

**WTVY-TV, WRGX-LD**  
**EEO PUBLIC FILE REPORT**  
**12/1/2017 – 11/20/2018<sup>1</sup>**

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Broadcast Engineering Associate	1-4, 7-10, 12-33,35,36	3
Meteorologist / MMJ	1-4, 6-32,35,36	6
Weekend Meteorologist / MMJ	1-4, 6-32,35,36	16
News – Sports Director	1-4, 7-32,35,36	1
News – Sports Anchor / MMJ	1-4,7-32,35,36	1
Creative Services Director	1-4, 6-10,12-33,35,36	6
Sales – Admin Assistance	1-4, 7-10,12-33,35, 36	36
News – Executive News Producer	1-4, 6-32,35,36	1
News – Anchor / MMJ	1-4, 7-32,35,36	1
News – MMJ	1-4, 7-32,35,36	1

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<sup>1</sup> This Report contains information through November 20, 2018. Any hires or recruitment initiatives performed after that date will be reported on the station's 2019 report.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>Interviewees Referred by RS</b>
1	People Matter 4370 Peachtree Road, NE Atlanta, GA 30139 404.266.8333 contact updated 11/16/17	N	31
2	CAREERLINK Facilitates job posting to station website <a href="http://www.wtvyn.com">www.wtvyn.com</a> Facilitates job posting to Facebook <a href="http://dothan.careerlink.com/9/2/4/admin/">http://dothan.careerlink.com/9/2/4/admin/</a> <a href="http://careerlink.com/9/2/2/4/jobs/">http://careerlink.com/9/2/2/4/jobs/</a>	N	
3	Walk-ins/unsolicited resumes/ Word of Mouth	N	4
4	WTVY Bulletin Board / WTVY On Air Recruitment Ads/ Job Fairs	N	1
5	Internship	N	
6	Active Employee Internal Transfer – Mentor Program	N	6
7	Alabama Broadcasters Association 2180 Park Lake Rd, Hoover, AL 35244 205.982.5001 Fax 205.982.0015 Lisa T. Rice Business Manager <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a>	N	
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 <a href="mailto:Dothan@alcc.alabama.gov">Dothan@alcc.alabama.gov</a> Website - <a href="http://www.servicelocator.org/">http://www.servicelocator.org/</a> Alabama Job Link.com Website: <a href="https://joblink.alabama.gov/ada/">https://joblink.alabama.gov/ada/</a> <a href="https://joblink.alabama.gov/ada/works/WorkforceCenter.cfm?ofiid=85330000">https://joblink.alabama.gov/ada/works/WorkforceCenter.cfm?ofiid=85330000</a>	Y	

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 <a href="mailto:Brent.Boozer@alcc.alabama.gov">Brent.Boozer@alcc.alabama.gov</a> via <a href="mailto:Dothan@alcc.alabama.gov">Dothan@alcc.alabama.gov</a>	Y	
10	Wiregrass Rehabilitation Center PO Box 338 Dothan, AL 36303 334-792-0022 Fax 334-673-8045 Cynthia Green - <a href="mailto:cgreen@wrcjobs.com">cgreen@wrcjobs.com</a> (334)792-0022	N	
11	TV Jobs; <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark Holloway; P.O. Box 4116; Oceanside, CA 92052 Fax 760-754-2115	N	
12	Alabama State University P.O. Box 271 Montgomery, AL 36104 334-229-4985 Ella Tucker <a href="mailto:etucker@alasu.edu">etucker@alasu.edu</a>	Y	
13	Auburn University 303 Mary Martin Hall Auburn, AL 36849 334-844-3864 Lisa Lee Career Development Services <a href="mailto:leelisa@auburn.edu">leelisa@auburn.edu</a> Distributed by ABA <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a>	Y	
14	Chipola College 3094 Indian Circle Marianna, FL 32446 850-718-2424 Ms. Betty Broome <a href="mailto:broomeb@chipola.edu">broomeb@chipola.edu</a>	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 <a href="mailto:nsmith@escc.edu">nsmith@escc.edu</a>	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 Attention: Career Center (850) 644-8625 644.6431 Susie <a href="mailto:jobs@fsu.edu">jobs@fsu.edu</a> Secondary email to Donna Ruscito – Coordinator <a href="mailto:druscito@fsu.edu">druscito@fsu.edu</a> WEBSITE: <a href="http://www.career.fsu.edu/">http://www.career.fsu.edu/</a> Communications department at FSU COMM.FSU.EDU/COMMDEPT/ School of Library &amp; 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	1
17	<p>Grady College of Journalism &amp; Mass Communication 120 Hooper St, Journalism Building Athens, GA 30602-3018 Fax 706-542-2183 Tel. 706-542-3375 Debbi Grayson <a href="mailto:debig@uga.edu">debig@uga.edu</a></p>	Y	
18	<p>Jacksonville State University 700 Pelham Road N. Jacksonville, AL 36265 256.782.5485 Becka Turner <a href="mailto:bturner@jsu.edu">bturner@jsu.edu</a></p>	Y	
19	<p>Mississippi State University P.O. Box 5325 Mississippi State, MS 39762 662-325-3344 Scott Maynard <a href="mailto:smaynard@career.msstate.edu">smaynard@career.msstate.edu</a> <a href="http://www.career.msstate.edu">www.career.msstate.edu</a> Fax 662-325-7975.</p>	Y	1
20	<p>Troy University Dothan, P. O. Box 8368, Dothan, AL 36304 334-983-6556 extension 1223 Fax 334-983-6322 Joanne Krist <a href="mailto:jkrist@troy.edu">jkrist@troy.edu</a></p>	Y	
21	<p>Troy University, Adams University Center Suite 110, Troy, AL 36082 Ann Clark <a href="mailto:aclark43236@troy.edu">aclark43236@troy.edu</a> 334.617.3217</p>	Y	
22	<p>Tuskegee University Career Placement Carnegie Hall 3<sup>rd</sup> Floor Tuskegee, AL 36088 334-727-8255 Sarah Stringer <a href="mailto:sstringer@tuskegee.edu">sstringer@tuskegee.edu</a></p>	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
23	University of South Alabama 307 University Blvd. N. Mobile, AL 36688 251.460.6188 Delia Ingram <a href="mailto:dingram@southal.edu">dingram@southal.edu</a>	Y	
24	Wallace Community College, 1141 Wallace Dr., Dothan, AL, 36303 Lisa Dobbs <a href="mailto:ldobbs@wallace.edu">ldobbs@wallace.edu</a> 334.983.3521	Y	
25	Northwest Florida State College 100 College Blvd. Building C-2, Room 201 Niceville, FL 32578 850-729-5227 Edna Washington <a href="mailto:washinge@nwfsc.edu">washinge@nwfsc.edu</a> Updated to <a href="mailto:henrys5@NWFSFSC.edu">henrys5@NWFSFSC.edu</a> on 4.26.2016 Contact Sandra Henry – Career Specialist	Y	
26	NWF State College/UWF Campus 1170 Martin Luther King Jr. Blvd. Fort Walton Beach, FL 32547 850-863-6565 <a href="mailto:henrys5@NWFSFSC.edu">henrys5@NWFSFSC.edu</a> Contact Sandra Henry – Career Specialist	Y	
27	Lurleen B. Wallace Community College P. O. Drawer 1418 Andalusia, AL 36420 <a href="mailto:rbozeman@lbwcc.edu">rbozeman@lbwcc.edu</a>	Y	
28	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 Campuses include Cleveland, Cincinnati, Chicago-Suburbs, Colorado, Chicago and Columbus Janice Hardy for all locations <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a>	N	
29	Ohio/Illinois Center for Broadcasting - Lombard Campus Dave Cogozzo Director of Placement 455 Eisenhower Lane S Ste 200 Lombard, IL 60148 <a href="mailto:Placement.lombard@beonair.com">Placement.lombard@beonair.com</a> 630-916-1700 Fax 630-916-1764 Janice Hardy for all locations <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
30	Alfred Saliba Family Services Center, 301 W. Lafayette St., Dothan, AL 36301 334-712-0090, Fax 334-794-3900 Jim Hartnett - Career Center Coordinator <a href="mailto:jhartnett@salibacenter.org">jhartnett@salibacenter.org</a> Address: 545 W. Main Street Dothan, AL 36301	Y	
31	Florida Panhandle Technical College (fka Washington-Holmes Technical Center) Career Center 757 Hoyt St. Chipley, FL 32428 850-638-1180 Martha Compton <a href="mailto:martha.compton@fptc.edu">martha.compton@fptc.edu</a>	N	
32	<i>Keen Facilitators &amp; 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: <a href="mailto:Keenerandkeener@aol.com">Keenerandkeener@aol.com</a> Email: <a href="mailto:Keenerconsultants@gmail.com">Keenerconsultants@gmail.com</a> Website: <a href="http://www.ccigreenheart.org">www.ccigreenheart.org</a>   <a href="http://www.greenheart.info">www.greenheart.info</a> .	N	
33	Mediarecruiter.com MediaRecruiter.com - 9457 So. University Blvd. #303, Highlands Ranch, CO 80126 Art Scott or Sue Arno <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a>	N	
34	MEDIALINE Mark Shilstone – Manager <a href="http://www.medialine.com/jobsubmit.htm">http://www.medialine.com/jobsubmit.htm</a> <a href="mailto:mark@medialine.com">mark@medialine.com</a>	N	
35	Indeed.com Courtney Zamm Small Business Consultant Coordinator Indeed - one search. all jobs. <a href="mailto:cortney@indeed.com">cortney@indeed.com</a> <a href="tel:203-653-4841">203-653-4841</a> <a href="http://www.indeed.com">www.indeed.com</a>	N	1
36	Social Media – Facebook, LinkedIn, MySpace, Twitter, etc.	N	1
Total Interviewees			46

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
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 2018 reporting year, three students interned with WTVY-TV.
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 2018 reporting year two employees were promoted to higher level positions.
3	Participation in job fairs	(A) On 2/6/2018, we attended the Spotlight on Business, a trade show that allows members to showcase their products and service to fellow Dothan Area Chamber of Commerce members as well as the general public. (B) On 2/21-22/2018, our Engineers attended the Southeast WOW at the Farm Center in Dothan, AL. They worked with 8 <sup>th</sup> graders teaching them about broadcast engineering. (C) On 9/12/2018, our News Director went to Troy University Montgomery for the Fall Recruiting at Troy this is an All majors career fair.
4	Participation in broadcasting educational institutions	(A) On 1/16/2018, our Chief Meteorologist spoke to approximately 40 people for weather presentation on severe weather preparedness to Iona Group in Dothan, AL. (B) On 2/2/2018, our Chief Meteorologist spoke to 200 students Carver Magnet School about meteorology/TV.

		<p>(C) On 1/31/2018, our Chief Meteorologist spoke to Science Olympiad at Montana Magnet School.</p> <p>(D) On 3/13/2018, our Chief Meteorologist went to Houston Academy for a weather presentation 84 students grades 1<sup>st</sup> – 4<sup>th</sup></p> <p>(E) On 4/26/2018, our chief meteorologist went to Providence Christian School, Dothan, AL for a weather presentation to 70 7<sup>th</sup> grade students.</p>
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