

WVLT-TV/WBXX-TV
EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018

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
Account Executive	1-30, 32	10
Creative Services Producer	1-32	29
Multimedia Journalist	1-32	31
Multimedia Journalist	1-32, 34-36	36
Multimedia Journalist	1-32,34-36	36
Producer	1-32	29
Producer	1-32,34-36	34
Producer	1-32, 34-36	35
Producer	1-32,34-36	35
Producer	1-32,34-36	35
Producer	1-32	32

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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	Knoxville NAACP 1900 McCalla Ave. Knoxville, TN 37915 Contact: Ezra Maize 865-300-4188	No	0
2	National Association of Broadcasters Human Resources 1771 N. Street, NW Washington, D.C. 20036-2891	No	0
3	Office of Minority Affairs TN General Assembly 105 War Memorial Bldg. Nashville, TN 37219	No	0
4	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
5	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
6	Collective Tallent 1721 Richardson Place Tampa, FL 33606 813-254-9695 Contact: Michael Bille – bille@michaelsmedia.com Entitled: 5-23-11	Yes	0
7	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

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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
8	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
9	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
10	PEOPLEMATTER.com <u>Gray Television Recruitment Website</u>	No	2
11	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
12	Johnson University 7900 Johnson Drive Knoxville, TN 37998 865-573-4517 Contact: Mark Young – myoung@johnsonu.edu	No	0
13	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
14	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
15	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

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16	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
17	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
18	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
19	Pellissippi State Technical Community College 10915 Hardin Valley Road Knoxville, TN 37933 865-694-6597 Contacts: Ella Ruggles – eruggles@pstcc.edu	No	0
20	Tennessee Career Center 1610 University Avenue, Suite 106 Knoxville, TN 37921 865-594-5500 Contact: Ginger Armstrong – ginger.armstrong@state.tn.us	No	0
21	Tennessee State University Career Center 3500 John A. Merritt Blvd. Nashville, TN, 37203 615-963-5981 Contact: Lakecia Trotter – ltrotter01@tnstate.edu	No	0
22	Tennessee State University - Dept. of Communications 3500 John Merritt Blvd. Nashville, TN 37209-1561 615-963-5804 Contact: Terry Likes – tlikes@tnstate.edu Entitled as of: 9-15-08	Yes	0
23	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

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24	University of Tennessee Communications Job Board 333 Communications & UEB Knoxville, TN 37996 865-974-4291 Contact: Sam Swan – Samswan@utk.edu	No	2
25	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
26	University of Tennessee at Martin 305 Gooch Hall Martin, TN 38238 731-881-7551 Contact: Rodney Freed – rfreed@utm.edu	No	0
27	Walter State Community College 500 S. Davy Crockett Parkway Morristown, TN 423-585-6914 Contact: Andy Hall – andy.hall@ws.edu	No	0
28	Western Kentucky University 124 Mass Media Technology Hall Bowling Green, KY 42101 270-745-2007 Contact: loup.langton@wku.edu	No	0
29	WVLT-TV website Contact: Lauren Moseley lauren.moseley@gray.tv www.local8now.com	No	8
30	University of Georgia – Grady Jobs UGA Career Center ugagradyjobs@gmail.com 706-542-3375 Contact: Samantha Meyer sam610@uga.edu *Added Apr 2017	No	0
31	TVJOBS.COM Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119 Contact: Mark Holloway - markholloway@tvjobs.com	No	10
32	INDEED.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 800-462-5842 Contact: www.indeed.com	No	2

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33	Rick Gevers & Associates 355 E Ohio Street #303 Indianapolis, IN 46204 317-635-7912 Contact: Rick Gevers rick@rickgevers.com	No	0
34	Non-Employee Referral	No	9
35	Station Employee Referral	No	10
36	Internal Candidate	No	4
	TOTAL NUMBER OF INTERVIEWEES OVER 12- MONTH PERIOD		<u>47</u>

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in Career Fair	On October 25, 2017 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.
2	Participate in Events Sponsored by Education Institutions relating to Careers in Broadcasting	<p>Twice a semester on an ongoing basis station management teaches a class 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. Three classes were taught during the period (Oct 2017, Jan and Feb 2018) by the General Manager, Regional Sales Manager, and Primary News Anchor. There are 15-20 Junior/Senior level students in each class.</p> <p>On April 10, 2017 a station tour was conducted for Roane State Community College Mass Communication students. 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>A Media and Communications program is sponsored by WVLT and the Sarah Moore Greene Magnet Academy (a magnet school for students K-5 across Knox County). The goal for students is to “Lead, Achieve and Succeed to their highest potential by using Media and Communications.” The students produce daily newscasts of which they have entirely written and directed.</p> <p>On October 17, 2017 the General Sales Manager, News Director, Primary Anchor and Community Relations Manager went to Sarah Moore Greene school to tour and speak to the students about careers in the broadcast field.</p> <p>Station managers participated in the College & Career day at Sarah Moore Greene school on December 5, 2017.</p> <p>As Sarah Moore Greene School - Media Academy program partners the media students toured the television station on October 27, 2017.</p>

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		<p>On November 8, 2017 News Anchor/MMJ coordinated “live” shots which were broadcast in the 6-7 am newscast from the Sarah Moore Greene School – Media Academy highlighting the program and talking with students about broadcast production/news careers.</p>
3	Participate in Events Sponsored by Community Groups interested in Broadcast Employment	<p>On Monday, Jan 29, 2018 the station cosponsored the Tennessee Veterans Business Expo and Veteran Job Fair. The VP of Community Involvement provided the kick off introduction to the event for veterans providing help with networking, professional development and educational opportunities. WVLT also participated in the job fair portion of the event with station management and on air staff available to discuss career opportunities.</p> <p>On July 12, 2017 Primary Anchor spoke with Youth Leadership Knoxville about careers in broadcasting, the future of the field, and advice for the next generation of journalists.</p>
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 13 interns. Participation was as follows:</p> <p>Fall Semester 2017 – Two students from the University of Tennessee participated in the News/Sports Department.</p> <p>Spring semester 2018 - Nine students participated in the News/Sports Department. Eight University of Tennessee-Knoxville students and one from Carson Newman College. Two students from the University of Tennessee participated in the Sales Department.</p>