

‘WVLT-TV
EEO PUBLIC FILE REPORT
April 1, 2012 – March 31, 2013

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
Multimedia Journalist	1-35, 37	34
News Photographer	1-34, 36	36
Photographer/Editor	1-33	33
Multimedia Executive Producer	1-34, 37	34
Producer	1-35	33
Producer	1-34, 36	36
Producer	1-34, 36	36
Producer	1-34, 36	36
News Anchor/Reporter	1-35	34
News Photographer	1-33, 38	38
Technical Media Producer	1-33, 36	33
Team Sales Coordinator	1-33, 35-36	36
Sales & Marketing Consultant	1-33, 36, 38	36
Sales & Marketing Consultant	1-33, 36, 38	38
Sales & Marketing Consultant	1-33, 35-36	35
Sales & Marketing Consultant	1-33, 35	35
Sales & Marketing Consultant	1-33, 35	35
News/Marketing Producer	1-33, 36, 38	38

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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	Heart of Knoxville Career and Resource Center 1610 Magnolia Avenue Knoxville, TN 37917 (865) 329-3166 Contact Person: Jen Scott - hokcrc@pstcc.edu	Yes	0
2	Hispanic New Link 1420 N. Street, NW Washington, D.C. 20005	No	0
3	Knoxville College College Street Knoxville, TN 37921 865-524-6500 Contact: Janet Coleman – Career Planning	No	0
4	Knoxville NAACP 1900 McCalla Ave. Knoxville, TN 37915 Contact: Ezra Maize 865-300-4188	No	0
5	National Association of Broadcasters Human Resources 1771 N. Street, NW Washington, D.C. 20036-2891	No	0
6	Office of Minority Affairs TN General Assembly 105 War Memorial Bldg. Nashville, TN 37219	No	0
7	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
8	Urban League of Middle Tennessee (Formerly Nashville Urban League) 2250 Metro Center Blvd. Nashville, TN 37228 615-254-0525 Contact Person: Juliet Mason	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	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	1
10	Collective Tallent 1721 Richardson Place Tampa, FL 33606 813-254-9695 Contact: Michael Bille – bille@michaelsmedia.com Entitled: 5-23-11	Yes	0
11	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
12	U.S. Department of Veterans Affairs Vocational Rehabilitation Employment 110 9 th Ave. South Nashville, TN 37203 (615) 695-6372 Contact Person: Dale Warf – dale.warf@va.gov	No	0
13	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
14	East Tennessee State University Career Placement Office D.P. Culp University Center Room 323 – P. O. Box 70718 Johnson City, TN 37614 423-439-1000 Contact: Michelle Adkin – Adkins@etsu.edu	No	0
15	Gray Communications Corporate Job Board 1114 Grand Avenue Wausau, WI 54401 715-845-4211 Contact: Jane Ploeger jploeger@wsaw.com (postings made available to all other Gray stations)	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	ITT Technical Institute 10208 Technology Drive Knoxville, TN 37932 671-2800 Contact: Alla Jacques -- ajacques@itt-tech.edu Entitled as of -- 12-30-08	Yes	0
17	Johnson University 7900 Johnson Drive Knoxville, TN 37998 865-573-4517 Contact: Mark Young -- myoung@johnsonu.edu	No	0
18	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
19	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
20	Maryville College Center for Calling & Career 502 E. Lamar Alexander Parkway Maryville, TN 37804-5907 865-981-8000 Contact: Judy Hope judy.hope@maryvillecollege.edu	No	0
21	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
22	Middle Tennessee State University Placement Center Box 2 Murfreesboro, TN 37132 615-898-2500 Contacts: Pat Stamps - pstamps@mtsu.edu Entitled as of: 1-27-09	Yes	0

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23	Pellissippi State Technical Community College 10915 Hardin Valley Road Knoxville, TN 37933 865-694-6597 Contacts: Ella Ruggles – eruggles@pstcc.edu	No	0
24	Tennessee Career Center 1610 University Avenue, Suite 106 Knoxville, TN 37921 865-594-5500 Contact: Ginger Armstrong – ginger.armstrong@state.tn.us	No	0
25	Tennessee State University Career Center 3500 John A. Merritt Blvd. Nashville, TN, 37203 615-963-5981 Contact: Lakecia Trotter – ltrotter01@tnstate.edu	No	0
26	Tennessee State University - Dept. of Communications 3500 John Merritt Blvd. Nashville, TN 37209-1561 615-963-5804 Contact: Terry Likes – tlukes@tnstate.edu Entitled as of: 9-15-08	Yes	0
27	Tusculum College 1305 Centerpoint Boulevard Knoxville, TN 37932 (865) 693-1177 Contact: Kim Bloomfield – kbloomfield@tusculum.edu Entitled as of: 6-14-12 mnbv	Yes	0
28	University of Tennessee Communications Job Board 333 Communications & UEB Knoxville, TN 37996 865-974-4291 Contact: Sam Swan – Samswan@utk.edu	No	0
29	University of Tennessee Career Services 100 Dunford Hall Knoxville, TN 37996 865-974-5435 Contact: Mary Mahoney - mmahoney@utk.edu	No	6
30	University of Tennessee at Martin 305 Gooch Hall Martin, TN 38238 731-881-7551 Contact: Rodney Freed – rffreed@utm.edu	No	0

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31	Walter State Community College 500 S. Davy Crockett Parkway Morristown, TN 423-585-6914 Contact: Andy Hall – andy.hall@ws.edu	No	0
32	Western Kentucky University 124 Mass Media Technology Hall Bowling Green, KY 42101 (270)745-2007 Contact: loup.langton@wku.edu	No	0
33	WVLT-TV website Brandon Omohundro – Brandon.omohundro@gray.tv www.volunteertv.com	No	15
34	TVJOBS.COM Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 1-800-374-0119 Contact: Mark Holloway - markholloway@tvjobs.com	No	15
35	Non-Employee Referral	No	11
36	Station Employee Referral	No	14
37	Self	No	2
38	Internal Candidate	No	3
TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD			67

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On October 24, 2012 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. The Operations Manager and Executive Producer participated, meeting with attendees and discussing job/internship opportunities with WVLT.
2	Participated in a Recruiting and EEO Webinar	On December 13, 2012 the stations Operations Manager and General Sales Manager, along with the National and Local Sales Managers, participated in a Gray Communications Corporate webinar that addressed employment law and FCC issues to consider in recruiting candidates, conducting interviews and making hiring decisions.
3	Participate in Educational Career Day	On February 26, 2013 the station participated in the 2013 Knox County Schools Career Day. The fair was held at the Expo Center in Knoxville, TN. The event was held for Knox County high school and middle school students. The Operations Manager attended the event meeting with students to discuss possible careers in broadcasting and journalism, and the academic paths needed to obtain a job.
4	Participate in Educational Career Day	On February 15, 2013 the station participated in the College/Career Fair at Cocke County High School. The event was held for Cocke County high school students. The Operations Manager attended the event meeting with students to discuss possible careers in broadcasting and journalism, and the academic paths needed to obtain a job.
	Internship Program	WVLT offers students enrolled in a university the opportunity to gain practical experience in a broadcast environment. During the reporting period the station had a total of 13 interns: In the Summer of 2012, the station had 3 interns: 2 in News and 1 in Production. In the Fall of 2012, the station had 5 interns: 4 in News and 1 in Sales. In the Spring of 2013, the station had 5 interns: 2 in Production and 3 in News.