

**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 11/30/2015 to 11/30/2016:**

<b>Position:</b>	<b>Date Filled:</b>
Production Editors (3 part time)	2/29/16, 3/7/16, 6/3/16
Account Executive	3/7/2016
Receptionist	7/18/2016
Production - Digital Specialist	9/6/2016
Account Executive (2)	9/12/2016

<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  Kathryn Williams or Ella Tucker	Ph: 334-229-4140 or 334-229-4156 Fax: 334-229-4985  <a href="mailto:etucker@asunet.alasu.edu">etucker@asunet.alasu.edu</a> or <a href="mailto:kwilliams@asunet.alasu.edu">kwilliams@asunet.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  Sharon Brooks	Ph: 334-244-3342  Fax: 334-244-3619  <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	Hillsborough Community College Radio/TV Department 2112 North 15 <sup>th</sup> Street, PST 134 Tampa, FL 33605 Edward Ericsson	Ph: 813-253-7978  Fax: 813-253-7973  <a href="mailto:ericsson@hccfl.edu">ericsson@hccfl.edu</a>
6	Huntington College 1500 East Fairview Ave. Montgomery, Alabama 36106  David Milford	Ph: 334-833-4556 Fax: 334-833-4576  <a href="mailto:dmilford@huntington.edu">dmilford@huntington.edu</a>
7	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>

<b>RS #:</b>	<b>Recruitment Source / Contact:</b>	<b>Contact Phone / Fax / Email:</b>
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
9	Trenholm Technical College 1225 Airbase Blvd. Montgomery Alabama 36104  Benee Edwards	Ph: 334-420-4200 Fax: 334-420-4395  bedwards@trenholmtech.cc.al.us
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	Ph: 334-272-8622  Fax: 334-260-3646

<b>RS #:</b>	<b>Recruitment Source / Contact:</b>	<b>Contact Phone / Fax / Email:</b>
	Montgomery, Alabama 36117  Contact varies – send notice to Job Exchange Coordinator	
15	Department of Veteran's Affairs VR & E Montgomery, Alabama  Rosalind Burrell	Ph: 256-533-2507  Fax: 256-533-2572  Rosalind.burrell@va.gov
16	Montgomery Co. Dept of HR  Attn: Ebone McGilvery 3030 Mobile Hwy, Montgomery, AL 36108	Ph: 334-293-3469  Fax: 334-293-3484 Ebony.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	<a href="http://www.wcov.com">www.wcov.com</a>
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 11/30/15 through 11/30/16

<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>
Production Editors (3 part time)	2/29/16, 3/7/16, 6/3/16	13	18,21,23	21,23,23
Account Executive	3/7/2016	15	23	23
Receptionist	7/18/2016	12	18,21,23	23
Production - Digital Specialist	9/6/2016	5	18,23	18
Account Executive (2)	9/12/16, 9/12/16	12	20,23	23,23

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

Total interviews for vacancies during period November 30, 2015  
through November 30, 2016 was 57

These interviewees were referred by the following sources:

Number of Interviews  
from Recruitment  
Source for All Open

Positions: Recruitment Sources Used for Vacancies:

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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](mailto:etucker@asunet.alasu.edu)  
or [kwilliams@asunet.alasu.edu](mailto:kwilliams@asunet.alasu.edu)

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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](mailto:career@pluto.aum.edu)

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

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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@hccfl.edu](mailto:rshearer@hccfl.edu)

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

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South University  
5355 Vaughn Road  
Montgomery, Alabama 36116  
Contact: Pat Byrnside  
Phone: 395-8821  
Fax: 395-8859  
Email: [pbyrnside@southuniversity.edu](mailto:pbyrnside@southuniversity.edu)

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

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Trenholm Tech  
1225 Airbase Blvd

Montgomery, Alabama 36108  
Contact: Benee Edwards  
Phone: 420-4200  
Fax: 420-4395  
Email: [bewards@trenholmtech.cc.al.us](mailto:bewards@trenholmtech.cc.al.us)

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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](mailto:jpatrick@tsum.edu)

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

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

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The Center For Families  
530 South Lawrence Street  
Montgomery, Alabama 36104  
Contact: Angie Butterfield  
Phone: 269-0488  
Fax: 269-0736  
Email: [tcf@familyguidancecenter.org](mailto:tcf@familyguidancecenter.org)

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

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

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Consultant Firms: Gocom Broadcasting &  
Retail Insights

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5 WCOV Website

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Television Advertising

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6 Employee, Word of Mouth Referral, Cold Call

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46 Job Fair / Indeed / Other

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Application for position by current employee

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Application for position by temporary employee  
from placement agency or internship

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57 Total Interviews

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

	Production Editors (3 part time)	Account Executive	Receptionist	Production - Digital Specialist	Account Executive (2)	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						0
Troy State at Montgomery						0
The Center For Families						0
Trenholm Tech						0
Veteran Affairs						0
Frazer Job Program						0
Television Advertising						0
Website Advertising	2		1	2		5
Employee or Personal Referral	4					4
Current Employee Application						0
Other (TVjobs.com, Broadcast Employment Services, ABA, Job Fairs, Breakroom, Cold Call, Internship, Indeed)	7	15	11	3	12	48
<b>Total Interviews</b>	<b>13</b>	<b>15</b>	<b>12</b>	<b>5</b>	<b>12</b>	<b>57</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, 2015 to November 30, 2016:

**Internship Program**

- WCOV participates in a student internship program. This period we hosted 6 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 at Alabama State University and South University.

**Scholarship Program**

- WCOV participated in a scholarship program in conjunction with the Alabama Broadcasters Association. We both funded and participated in selection of the scholarship recipient in March 2016.

**Discrimination and Harassment Education**

- WCOV Team Leaders attended EEO training to identify discrimination and harassment, review types of protected classes, a review of station's discrimination and harassment policy, preventive practices and how to respond appropriately if needed. Training included printed policies and facts, video with illustrations of facts and behaviors, and review of actual cases with discussion.

**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.