

WTVY-TV
EEO PUBLIC FILE REPORT
12/1/2013 – 11/30/2014

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
Multi Media Journalist	1-4,7-33	11
Account Executive	1-4,7-33	4
Account Executive	1-4,7-33	1
Account Executive	1-4,6-33	6
Environmental Services	1-4,7-33	3
Local Sales Manager	1-4,7-33	4
Technical Media Director	1-4,7-33	2
Technical Media Director	1-4,7-33	3
Technical Media Director	1-4,7-33	3
Account Executive	1-4,7-33	3
Weekend Anchor	1-4,6-33	6
CW Anchor/Producer	1-4,7-33	3
Technical Media Director	1-4,7-33,37	4
WRGX Co Anchor	1-4,7-33,37	3
Sports Director	1-4,7-33,37	11
Account Executive	1-4,7-33,37	2

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
1	Gray MidAmerica Television(Corporate wide posting) c/o Dottie Boudreau 4370 Peachtree Road, NE Atlanta, GA 30139 404.266.8333 dottie@gray.tv contact updated 10.8.2013	N	3
2	CAREERLINK Includes job posting to station website www.wtvv.com http://dothan.careerlink.com/9/2/4/admin/ http://careerlink.com/9/2/2/4/jobs/	N	19
3	Walk-ins/unsolicited resumes/ Word of Mouth	N	14
4	WTVV Bulletin Board / WTVV On Air Recruitment Ads	N	12
5	Internship	N	
6	Active Employee Internal Transfer – Mentor Program	N	4
7	Alabama Broadcasters Association 2180 Park Lake Rd, Hoover, AL 35244 205.982.5001 Fax 205.982.0015 Lisa T. Rice Business Manager lrice@al-ba.com	N	3
8	The Dothan Area Career Center, aka Joblink Alabama.gov(info added 6.13.2013) 787 Ross Clark Circle Dothan, AL 36303 Carl White (334) 792-2121 ext. 249 Pamela Cutchens ext.222 Fax (334) 792-2124 Email Dothan@alcc.alabama.gov Website - http://www.servicelocator.org/ Alabama Job Link.com Website: https://joblink.alabama.gov/ada/ https://joblink.alabama.gov/ada/works/WorkforceCenter.cfm?ofiid=85330000	Y	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
9	The Veterans Administration Brent Boozer Local Veterans Employment Representative Dothan, AL 36330 Fax 334-792-2124 Brent.Boozer@alcc.alabama.gov via Dothan@alcc.alabama.gov Added to source list by request on 6.12.2013	Y	
10	Wiregrass Rehabilitation Center PO Box 338 Dothan, AL 36303 334-792-0022 Fax 334-673-8045 12.18.2012 SEND TO Cassi Hubbard – HR Generalist(updated 12.18.2012 chubbard@wrcjobs.com	N	
11	TV Jobs; www.tvjobs.com Mark Holloway; P.O. Box 4116; Oceanside, CA 92052 Fax 760-754-2115	N	4
12	Alabama State University P.O. Box 271 Montgomery, AL 36104 334-229-4985 Ella Tucker etucker@alasu.edu	Y	
13	Auburn University 303 Mary Martin Hall Auburn, AL 36849 334-844-3864 Lisa Lee Career Development Services leelisa@auburn.edu	Y	
14	Chipola College 3094 Indian Circle Marianna, FL 32446 850-718-2424 Ms. Betty Broome broomeb@chipola.edu	Y	
15	Enterprise State Community College PO Box 1300 600 Plaza Drive 36330 Enterprise, AL 36331 (334) 347-2623 ext. 2272 Fax 334-347-5569 Nancy Smith nsmith@escc.edu	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
16	<p>Florida State University 100 S. Woodard Ave. Tallahassee, FL 32306 (850) 644-8625 644.6431 Candace Ford WEBSITE: http://www.career.fsu.edu/ Communications department at FSU COMM.FSU.EDU/COMMDEPT/ School of Library & Information Studies Street Address: 142 Collegiate Loop Tallahassee, FL 32306-2100 Mailing Address: P.O. Box 3062100 Tallahassee, FL 32306-2100 Director's Office: (850) 644-5775</p>	Y	
17	<p>Grady College of Journalism & Mass Communication 120 Hooper St, Journalism Building Athens, GA 30602-3018 Fax 706-542-2183 Tel. 706-542-3375 Debbi Grayson debig@uga.edu</p>	Y	
18	<p>Gulf Coast Community College, 5230 West Highway 98, Panama City, FL 32401 Tel. 850-769-1551 Ext. 3339 Fax 850-913-3265 Christine Etheridge etheridge@workforcecenter.org Updated to Melissa Jock 2.15.2013 jockm@workforcecenter.org</p>	Y	
19	<p>Jacksonville State University 700 Pelham Road N. Jacksonville, AL 36265 256.782.5485 Becka Turner bturner@jsu.edu</p>	Y	
20	<p>Mississippi State University P.O. Box 5325 Mississippi State, MS 39762 662-325-3344 Scott Maynard smaynard@career.msstate.edu www.career.msstate.edu Fax 662-325-7975.</p>	Y	
21	<p>Troy University Dothan, P. O. Box 8368, Dothan, AL 36304 334-983-6556 extension 1223 Fax 334-983-6322 Joanne Krist jkrist@troy.edu</p>	Y	1
22	<p>Troy University, Adams University Center Suite 110, Troy, AL 36082 Ann Clark aclark43236@troy.edu 334.617.3217</p>	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
23	Tuskegee University Career Placement Carnegie Hall 3 rd Floor Tuskegee, AL 36088 334-727-8255 Sarah Stringer sstringer@tuskegee.edu	Y	
24	University of South Alabama 307 University Blvd. N. Mobile, AL 36688 251.460.6188 Delia Ingram dingram@southal.edu	Y	
25	Wallace Community College, 1141 Wallace Dr., Dothan, AL, 36303 Lisa Dobbs ldobbs@wallace.edu 334.983.3521	Y	3
26	Northwest Florida State College 100 College Blvd. Building C-2, Room 201 Niceville, FL 32578 850-729-5227 Edna Washington washinge@nwfsc.edu	Y	
27	NWF State College/UWF Campus 1170 Martin Luther King Jr. Blvd. Fort Walton Beach, FL 32547 850-863-6565 Ester Molder emolder@uwf.edu	Y	
28	Lurleen B. Wallace Community College P. O. Drawer 1418 Andalusia, AL 36420 rbozeman@lbwcc.edu	Y	
29	Ohio/Illinois Center for Broadcasting National Placement Director High Point Corporate Park 9000 Sweet Valley Dr. 9885 Rockside Rd. Suite 160 Valley View, Ohio 44125 216-503-5900 Fax 216-642-9232 Gary James gary@beonair.com Website www.beonair.com AKA FUN JOBS ON AIR http://www.funjobsonair.com/ Campuses include Cleveland, Cincinnati, Chicago-Suburbs, Colorado, Chicago and Columbus	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
30	Ohio/Illinois Center for Broadcasting - Lombard Campus Dave Cogozzo Director of Placement 455 Eisenhower Lane S Ste 200 Lombard, IL 60148 Placement.lombard@beonair.com 630-916-1700 Fax 630-916-1764	N	
31	Alfred Saliba Family Services Center, 301 W. Lafayette St., Dothan, AL 36301 334-712-0090, Fax 334-794-3900 The new contact as of 6.13.13 is Jim Hartnett - Career Center Coordinator jhartnett@salibacenter.org Address: 545 W. Main Street Dothan, AL 36301	Y	
32	Washington-Holmes Technical Center Career Center 757 Hoyt St. Chipley, FL 32428 850-638-1180 Martha Compton Compton_m@firn.edu	N	
33	<i>Keen Facilitators & Training Consultants Agency</i> Lawrence Keener Sr. The Green Heart Center For Cultural Exchange Local Exchange Coordinator Office: 334-446-4142 Cell: 334-701-2358 Email: Keenerandkeener@aol.com Email: Keenerconsultants@gmail.com Website: www.ccigreenheart.org www.greenheart.info . Added to source list by request on 6.13.2013	N	
34	Mediarecruiter.com MediaRecruiter.com - 9457 So. University Blvd. #303, Highlands Ranch, CO 80126 Art Scott or Sue Arno art@mediarecruiter.com Added 3.21.2013 for GSM POSITION	N	
35	MEDIALINE Mark Shilstone – Manager http://www.medialine.com/jobsubmit.htm mark@medialine.com	N	
36	Indeed.com Courtney Zamm Small Business Consultant Coordinator Indeed - one search. all jobs. cortney@indeed.com 203-653-4841 www.indeed.com Added to source list 9/27/13	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
37	Social Media – Facebook, LinkedIn, MySpace or Twitter Revised to separate line item on March 24 th , 2014	N	
TOTAL INTERVIEWEES			64

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	WTVY-TV has an established on-going internship program designed to assist students from local colleges and high schools in obtaining skills and experience working in a broadcast career. Students working in WTVY's internship program work in the News department during the course of a semester and were supervised by the News Director and other Senior News Staff. During the 2014 reporting year, three students interned with WTVY-TV from the following schools: Troy University, Auburn University and Northview High School.
2	Establish training program to help current employees advance in their careers.	WTVY-TV has an established program whereby station personnel receive training to acquire new skills that could qualify them for higher-level positions. It is the policy of WTVY to promote from within when possible. During the 2014 reporting year nine employees were promoted to higher level positions.
3	Participation in job fairs	(A) Our News Staff participated in the Valentine's Day Career Fair on February 13 th , 2014 at Troy University in Troy, AL. Staff in attendance included our Morning News Anchor. (B) Both our News and Sales Staff participated in the Fall Career Fair on October 22 nd , 2014 at Troy University's Troy Campus. Staff in attendance included our News Director and Local Sales Manager. (C) On October 14 th , 2014 our station participated in the 2014 Community Career and Job Fair at the Dothan Civic Center in Dothan, AL which provided special entry for Military Personnel and Veterans. Staff in attendance included our News Director, Local Sales Manager and General Sales Manager.

4	Participation in other programs designed to promote outreach generally	<p>(A)On September 17th, 2014 the Local Sales Manager participated in the Wiregrass Economic Resource Summit (Economics Summit on Jobs) with several other business representatives from the Wiregrass area. The focus of the summit was on strengthening the economy with a focus on small business growth, entrepreneurship, quality of life and workforce development.</p> <p>(B)WTVY-TV's staff members are supported and encouraged to participate in, or to create programs of outreach to the community in general examples of which are:</p> <p>(1)Our Morning News Anchor participated in a program at a local college to help adults obtain their GED's.</p> <p>(2)Our News Internet Manager developed a program to help students increase writing skills and hopefully an interest in Journalism. The writing classes are held at the local library.</p>
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