

**WBXX, WVLT**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 - March 21, 2024**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
TRAFFIC COORDINATOR	7, 9-14, 19-20	14
VIDEOGRAPHER/EDITOR	1, 7-10, 12-17, 19-20	14
MARKETING CONSULTANT/ACCOUNT EXECUTIVE	1, 7-10, 12-17, 19-20	9
NEWS REPORTER/MMJ	1, 7-10, 12-17, 19-20	9
MARKETING CONSULTANT/ACCOUNT EXECUTIVE	1, 7, 9-10, 12-17, 19-20	9
NEWSCAST PRODUCER	1, 7-10, 12-17, 19-20	9
TECHNICAL MEDIA PROD. (PRIMARY) - WVLT	2, 7, 9-10, 12-14, 19-21	10
DIGITAL NEWS REPORTER/ANCHOR - WVLT	2, 7, 9-10, 12-14, 19-21	10
DIGITAL SALES ASSISTANT - WVLT	2, 7, 9-10, 12-13, 19-21	10
DIGITAL SALES MANAGER	1, 7-10, 12-17, 19-20	14
NEWSCAST PRODUCER (PRIMARY) - WVLT	2, 7, 9-10, 12-13, 19-21	9
VIDEOGRAPHER/EDITOR - WVLT	2, 7, 9-10, 12-14, 19-21	14
NEWS REPORTER/MMJ	1, 7, 9-10, 12-17, 19-20	9
SPORTS ANCHOR/REPORTER - WVLT	2, 7-10, 12-14, 19-21	14
MARKETING CONSULTANT/ACCOUNT EXECUTIVE - WVLT	2, 7, 9-10, 12-13, 19-21	2
NEWSCAST PRODUCER (PRIMARY) - WVLT	2, 7, 9-10, 12-13, 19-21	9
NEWS DIRECTOR - WVLT	2, 4, 6-10, 12-13, 19-21	8
LOCAL SALES MANAGER - WVLT	2-4, 7, 9-10, 12-14, 19-21	14
NEWS ANCHOR/REPORTER (MORNING) - WVLT	2, 6-7, 9-13, 19-21	11
DIGITAL NEWS PRODUCER - WVLT	2, 7, 9-10, 12-13, 19-21	9
NEWS ANCHOR/REPORTER (W/END) - WVLT	2, 7, 9-13, 19-21	11
VIDEOGRAPHER/ EDITOR - WVLT	2, 7-10, 12-14, 19-21	8
VIDEOGRAPHER/ EDITOR - WVLT	2, 7-10, 12-14, 19-21	2
VIDEOGRAPHER/ EDITOR - WVLT	2, 7-10, 12-14, 19-21	8
VICE PRESIDENT/GENERAL MANAGER - WVLT	2, 5, 7, 9-14, 19-21	11
DIGITAL SALES MANAGER - WVLT	7, 9-10, 12-14, 18-21	9
MARKETING CONSULTANT/ DIGITAL MARKETING STRATEGIST - WVLT	7-10, 12-13, 19-21	8
MARKETING CONSULTANT/ DIGITAL MARKETING STRATEGIST - WVLT	7-10, 12-13, 19-21	9

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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 Reporting Period
1	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
2	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings	N	3
3	Collective Tallent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille  Prong 2 Ended Date: 4/20/2023	N	0
4	Corporate Recruiter	N	2
5	Current Employee	N	1
6	Current Employee/Internal Promotion	N	2
7	Disability Resource Center 9111 Cross Park Drive Bldg E Suite 135 Knoxville, Tennessee 37923 Phone : 865-637-3666 Email : kmoore@drctn.org Katherine Moore	Y	0
8	Employee Referral	N	15
9	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	40
10	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	5
11	Internal Transfer/Promotion	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Knox County Community Action Committee East 4610 Asheville Hwy Knoxville, Tennessee 37914 Phone : 865-546-5125 Email : jarrett.bush@knoxcac.org Jarrett Bush	Y	0
13	Knoxville Area Urban League 1514 East Fifth Avenue Knoxville, Tennessee 37917 Phone : 865-524-5511 Email : jrobinson@thekaul.org Jackie Robinson	Y	0
14	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	17
15	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	1
16	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	0
17	Native American Journalists Association 395 W. Lindsey Street Norman, Oklahoma 73019 Url : <a href="https://najanewsroom.com/">https://najanewsroom.com/</a> Diversity Posting Manual Posting	N	0
18	Non-Employee Referral	N	1
19	University of Tennessee Career Services 100 Dunford Hall Knoxville, Tennessee 37996 Phone : 865-974-5435 Email : ahart2@utk.edu Andrew Hart	N	0

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20	University of Tennessee Communications Job Board 333 Communications Bldg Knoxville, Tennessee 37996 Phone : 865-974-1567 Email : mmarti82@utk.edu Michael Martinez	N	0
21	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>91</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	Ongoing Event	Establishment of an intern program designed to assist members of the community	Through the Gray Television Future Focus Paid Internship Program, WVLT offers students in journalism, broadcasting, communications and related fields the opportunity to gain hands-on experience in television. Students who participate gain a wide variety of practical experience while receiving an hourly wage. The company strives to offer this opportunity to a diverse group of interns. During this reporting year, 8 interns participated in the program. They were from the University of Tennessee and Mississippi State University and worked in the News Department.	1	News Director
2	4/3/2023	Participation in events or programs sponsored by educational institutions	A WVLT Primary Anchor is the course instructor at University of Tennessee for the upper-level TV News Reporting (JREM411). The class is open to upperclassmen and designed to give students the tools needed to be successful multimedia journalists. In addition to reporting, classes are held on career pathing, networking, how to interview, how to develop your professional career personality profile and your resume reel.	1	Primary News Anchor
3	4/12/2023	Participation in events or programs sponsored by educational institutions	WVLT hosted students and faculty from the University of Tennessee for in depth station tour and news experience. The students had the opportunity to attend editorial meetings, and watch reporting, producing and editing of the news product to promote interest in a local television news career path.	2	News Director Producer

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4	Ongoing Event	Participation in events or programs sponsored by educational institutions	WVLT hosted students in the station or visited classrooms at the list of schools below during this reporting period. An introduction to local news and careers in Broadcast television was the primary focus. Participating schools are as follows: Bearden High, Sevier Co Teacher Assn, Anderson Co Summer School, Jacksboro Elementary, Cedar Bluff Middle, Oneida Schools, Austin East High, TN School for the Deaf, Fulton High, Northshore Elementary, West Hills Elementary, Knoxville Homeschool Group.	5	Chief Meteorologist Meteorologist Chief Engineer Sports Director
5	4/20/2023	Provision of training to management	Participation in "The FCC's Equal Employment Opportunity Rules" webinar presented by Joan Stewart of Wiley Rein, LLP.	7	General Manager Creative Svcs Manager News Director General Sales Manager
6	9/29/2023	Participation in events or programs sponsored by educational institutions	WVLT Chief Meteorologist and a Primary Anchor serve on the University of Tennessee Journalism Advisory Board. This board reviews and works with journalism students to help bring real world broadcast experiences into the classroom.	2	Primary Anchor Chief Meteorologist
7	10/2/2023	Participation in events sponsored by organizations representing the community	The Tennessee Association of Broadcasters hosted a three day virtual Job Fair Oct 2 - 6, 2023. The Assistant News Director interviewed candidates through online team meetings. A TAB job fair promotional campaign ran on air and on the station website to encourage participation in the event.	1	Asst News Director
8	10/3/2023	Participation in events or programs sponsored by educational institutions	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 and employee alumni participated, meeting with attendees and discussing job/internship opportunities with WVLT, as well as academic paths needed to obtain a job.	4	News Executive Prod Account Executive Chief Meteorologist Community Relations Mgr

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9	10/12/2023	Participation in events sponsored by organizations representing the community	The Boys & Girls Club of Knoxville sponsored a station visit for inner city students to present an introduction to career paths in television news. Participants had the opportunity to visit a working newsroom, master control area and broadcast studio.	1	Community Relations Mgr
10	3/19/2024	Participation in events or programs sponsored by educational institutions	WVLT News Director presented a program and Q&A session to the University of Tennessee Student Chapter of the Society of Professional Journalists on the future of Local News and Careers in Broadcasting.	1	News Director