

**WBXX-TV/WVLT-TV**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2016 – March 31, 2017**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

| <b>Job Title</b>                     | <b>Recruitment Sources (RS)<br/>Used to Fill Vacancy</b> | <b>RS<br/>Referring<br/>Hiree</b> |
|--------------------------------------|--|-----------------------------------|
| Account Executive                    | 1-31, 34, 36-37  | 37                                |
| Anchor/Reporter                      | 1-32, 36-38  | 37                                |
| Assignment Editor                    | 2-31, 36-38  | 25                                |
| Assistant News Director              | 1-32, 35-38  | 38                                |
| Editor/Photographer                  | 1-32, 36-38  | 30                                |
| Executive Producer – Digital Content | 1-33, 36-38  | 38                                |
| Meteorologist/Multimedia Journalist  | 1-32, 36-38  | 38                                |
| Multimedia Journalist                | 1-32, 36-38  | 37                                |
| Multimedia Journalist                | 2-32, 36-38  | 30                                |
| Multimedia Journalist                | 1-32, 36-38  | 30                                |
| News Photographer                    | 1-33, 36-38  | 25                                |
| News Producer                        | 2-34, 36-38  | 30                                |
| News Producer                        | 2-34, 36-38  | 33                                |
| News Producer                        | 1-32, 36-38  | 37                                |
| News Producer                        | 1-32, 36-38  | 30                                |
| News Producer                        | 1-33, 36-38  | 33                                |
| Promotion and Social Media Producer  | 1-31, 33, 36-38  | 33                                |
| Sports Multimedia Journalist         | 1-32, 36-38  | 38                                |
| Technical Media Producer             | 1-33, 36-38  | 37                                |
| Technical Media Producer             | 1-33, 36-38  | 33                                |
| Technical Media Producer             | 1-32, 36-38  | 37                                |

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

| <b>RS Number</b> | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS over 12-month period</b> |
|------------------|---|--|--|
| 1                | Knoxville College *College closed Fall 2016<br>College Street<br>Knoxville TN 37921<br>865-524-6500<br>Contact: Janet Coleman – Career Planning   | No   | 0  |
| 2                | Knoxville NAACP<br>1900 McCalla Ave.<br>Knoxville, TN 37915<br>Contact: Ezra Maize<br>865-300-4188  | No   | 0  |
| 3                | National Association of Broadcasters<br>Human Resources<br>1771 N. Street, NW<br>Washington, D.C. 20036-2891  | No   | 0  |
| 4                | Office of Minority Affairs<br>TN General Assembly<br>105 War Memorial Bldg.<br>Nashville, TN 37219  | No   | 0  |
| 5                | United Minority Media<br>5511 Woodland Avenue / Suite 1<br>Kansas City, MO 64110-2921<br>Contact: M.C. Richardson<br>816-822-1313<br>Entitled: 1-4-07   | Yes  | 0  |
| 6                | Carson-Newman College<br>Academic Support Center<br>P.O. Box 72018<br>Jefferson City, TN 37760<br>865-471-2000 or 865-471-3567<br>Contact: Mark Workman / Sandra Yarnell-<br><a href="mailto:syarnell@cn.edu">syarnell@cn.edu</a><br>Entitled as of: 1-6-09 | Yes  | 0  |
| 7                | Collective Tallent<br>1721 Richardson Place<br>Tampa, FL 33606<br>813-254-9695<br>Contact: Michael Bille – <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a><br>Entitled: 5-23-11  | Yes  | 0  |
| 8                | Community Action Committee<br>East Neighborhood Center<br>4200 Asheville Hwy.<br>Knoxville, TN 37914<br>(865) 546-5125<br>Contact Person: Annie Jones – <a href="mailto:annie.jones@knoxcac.org">annie.jones@knoxcac.org</a><br>Entitled: 10-26-06          | Yes  | 0  |

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|------------------|---|--|--|
| 9                | U.S. Department of Veterans Affairs<br>Vocational Rehabilitation Employment<br>110 9 <sup>th</sup> Ave. South<br>Nashville, TN 37203<br>(615) 695-6372<br>Contact Person: Dale Warf – <a href="mailto:dale.warf@va.gov">dale.warf@va.gov</a>  | No   | 0  |
| 10               | Disability Resource Center<br>900 E. Hill Avenue Suite 120<br>Knoxville, TN 37915<br>(865) 637-3666<br>Contact Person: Kathi Hollander – <a href="mailto:khollander@drctn.org">khollander@drctn.org</a><br>Entitled: 6-15-06  | Yes  | 0  |
| 11               | Gray Communications Corporate Job Board<br>4370 Peachtree Road, NE<br>Atlanta, GA 30319<br>Contact: Dottie Boudreau – <a href="mailto:dottie.boudreau@gray.tv">dottie.boudreau@gray.tv</a><br>(postings made available to all other Gray stations)  | No   | 0  |
| 12               | ITT Technical Institute<br>10208 Technology Drive<br>Knoxville, TN 37932<br>671-2800<br>Contact: Alla Jacques – <a href="mailto:ajacques@itt-tech.edu">ajacques@itt-tech.edu</a><br>Entitled as of – 12-30-08   | Yes  | 0  |
| 13               | Johnson University<br>7900 Johnson Drive<br>Knoxville, TN 37998<br>865-573-4517<br>Contact: Mark Young – <a href="mailto:myoung@johnsonu.edu">myoung@johnsonu.edu</a>   | No   | 0  |
| 14               | Knoxville Area Urban League<br>P.O. Box 1911<br>Knoxville, TN 37901<br>865-524-5511<br>Fax: 865-525-5154<br>Contact: Jackie Robinson – <a href="mailto:jrobinson@thekaul.org">jrobinson@thekaul.org</a><br>Bill Myers – <a href="mailto:bmyer@thekaul.org">bmyer@thekaul.org</a><br>Entitled as of: 7-23-08 | Yes  | 0  |
| 15               | Lincoln Memorial University<br>6965 Cumberland Gap Parkway<br>Harrogate, TN 37752<br>1-800-325-0900 ext. 6251<br>Contact: Larry Thacker – <a href="mailto:larry.thacker@lmunet.edu">larry.thacker@lmunet.edu</a>  | No   | 0  |
| 16               | Maryville College<br>Center for Calling & Career<br>502 E. Lamar Alexander Parkway<br>Maryville, TN 37804-5907<br>865-981-8000<br>Contact: Christy McDonald<br><a href="mailto:Christy.McDonald@maryvillecollege.edu">Christy.McDonald@maryvillecollege.edu</a>   | No   | 0  |

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|------------------|--|--|--|
| 17               | Medialine<br><a href="http://www.medialine.com">www.medialine.com</a><br>P.O. Box 51909<br>Pacific Grove, CA 93950<br>1-800-237-8073<br>Contact: Mark Shilstone - <a href="mailto:medialine@medialine.com">medialine@medialine.com</a><br>Entitled as of: 12-29-08 – Only posts news positions | Yes  | 0  |
| 18               | Middle Tennessee State University<br>Placement Center Box 2<br>Murfreesboro, TN 37132<br>615-898-2500<br>Contact: Pat Stamps - <a href="mailto:pstamps@mtsu.edu">pstamps@mtsu.edu</a><br>Entitled as of: 1-27-09   | Yes  | 1  |
| 19               | Ohio Media School<br>5330 East Main Street<br>Columbus, OH 43213<br>614-555-5250 (ext. 5106)<br>Contact: Alvin Moore – <a href="mailto:Amoore@beonair.com">Amoore@beonair.com</a><br>Entitled as of: 09-20-16  | Yes  | 0  |
| 20               | Pellissippi State Technical Community College<br>10915 Hardin Valley Road<br>Knoxville, TN 37933<br>865-694-6597<br>Contacts: Ella Ruggles – <a href="mailto:eruggles@pstcc.edu">eruggles@pstcc.edu</a>  | No   | 0  |
| 21               | Tennessee Career Center<br>1610 University Avenue, Suite 106<br>Knoxville, TN 37921<br>865-594-5500<br>Contact: Ginger Armstrong – <a href="mailto:ginger.armstrong@state.tn.us">ginger.armstrong@state.tn.us</a>  | No   | 0  |
| 22               | Tennessee State University<br>Career Center<br>3500 John A. Merritt Blvd.<br>Nashville, TN, 37203<br>615-963-5981<br>Contact: Lakecia Trotter – <a href="mailto:ltrotter01@tnstate.edu">ltrotter01@tnstate.edu</a>   | No   | 0  |
| 23               | Tennessee State University - Dept. of Communications<br>3500 John Merritt Blvd.<br>Nashville, TN 37209-1561<br>615-963-5804<br>Contact: Terry Likes – <a href="mailto:tlikes@tnstate.edu">tlikes@tnstate.edu</a><br>Entitled as of: 9-15-08  | Yes  | 0  |
| 24               | Tusculum College<br>1305 Centerpoint Boulevard<br>Knoxville, TN 37932<br>865- 693-1177<br>Contact: Kim Bloomfield – <a href="mailto:kbloomfield@tusculum.edu">kbloomfield@tusculum.edu</a><br>Entitled as of: 6-14-12  | Yes  | 0  |

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|------------------|--|--|--|
| 25               | University of Tennessee Communications Job Board<br>333 Communications & UEB<br>Knoxville, TN 37996<br>865-974-4291<br>Contact: Sam Swan – <a href="mailto:Samswan@utk.edu">Samswan@utk.edu</a>                  | No   | 4  |
| 26               | University of Tennessee Career Services<br>100 Dunford Hall<br>Knoxville, TN 37996<br>865-974-5435<br>Contact: Mary Mahoney - <a href="mailto:mmahoney@utk.edu">mmahoney@utk.edu</a><br>Entitled as of : 7-14-14 | Yes  | 0  |
| 27               | University of Tennessee at Martin<br>305 Gooch Hall<br>Martin, TN 38238<br>731-881-7551<br>Contact: Rodney Freed – <a href="mailto:rfreed@utm.edu">rfreed@utm.edu</a>  | No   | 0  |
| 28               | Walter State Community College<br>500 S. Davy Crockett Parkway<br>Morristown, TN<br>423-585-6914<br>Contact: Andy Hall – <a href="mailto:andy.hall@ws.edu">andy.hall@ws.edu</a>                                  | No   | 0  |
| 29               | Western Kentucky University<br>124 Mass Media Technology Hall<br>Bowling Green, KY 42101<br>270-745-2007<br>Contact: <a href="mailto:loup.langton@wku.edu">loup.langton@wku.edu</a>                              | No   | 0  |
| 30               | WVLT-TV website<br>Contact: Lauren Moseley <a href="mailto:lauren.moseley@gray.tv">lauren.moseley@gray.tv</a><br><a href="http://www.local8now.com">www.local8now.com</a>  | No   | 13   |
| 31               | Talent Dynamics<br>600 Las Colinas Blvd. Suite 100<br>Irving, TX 75039<br>214- 640-3139<br>Contact: Christina Hedding - <a href="mailto:hedding@talentdynamics.com">hedding@talentdynamics.com</a>               | No   | 0  |
| 32               | TVJOBS.COM<br>Broadcast Employment Services<br>P.O. Box 4116<br>Oceanside, CA 92052<br>800-374-0119<br>Contact: Mark Holloway - <a href="mailto:markholloway@tvjobs.com">markholloway@tvjobs.com</a>             | No   | 14   |
| 33               | INDEED.com<br>6433 Champion Grandview Way Building 1<br>Austin, TX 78750<br>800-462-5842<br>Contact: <a href="http://www.indeed.com">www.indeed.com</a>  | No   | 14   |

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| 34   | PEOPLEMATTER.com<br>Snagajob<br>466 King Street<br>Charleston, SC 29403<br>877-354-2266<br>Contact: <a href="http://www.peoplesmatter.com">www.peoplesmatter.com</a>              | No   | 0  |
| 35   | Rick Gevers & Associates<br>355 E Ohio Street #303<br>Indianapolis, IN 46204<br>317-635-7912<br>Contact: Rick Gevers <a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a> | No   | 1  |
| 36   | Non-Employee Referral   | No   | 1  |
| 37   | Station Employee Referral   | No   | 15   |
| 38   | Internal Candidate  | No   | 4  |
| <b>TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD</b> |   |  | <b>67</b>  |

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**III. RECRUITMENT INITIATIVES**

|          | <b>TYPE OF RECRUITMENT INITIATIVE<br/>(MENU SELECTION)</b>                            | <b>BRIEF DESCRIPTION OF ACTIVITY</b>   |
|----------|---|--|
| <b>1</b> | Participated in Career Fair   | On October 19, 2016 the station participated in a job and internship fair held on the campus of the University of Tennessee and sponsored by the College of Communications and Information. News Managers, on air staff and the Promotion Manager participated, meeting with attendees and discussing job/internship opportunities with WVLT, as well as academic paths needed to obtain a job.  |
| <b>2</b> | Participated in Career Fair   | August 3-7, 2016 the News Director and three on air staff participated in the NABJ/NAHJ Career Fair and Convention in Washington DC meeting with attendees to discuss career opportunities at WVLT. Focus was placed on career growth, upward mobility and job opportunities for minorities in media.  |
| <b>3</b> | Activity designed to help disseminate broadcasting employment opportunity information | On Feb 16, 2017 the Knox County School system sponsored a Career Day for high school students to learn about career options for their futures. Over 2,000 students and their parents participated in this event. WVLT News managers, promotion managers and on air staff participated in the event talking about careers in broadcast television, along with providing hands on experience with cameras, computers and equipment.                    |
| <b>4</b> | Internship Program  | WVLT offers students enrolled in a college/university the opportunity to gain practical experience in a broadcast environment. During the reporting period the station had a total of 12 interns:<br><b>Summer of 2016:</b> the station had 7 interns: 4 in News, 2 in Sales, 1 in Promotion.<br><br><b>Fall of 2016:</b> the station had 1 intern: 1 in Promotions.<br><br><b>Spring of 2017:</b> the station had 4 interns: 3 in News, 1 in Sales. |
| <b>5</b> | Management Training   | On March 23, 2017 the station's General Manager, VP Operations/Marketing, HR/Business Manager, Sales Manager, News Operations Manager, Assistant News Director, Chief Photographer, and Community Outreach Director participated in a webinar taught by Gray's FCC Counsel on the FCC's EEO Rules and Regulations.   |