 334-293-3469
Fax: 334-293-3484
Email: Ebone.mcgilvery@dhr.alabama.gov

2 Trade Publications: Television Week & Alabama
Broadcasters Association Job Bank; Mandy
Spots N Dots; TV Jobs.com; Jobs4Broadcast.com

Consultant Firms

4 WCOV Website

1 Television Advertising

20 Employee Word of Mouth Referral; Cold Call

25 Job Fair / Indeed / Other

1 Application for position by current employee

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

56 Total Interviews

Woods Communications Corporation
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Number of Interviews Per Recruitment Source 11-30-15 to 11-30-16

	Account Executive (2)	Account Executive	Creative Services Director	Production Editor (2)	Receptionist	Local Sales Assistant	Account Executive	Total
Alabama State University								0
Auburn University at Montgomery								0
Faulker University								0
Hillsborough Community College								0
Huntington College								0
South University								0
Southern Christian University								0
State Employment Service	1							1
Troy State at Montgomery								0
The Center For Families								0
Trenholm Tech								0
Veteran Affairs								0
Frazer Job Program								0
Television Advertising					1			1
Website Advertising	1			1	1	1		4
Employee or Personal Referral	2	1	1	2	2	3	9	20
Current Employee Application			1					1
Other (Indeed, TVJobs.com, Broadcast Employment Services, ABA, Job Fairs, Breakroom, Cold Call, Internship, Radio spot, Indeed)	8	10	1	3	3	4	3	29
Total Interviews	12	11	3	3	7	8	12	56

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EEO Compliance and Public File Report
Exhibit Two

WCOV-TV Fox 20 has completed the following recruitment initiatives during the period of November 30, 2016 to November 30, 2017:

Internship Program

- WCOV participates in a student internship program. This period we hosted six interns from various organizations.

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 staff receives training on various professional development topics.

Job Fairs

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

Broad Recruitment for Upper Level Positions

- WCOV posted information in a variety of sources, including those with broad based membership, so that a wide notification of availability was made for two upper level vacancies this period.

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 available 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.
- Staff participated in several media training / career events this period to inform the community about broadcasting opportunities.

Self Evaluation of EEO / Recruitment

- WCOV annually reviewed and analyzed EEO / recruitment efforts.