

WTVY-TV/WRGX-LD
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022

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
Sports Reporter/MMJ	1-22	6
Sports Reporter/MMJ	1-22	6
News Producer	1-22	22
Multi Media Sales Specialist	1-22	3
Digital Content Producer	1-22	1
Digital Content Producer	1-22	1
Administrative Assistant	1-22	22
Administrative Assistant	1-22	22
Marketing Producer	1-22	1
Technical Media Director	1-22	3
Broadcast Associate	1-22	1
IT Engineer	1-22	1
Director of Marketing	1-22	3
Multi Media Sales Specialist	1-22	1
National Sales Manager	1-22	1
Technical Media Director	1-22	1
Multi Media Sales Specialist	1-22	22
News Producer	1-22	3
Digital Content Producer	1-22	6

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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	Gray TV 4370 Peachtree Road, NE Atlanta, GA 30139 404.266.8333	N	22
2	CAREERLINK Facilitates job posting to station website www.wtvv.com Facilitates job posting to Facebook http://dothan.careerlink.com/9/2/4/admin/ http://careerlink.com/9/2/2/4/jobs/	N	
3	Walk-ins/unsolicited resumes/Word of Mouth	N	14
4	WTVY Bulletin Board/WTVY On Air Recruitment Ads/Job Fairs	N	
5	Internship	N	
6	Active Employee Internal Transfer – Mentor Program	N	3
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	
8	The Dothan Area Career Center, aka Joblink Alabama.gov(info added 6.13.2013) 787 Ross Clark Circle Dothan, AL 36303 Cara Reeves cara.reeves@alcc.alabama.gov Alabamaworks.alabama.gov	N	
9	Wiregrass Rehabilitation Center PO Box 338 Dothan, AL 36303 334-792-0022 Fax 334-673-8045 David.casey@wrcjobs.com www.wrcjobs.com	N	
10	TV Jobs www.tvjobs.com Mark Holloway: P.O. Box 4116 Oceanside, CA 92052 Fax 760-754-2115	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Auburn University 303 Mary Martin Hall Auburn, AL 36849 334-844-3864 Lisa Lee Career Development Services leelisa@auburn.edu Distributed by ABA lrice@al-ba.com www.auburn.edu	Y	
12	Chipola College 3094 Indian Circle Marianna, FL 32446 850-718-2424 Cheri Gilmore cheri.gilmore@careersourcechipola.com www.chipola.edu	Y	
13	Florida Sate University 142 Collegiate Loop PO Box 3062100 Tallahassee, FL 32306 jobs@fsu.edu www.career.fsu.edu	Y	
14	University of Georgia 120 Hooper St, Journalism Building Athens, GA 30602 Fax 706-542-2183 Tel 706-542-3375 Debbi Grayson debig@uga.edu www.hireuga.com	Y	
15	Mississippi State University 75 B.S. Hood Rd Mississippi State, MS 39762 662-325-3344 Daniel Morgan dmorgan@career.msstate.edu www.career.msstate.edu	Y	
16	Troy University Adams University Center Suite 110 Troy, AL 36082 www.troy.edu	Y	
17	Tuskegee University Carnegie Hall 3 rd Floor Tuskegee, AL 36088 334-727-8255 www.tuskegee.edu	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	University of South Alabama 307 University Blvd. N. Mobile, AL 36688 251-460-6188 www.southalabama.edu	Y	
19	Wallace Community College 1141 Wallace Dr., Dothan, AL 36303 jknight@wallace.edu www.wallace.edu	Y	
20	Ohio/Illinois Center for Broadcasting 9000 Sweet Valley Dr 9885 Rockside Rd. Suite 160 Valley View, Oh 44125 Lynda Leciejewski lleciejewski@beonair.com www.beonair.com	N	
21	Mediarecruiter.com 9457 So. University Blvd# 303 Highlands Ranch, CO 80126 Art Scott art@mediarecruiter.com	N	
22	Indeed.com Courtney Zamm Small Business Consultant Coordinator Indeed – one search all jobs cortney@indeed.com 203-653-4841 www.indeed.com	N	12
TOTAL INTERVIEWEES OVER REPORTING PERIOD			51

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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 2022 reporting year, 3 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 2022 reporting year 7 employees were promoted to higher level positions.
3	Participation in Job Fairs	<p>(A) On 3/1/22 , Sales Department 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.</p> <p>(B) On 3/8/22 – 3/9/22 our Engineers, News and Production attended the Southeast Worlds of Work (WOW at the Farm Center in Dothan, AL. They worked with 8th graders teaching them about broadcast jobs.</p> <p>(C) On 3/31/22 WTVY joined a virtual career fair at Alabama State University</p>

		(D) On 2/11/22 WTVY attended University of Alabama virtual career fair
4	EEO Training	On February 17, 2022, our Office Manger participated in the FCC's EEO Rules presented by Joan Stewart of Wiley Rein, LLP