

The station attempted to timely upload the 2019 report to its online public file. When uploading the 2020 report, Station noticed that the 2019 report was not fully uploaded because of an error with the public file system. Therefore, the Station is now uploading another copy of the 2019 report.

Equal Employment Opportunity Records

Rule § 73.3526(e)(7), 73.3527(e)(6)


























Retention *Until final action taken on the station's next license renewal application*

What's in here? The Commission requires stations employing five or more full-time employees to file the following forms and reports on their EEO activities and put them in their public file: (1) FCC Form 396 EEO program report that is filed with the license renewal application, Form 397 EEO mid-term report filed at the mid-point of a license term, and for buyers of a station or new licensees - a Form 396-A Model EEO Program Report; (2) The EEO public file annual report; and (3) Copies of all correspondence pertaining to an FCC investigation such as a random EEO audit (including entire audit responses with all attachments), and (4) all other material that the Commission or any of its components may require a station to keep in its public file. The Form 396, 396-A, and 397 folder is pre-populated through CDBS. All other folders are uploaded by the station individually.

EEO Forms Additional Documents

Browse → [Equal Employment Opportunity Records](#) → [Additional Documents](#) → [EEO Public File Reports](#) →

[Upload Documents](#) [New Folder](#) [This Folder ZIP Archive](#)

Name	Size	Date Uploaded	Status	Actions
 WVLT WBXX 2020 EEO Report	92.00 KB	03/23/2020 2:05 PM	Converted	  
 WVLT WBXX 2019 EEO Report	97.00 KB	03/25/2019 1:51 PM	Error	  
 WVLT WBXX 2018 EEO Report	111.13 KB	03/21/2018 1:38 PM	Converted	  
 WVLT WBXX 2017 EEO Report	110.97 KB	03/27/2017 11:08 AM	Converted	  
 WVLT WBXX 2016 EEO Report (Revised) <small>Moved from "FCC Authorizations/Additional Documents" on id/da/Inva e: AM</small>	107.40 KB	03/20/2017 12:31 PM	Converted	  
 WVLT WBXX 2016 EEO Report	301.45 KB	03/31/2016 6:23 PM	Converted	  
 2015 EEO Report	302.53 KB	03/24/2015 3:05 PM	Converted	  
 2014 EEO Report	224.91 KB	03/25/2014 1:21 PM	Converted	  
 2013 EEO Report	212.35 KB	03/25/2014 10:30 AM	Converted	  

WVLT-TV/WBXX-TV
EEO PUBLIC FILE REPORT
April 1, 2018 – March 21, 2019

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Director	1-22	18
Associate Account Executive	1-17, 19-22	15
Meteorologist	1-22	6
Producer	1-17, 19-22	15
Producer	1-17, 19-22	21
Multimedia Journalist	1-17, 19-22	6
Multimedia Journalist	1-17, 19-22	21
Sports Multimedia Journalist/Anchor	1-17, 19-22	21
Account Executive	1-17, 19-22	20
Digital Producer	1-17, 19-22	21
Anchor/Multimedia Journalist	1-17, 19-22	21
Producer	1-17, 19-22	20
Producer	1-17, 19-22	17
Producer	1-17, 19-22	21
Local Sales Coordinator	1-17, 19-22	19
Account Executive	1-17, 19-22	21

WVLT-TV/WBXX-TV
EEO PUBLIC FILE REPORT
April 1, 2018 – March 21, 2019

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	United Minority Media 5511 Woodland Avenue / Suite 1 Kansas City, MO 64110-2921 Contact: M.C. Richardson 816-822-1313 Entitled: 1-4-07	Yes	0
2	Carson-Newman College Academic Support Center P.O. Box 72018 Jefferson City, TN 37760 865-471-2000 or 865-471-3567 Contact: Mark Workman / Sandra Yarnell- syarnell@cn.edu Entitled as of: 1-6-09	Yes	0
3	Collective Tallent 1721 Richardson Place Tampa, FL 33606 813-254-9695 Contact: Michael Bille – bille@michaelsmedia.com Entitled: 5-23-11	Yes	0
4	Community Action Committee East Neighborhood Center 4200 Asheville Hwy. Knoxville, TN 37914 (865) 546-5125 Contact Person: Annie Jones – annie.jones@knoxcac.org Entitled: 10-26-06	Yes	0
5	Disability Resource Center 900 E. Hill Avenue Suite 120 Knoxville, TN 37915 (865) 637-3666 Contact Person: Kathi Hollander – khollander@drctn.org Entitled: 6-15-06	Yes	0
6	PEOPLEMATTER.com <u>Gray Television Recruitment Website</u>	No	24
7	Knoxville Area Urban League P.O. Box 1911 Knoxville, TN 37901 865-524-5511 Fax: 865-525-5154 Contact: Jackie Robinson – jrobinson@thekaul.org Bill Myers – bmyer@thekaul.org Entitled as of: 7-23-08	Yes	0

WVLT-TV/WBXX-TV
EEO PUBLIC FILE REPORT
April 1, 2018 – March 21, 2019

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Lincoln Memorial University 6965 Cumberland Gap Parkway Harrogate, TN 37752 1-800-325-0900 ext. 6251 Contact: Larry Thacker – larry.thacker@lmunet.edu	No	0
9	Maryville College Center for Calling & Career 502 E. Lamar Alexander Parkway Maryville, TN 37804-5907 865-981-8000 Contact: Christy McDonald Christy.McDonald@maryvillecollege.edu	No	0
10	Medialine www.medialine.com P.O. Box 51909 Pacific Grove, CA 93950 1-800-237-8073 Contact: Mark Shilstone - medialine@medialine.com Entitled as of: 12-29-08 – Only posts news positions	Yes	0
11	Middle Tennessee State University Placement Center Box 2 Murfreesboro, TN 37132 615-898-2500 Contact: Pat Stamps - pstamps@mtsu.edu Entitled as of: 1-27-09	Yes	0
12	Ohio Media School 5330 East Main Street Columbus, OH 43213 614-555-5250 (ext. 5106) Contact: Alvin Moore – Amoore@beonair.com Entitled as of: 09-20-16	Yes	0
13	Tennessee State University - Dept. of Communications 3500 John Merritt Blvd. Nashville, TN 37209-1561 615-963-5804 Contact: Terry Likes – tlives@tnstate.edu Entitled as of: 9-15-08	Yes	0
14	Tusculum College 1305 Centerpoint Boulevard Knoxville, TN 37932 865- 693-1177 Contact: Kim Bloomfield – kbloomfield@tusculum.edu Entitled as of: 6-14-12	Yes	0
15	University of Tennessee Communications Job Board 333 Communications & UEB Knoxville, TN 37996 865-974-4291 Contact: Sam Swan – Samswan@utk.edu	No	5

WVLT-TV/WBXX-TV
EEO PUBLIC FILE REPORT
April 1, 2018 – March 21, 2019

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	University of Tennessee Career Services 100 Dunford Hall Knoxville, TN 37996 865-974-5435 Contact: Mary Mahoney - mmahoney@utk.edu Entitled as of : 7-14-14	Yes	0
17	WVLT-TV website Contact: Lauren Moseley lauren.moseley@gray.tv www.wvlt.tv	No	6
18	TVJOBS.COM Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119 Contact: Mark Holloway - markholloway@tvjobs.com	No	1
19	INDEED.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 800-462-5842 Contact: www.indeed.com	No	6
20	Non-Employee Referral	No	5
21	Station Employee Referral	No	25
22	Internal Candidate	No	0
	TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD		<u>72</u>

WVLT-TV/WBXX-TV
EEO PUBLIC FILE REPORT
April 1, 2018 – March 21, 2019

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in Career Fair	<p>On October 17, 2018 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, Sales Manager, Production Supervisor, and station employee alumni participated, meeting with attendees and discussing job/internship opportunities with WVLT, as well as academic paths needed to obtain a job.</p> <p>On January 23, 2019 the News Director participated in a career fair event at the Columbia Convention Center sponsored by the University of South Carolina. The News Director meet with students and discussed both academic career paths in journalism as well as job/internship opportunities at WVLT-TV.</p>
2	Participate in Events Sponsored by Education Institutions relating to Careers in Broadcasting	<p>Several times each a semester on an ongoing basis the WVLT General Manager teaches Media Leadership classes at the University of Tennessee School of Communications. Topics discussed are what to expect when looking for a job in the field of broadcast journalism and leadership development. Three classes were taught during the period (April 2018, August 2018 and February 2019). There are 15-20 Junior/Senior level students in each class.</p> <p>On March 08, 2019 a station tour was conducted for Roane State Community College Mass Communication students (10 participants). They were introduced to behind the scenes of a newscast, and spent time with producers, reporters and managers providing a real-world perspective on working in local television.</p> <p>Station managers volunteer as speakers for upper level classes (20-25 students) at the University of Tennessee School of Communications. During this period class presentations were presented by the National Sales Manager (02/28/19), Creative Services Producer (01/15/19), Multi Media Journalist (02/12/19), Sports Anchor (03/05/19), News Director (3/14/19) and Anchor (3/28/19).</p> <p>A WVLT Primary Anchor is the course instructor at</p>

WVLT-TV/WBXX-TV
EEO PUBLIC FILE REPORT
April 1, 2018 – March 21, 2019

		<p>University of Tennessee for the upper level TV News Reporting (JREM411). This is a class open to upperclassmen and is designed to give the students the tools needed to be successful multimedia journalists. In addition to reporting, classes are held on career pathing, networking, how to interview, developing your professional career personality profile and developing your resume reel. Class of 25 students.</p> <p>On Nov 29, 2018 and Jan 24, 2019 the News Director spoke to an upper level TV Journalism class of 30 students at the University of South Carolina about career paths and breaking into the business of television news.</p> <p>On March 7, 2019 a WVLT Primary Anchor spoke about careers in television. This meeting was hosted by the University of Tennessee Center for Career Development for their student athletes.</p>
3	Participate in Events Sponsored by Community Groups interested in Broadcast Employment	<p>On June 21, 2018 the WVLT General Manager was a presenter at the Tennessee Association of Broadcasters Radio Talent Institute. A group of 12 students from across the state of Tennessee were competitively selected by TAB to attend this week long event. The presentation was titled "Broadcasting: Whether on Camera, On the Mic, Sales or Production" gave the students a look not only to WVLT-TV, but to the opportunities in the television industry.</p> <p>On Wednesday, March 13 eight upper level high school students from Grace Christian Academy participated in the Winterim 2019 career event. This five day event (Mar 11-15, 2019) was sponsored by a variety of local businesses to introduce students to various career opportunities and areas of study. WVLT General Manager was part of the organizing committee. Those managers speaking with the students from WVLT were the Director of Marketing and Operations, News Director, Local Sales Manager, and Community Relations Coordinator.</p> <p>On Feb 18, 2019 WVLT provided the guest speaker (Primary Anchor) for the UT Women's Roundtable. This event is sponsored by Partners in Sports which founded the Women's Roundtable to assist female student athletes in creating career opportunities for future leaders through practical experiences and professional development opportunities. The organization is active within the university and regional sports community. There were 25 participants.</p>

WVLT-TV/WBXX-TV
EEO PUBLIC FILE REPORT
April 1, 2018 – March 21, 2019

4	Internship Program	<p>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 16 interns. Participation was as follows:</p> <p>Summer Semester 2018 – Six students participated. Two students from Middle Tennessee State University, one from Milligan College, one from Belmont College, one from Maryville College and one from the University of Tennessee. Five students interned in the News/Sports Department and one in the Promotions Department.</p> <p>Fall Semester 2018 – Three students from the University of Tennessee participated in the internship. Two in the News/Sports Department and one in the Sales Department.</p> <p>Spring semester 2019 - Seven students participated in the News/Sports Department. Six students from the University of Tennessee-Knoxville and one from Carson Newman College.</p>
---	--------------------	---