

**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 11/30/2013 to 11/30/2014:

Position:	Date Filled:
Production Editor	12/4/2013
GSM	1/14/2014
Account Executive	6/9/2014
Production Editor	6/24/2014
GSM	9/29/2014
Receptionist Administrative Assistant	10/8/2014

Woods Communications Corporation
WCOV-TV
Number of Interviews Per Recruitment Source 11-30-13 to 11-30-14

	Production Editor	GSM	Account Executive	Production Editor	GSM	Receptionist / AA	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		5	6
Troy State at Montgomery							0
The Center For Families							0
Trenholm Tech							0
Veteran Affairs							0
Frazer Job Program						1	1
Television Advertising							0
Website Advertising	1		1			1	3
Employee or Personal Referral	3	1		2	1		7
Current Employee Application							0
Other (TVjobs.com, Broadcast Employment Services, ABA, Job Fairs, Breakroom, Cold Call, Internship)		4	2		3	2	11
Total Interviews	4	5	3	3	4	9	28

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Total interviews for vacancies during period November 30, 2013 through November 30, 2014 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
Contact: Kathryn Williams or Elia 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 Street, PST 134
Tampa, FL 33605
Contact: Dr. Ron Shearer
Phone: 813-253-7978
Fax: 813-253-7973
Email: rshearer@hccl.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: pbyrnside@southuniversity.edu

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

Trenholm Tech
1225 Airbase Blvd

Montgomery, Alabama 36108
Contact: Benee Edwards
Phone: 420-4200
Fax: 420-4395
Email: bedwards@trenholmtech.cc.al.us

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

6 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

1 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

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

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

Consultant Firms: Gocom Broadcasting &
Retail Insights

3 WCOV Website

Television Advertising

10 Employee, Word of Mouth Referral, Cold Call

1 Job Fair

Application for position by current employee

Application for position by temporary employee
from placement agency or internship

28 Total Interviews

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 Allison Tally	Ph: 334-387-7512 Fax: 334-387-3878 allisontally@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 Edward Ericsson	Ph: 813-253-7978 Fax: 813-253-7973 ericsson@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
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	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
16.	Trade Publications: Television Week & Alabama Broadcasters Association Job Bank News Letter, Spots N Dots, TV Jobs.com, Jobs4Broadcast.com, Retail Insights	
17.	WCOV Website	www.wcov.com
18.	Television Advertising	
19.	Applicant Cold Call Inquiry	
20.	Employee Referral / Word of Mouth	
21.	Employee Applicant	
22.	Job Fair / Other	

Vacancy List for Period 11/30/13 through 11/30/14

Job Title:	Date Vacancy Filled:	Number of Persons Interviewed:	Sources that Referred Interviewees:	Source that Referred Hiree:
Production Editor	12/4/13	4	17, 20,	20
General Sales Manager	1/14/14	5	16, 20	16
Account Executive	6/9/14	3	19, 17, 22	19
Production Editor	6/24/14	3	12, 20	20
General Sales Manager	9/24/14	4	16, 20	16
Receptionist / Admin Asst.	10/8/14	9	12, 14, 17, 22	17

Number of Interviews From Each Recruitment Source

Recruitment Source #:	Recruitment Source:	Number of Interviews:
1.	Alabama State University	0
2.	Amridge University	0
3.	Auburn University at Montgomery	0
4.	Faulkner University	0
5.	Hillsborough Community College	0
6.	Huntington College	0
7.	South University	0
8.	Southern Christian University	0
9.	Trenholm Technical College	0
10.	Troy State at Montgomery	0
11.	Virginia College In Montgomery	0
12.	State Employment Office	6
13.	The Center for Families	0
14.	Frazer Christian Job Exchange	1
15.	Dept of Veteran's Affairs	0
16.	Trade Publications and Sites	7
17.	WCOV Website	3
18.	Television Advertising	0
19.	Applicant Cold Call Inquiry	1
20.	Employee Referral / Word of Mouth	7
21.	Employee Applicant	0
22.	Job Fair / Internship / Other	3

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, 2013 to November 30, 2014:

Internship Program

- WCOV participates in a student internship program.

Scholarship Program

- WCOV participated in the ABA Scholarship program with a financial contribution, provided airtime to broadcast information about the program, and station employees participated in applicant review.

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. .

Job Fairs

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

Upper Level Management Recruitment

- WCOV recruitment sources for the upper level management position this year included the use of national sources to achieve as wide a reach to disseminate recruitment information as possible.

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.

Self Evaluation of EEO / Recruitment

- WCOV reviewed and analyzed EEO / recruitment efforts.