

WTVY-TV
EEO PUBLIC FILE REPORT
12/1/2014 – 11/30/2015

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 |
|---------------------------------|------------------------------------------------------|---------------------------|
| Meteorologist/Reporter | 1-4,7-33,37 | 11 |
| Meteorologist/Reporter | 1-4,7-33,37 | 11 |
| Account Executive | 1-4,7-33,37 | 37 |
| Account Executive | 1-4,7-33,37 | 4 |
| Account Executive | 1-4,7-33,37 | 36 |
| Overnight Producer | 1-4,7-33,37 | 2 |
| Producer | 1-4,7-33,37 | 22 |
| Anchor/Reporter | 1-4,7-33,37 | 11 |
| Anchor/Reporter | 1-4,7-33,37 | 11 |
| Morning Anchor | 1-4,6-33,37 | 3 |
| Morning Meteorologist | 1-4,7-33,37 | 11 |
| Promotions Director | 1-4,7-33,37 | 3 |
| Multi-Media Journalist | 1-4,7-33,37 | 11 |
| Multi-Media Journalist | 1-4,7-33,37 | 11 |
| Multi-Media Journalist | 1-4,7-33,37 | 2 |
| Multi-Media Journalist/Producer | 1-4,7-33,37 | 11 |
| Multi-Media Journalist/Producer | 1-4,7-33,37 | 11 |
| Engineer | 1-4,7-33,37 | 3 |
| Technical Media Director | 1-4,7-33,37 | 3 |
| Technical Media Director | 1-4,7-33,37 | 22 |
| Technical Media Director | 1-4,7-33,37 | 4 |

This Report Provides Information through 11/30/2015

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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 Facilitates job posting to station website www.wtvty.com Facilitates job posting to facebook 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 | N | 12 |
| 4 | WTVY Bulletin Board / WTVY On Air Recruitment Ads/ Job Fairs | N | 12 |
| 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 | 1 |
| 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 | 28 |
| 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 Attention: Career Center (850) 644-8625 644.6431 Susie jobs@fsu.edu Secondary email to Donna Ruscito – Coordinator druscito@fsu.edu 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 | |
| 22 | <p>Troy University, Adams University Center Suite 110, Troy, AL 36082 Ann Clark aclark43236@troy.edu 334.617.3217</p> | Y | 3 |

| 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 | |
| 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 | 1 |

| 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 | 1 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | Interviewees Referred by RS |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|--------------------------------|
| 37 | Social Media – Facebook, LinkedIn, MySpace, Twitter, etc. Revised to separate line item on March 24 th , 2014 | N | 1 |
| Total Interviewees | | | 83 |

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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 2015 reporting year, four 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 2015 reporting year eleven employees were promoted to higher level positions. |
| 3 | Participation in job fairs | (A) Our Assistant News Director participated in the Spring Career Fair on April 1 st , 2015 at Troy University in Troy, AL. We hired a new employee via this opportunity. (B) Our News Director participated in the Fall Career Fair on October 1st, 2015 at Troy University in Troy, AL. |
| 4 | Education and Training | On October 8 th , 2015 our General Manager, Local Sales Manager and Office/Human Resources Manager participated in a training webinar regarding The FCC's Equal Employment Opportunity Rules. |