

WTVY-TV
EEO PUBLIC FILE REPORT
12/1/2012 – 11/30/2013

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
Account Executive	1-4,7-10,12-35,36-39	3
Dale County Bureau Reporter	1-4,7-26,28-35,36 -39	3
Account Executive	1-4,7-10,12-26,28-35,37-39	3
Account Executive	1-4,7-10,12-26,28-35,37-39	3
Meteorologist	1-4,7-26,28-35,37-38	11
Web Producer	1-4,7-26,28-35,37-38	23
Morning Anchor	1-4,6-26,28-35,37-38	6
Sales Assistant	1-4,7-10,12-26,28-35,37-38	3
Web Producer/Reporter	1-4,7-26,28-35,37-38	11
Technical Media Director	1-4,7-26,28-35,37-38	7
News Anchor-NBC	1-4,6 -26,28-35,37-38	6
Multi-Media Journalist	1-4,7-26,28-35,37-38,41-42	2
Multi-Media Journalist	1-4,7-26,28-35,37-38,41-42	2
Producer	1-4,7-26,28-35,37-38,41-42	2
Sports/News Reporter	1-4,7-26,28-35,37-38,41-42	11
Sports Reporter	1-4,7-26,28-35,37-38,41-42	3
Multi-Media Journalist	1-4,7-26,28-35,37-38,41-42	11
Multi-Media Journalist	1-4,7-26,28-35,37-38,41-42	11
Technical Media Director	1-4,7-10,12-26,28-35,37-38,41-42	3
Technical Media Director	1-4,7-10,12-26,28-35,37-38,41-42	3
Technical Media Director	1-4,7-10,12-26,28-35,37-38,41-42	3
Multi-Media Journalist	1-4,7-26,28-35,37-38,41-42	11
Multi-Media Journalist	1-4,6-26,28-35,37-38,41-42	3
Web Producer/Reporter	1-5,7-26,28-35,37-38,41-42	5
Sales Assistant	1-4,7-10,12-26,28-35,37-38,41-42	2
General Sales Manager	1-4,7-10,12-26,28-35,37-38,40-43	3
Multi-Media Journalist	1-4,6-26,28-35,37-38,41-42	6

This Report Provides Information through 11/30/2013

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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	
2	CAREERLINK Includes job posting to station website www.wtv.com http://dothan.careerlink.com/9/2/4/admin/ http://careerlink.com/9/2/2/4/jobs/	N	20
3	Walk-ins/unsolicited resumes/ Word of Mouth/Face book/LinkedIn	Y	19
4	WTVY Bulletin Board / WTVY On Air Recruitment Ads	N	4
5	Internship	N	2
6	Active Employee Internal Transfer – Mentor Program	N	5
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	2
8	MEDIALINE Mark Shilstone – Manager http://www.medialine.com/jobsubmit.htm mark@medialine.com	N	4
9	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	12

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
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	26
12	Alabama State University P.O. Box 271 Montgomery, AL 36104 334-229-4985 Ella Tucker etucker@alasu.edu	Y	3
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	2
16	Florida A & M University, Barbara Sutton P. O. Box 982 Tallahassee, FL 32307 850-599-3700 Barbara Sutton - barbara.sutton@famu.edu WEBSITE: http://careercenter.famu.edu/	Y	

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17	<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	
18	<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	
19	<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	
20	<p>Jacksonville State University 700 Pelham Road N. Jacksonville, AL 36265 256.782.5485 Becka Turner bturner@jsu.edu</p>	Y	
21	<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	
22	<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	
23	<p>Troy University, Adams University Center Suite 110, Troy, AL 36082 Ann Clark aclark43236@troy.edu 334.617.3217</p>	Y	8

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
24	Tuskegee University Career Placement Carnegie Hall 3 rd Floor Tuskegee, AL 36088 334-727-8255 Sarah Stringer sstringer@tuskegee.edu	Y	2
25	University of Alabama Box 870293 Tuscaloosa, AL 35487 Brandon Bowen 205-348-3091 Send emails to Savanna Gable sgable@sa.ua.edu	Y	
26	University of Florida WUFT College of Journalism and Communications P.O. Box 118400 Gainesville, FL 32611 352-392-1601 Angel Iverson angeliverson@crc.usl.edu	Y	
27	Office of Diversity Initiatives University of Maryland University College 3501 University Boulevard East Adelphi, MD 20783-1716 Careerservicesumuc.edu 301-985-6785 3.20.2013 Removed at their request(via letter)	Y	
28	University of West Florida 11000 University Parkway Pensacola, FL 32514 Daphne Pagonis (850) 474-2254 Website: http://uwf.edu/career/	Y	
29	University of South Alabama 307 University Blvd. N. Mobile, AL 36688 251-460-6188 Delia Ingram dingram@southal.edu	Y	
30	Wallace Community College, 1141 Wallace Dr., Dothan, AL, 36303 Lisa Dobbs ldobbs@wallace.edu 334.983.3521	Y	6
31	Northwest Florida State College 100 College Blvd. Building C-2, Room 201 Niceville, FL 32578 850-729-5227 Edna Washington washinge@nwfsc.edu	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
32	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	
33	Lurleen B. Wallace Community College P. O. Drawer 1418 Andalusia, AL 36420	Y	
34	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	
35	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	
36	American Business Women's Association Career Center PO Box 705 Dothan, AL 36302 Jan Hamilton Mail returned Jan2013-no response on search	N	
37	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	
38	Washington-Holmes Technical Center Career Center 757 Hoyt St. Chipley, FL 32428 850-638-1180 Martha Compton Compton_m@firn.edu	N	

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39	NAACP, Regional Director. Nelson Rivers Suite 203, 970 Martin Luther King Dr., SW Atlanta, GA 30314 Jan 2013 – removed at their request via letter	N	
40	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	
41	<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	
42	The Veterans Administration Brent Boozer Local Veterans Employment Representative Dothan, AL 36330 Fax 334-792-2124 Brent.Boozer@alcc.alabama.gov Added to source list by request on 6.12.2013	Y	
43	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	

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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 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. During the 2013 reporting year, three students interned with WTVY-TV. Two interns were interviewed for a position at WTVY-TV with one intern hired in a full-time position.
2	Establish training program to help current employees advance in their careers.	<p>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.</p> <p>During the 2013 reporting year three employees were promoted to higher level positions.</p>
3	Participation in job fairs	<p>(A) On July 25th, 2013 the Senior News Reporter participated in the 2013 Fort Rucker Job Fair with more than 1,000 job seekers in attendance.</p> <p>(B) Throughout 2013 WTVY participated in two virtual job fairs with the Alabama Broadcasting Association. February 18 – 22nd and August 26th. – 30th.</p> <p>(C) Our News Staff participated in the Opp, Alabama Career Day on February 15th, 2013. The staff in attendance included the News Director.</p>
4	EEO Training	On June 11 th , 2013 Joan Stewart of Wiley Rein presented a webinar on the FCC's EEO rules with special emphasis on recruitment obligations, documentation requirements, and how to prepare for an EEO audit. The meeting was attended by the General Manager, Office Manager and Office Assistant of the station.