

**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 11/30/2019 to 11/30/2020:**

<b>Position:</b>	<b>Date Filled:</b>
<b>Master Control Operator</b>	<b>6/8/2020</b>
<b>Accounting Assistant</b>	<b>7/9/2020</b>
<b>Account Executive</b>	<b>7/27/2020</b>

<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	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 11/30/19 through 11/30/20**

<b>Job Title:</b>	<b>Date Vacancy Filled:</b>	<b>Number of Persons Interviewed:</b>	<b>Sources that Referred Interviewees:</b>	<b>Source that Referred Hiree:</b>
Master Control Operator	6/8/2020	2	17	17
Accounting Assistant	7/9/2020	6	14,17,19	19
Account Executive	7/27/2020	9	14,16,19	19

## Woods Communications Corporation

### EEO Public File Report

Total interviews for vacancies during period November 30, 2019 through November 30, 2020 was 17

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 <a href="mailto:jhodge@alasu.edu">jhodge@alasu.edu</a>
_____	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>
_____	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>
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_____	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>
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_____	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>

\_\_\_\_\_  
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](mailto:montgomerycareer@troy.edu)

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

Contact will vary with each position

\_\_\_\_\_  
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

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

Rosalind Burrell  
[Rosalind.burrell@va.gov](mailto:Rosalind.burrell@va.gov)

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

\_\_\_\_\_  
WCOV Website / [www.wcov.com](http://www.wcov.com)

\_\_\_\_\_  
9 Other Websites (such as Indeed)

\_\_\_\_\_  
Television Advertising

\_\_\_\_\_  
5 Employee or Client Referral, Cold Call

\_\_\_\_\_  
1 Job Fair / Other

\_\_\_\_\_  
Application for position by current employee

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

=====  
17 Total Interviews

**Woods Communications Corporation**

**Number of Interviews Per Recruitment Source 11-30-19 to 11-30-20**

	Maste Control Operator	Accounting Assistant	Account Executive	Total
Alabama State University				0
Amridge University				0
Auburn University at Montgomery				0
Faulker University				0
Huntington College				0
South University				0
State Employment Service				0
Troy State at Montgomery				0
Trenholm Tech				0
Veteran Affairs				0
Frazer Job Program				0
Television Advertising				0
Website Advertising				0
Employee, Client, or Personal Referral	2	1		3
Current Employee Application				0
Other (TVjobs.com, ABA, Breakroom, Cold Call, Internship, Radio spot)			2	2
Other: Indeed, Employment Services		5	6	11
Other: Job Fair			1	1
<b>Total Interviews</b>	<b>2</b>	<b>6</b>	<b>9</b>	<b>17</b>

**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, 2019 to November 30, 2020:

**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 weekly training.
- WCOV team leaders received diversity training this period.
- WCOV sales staff receives regularly scheduled training on a variety of topics for professional development.

**Job Fairs**

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

**Internship Program**

- WCOV participates in a student internship program. This period we hosted an intern from a local high school to provide exposure to station departments and the field of broadcasting.

**Scholarship Program**

- WCOV sponsored a scholarship program, in conjunction with the Alabama Broadcaster's Association, to award scholarships to two college students pursuing a degree leading to a career in the field of broadcasting. Students selected were local students at Alabama State University and Auburn University at Montgomery.

**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.
- 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.