

**WCTV, WSWG**  
**EEO PUBLIC FILE REPORT**  
**12.01.2014 – 11.30.2015**

**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>
National and Regional Sales Manager (1)	1-15	12,13,14
Sales Assistant (1)	1-15	12, 13, 14
Anchor/Multi Media Journalist ( )	1-15	10,12,13,14,15
Sports Anchor (1)	1-15	10, 12, 15
Videographer (1)	1-15	10, 12, 13, 15
Locals Sales Manager (1)	1-15	12, 13, 14
Media Manager (1)	1-15	12, 13, 14
Producers (7)	1-15	3,4, 10, 12,13,14,15
Account Executive (2)	1-15	12, 13, 14
General Sales Manager –(2)	1-15	12, 13, 14
News Director (1)	1-15	11, 12, 14
Media Content Manager (1)	1-15	12, 13, 14
Lead Engineer (1)	1-15	12
Meteorologist (1)	1-15	10, 12
Assignment Manager	1-15	10,12
Promotions Producer	1-15	10, 13
CS Director	1-15	12, 13

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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>No. of Interviewees Referred by RS over 12-month period</b>
1	WorkForce Plus 2525 S. Monroe St., #3A Tallahassee, FL 32301	Y	0
2	Tallahassee Community College 444 Appleyard Drive Tallahassee, FL 32304	N	0
3	Florida State University College of Communications 356 Diffenbaugh Tallahassee FL 32306	N	1
4	University of Georgia College of Journalism Athens, GA 30602-3018	N	1
5	Florida A&M University 428 Tucker Hall Tallahassee FL 32399	N	8
6	Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Daytona, FL 32114	N	0
7	Troy State University University Boulevard Troy, AL 36082	N	0
8	Clark Atlanta University 223 James P. Brawley Atlanta, GA 30314	N	0
9	Division of Blind Services 325 W. Gaines Street, Suite 1114 Tallahassee, FL 32399	N	0
10	TVJOBS.COM Mark Holland (E-mail)	N	21
11	Gray Television Corporate Internal Posting	N	3
12	WCTV6.com (Stations Website)	N	54
13	Employee Referrals	N	16
14	Outside Referrals	N	5
15	WCTV Intern	N	2
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>103</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>3</b>	Internship program	<p>The stations maintain an on-going Internship Program with Florida State University-Tallahassee, Florida A&amp;M University-Tallahassee, and Valdosta State University-Valdosta, Georgia.</p> <p>These internships are offered for the term of one semester and afford students studying communications the opportunity to achieve practical experience in the field.</p> <p>A total of 25 students interned at the station during the Spring, Summer, and Fall, semesters. 8 per semester. Interns work in the News and Production departments.</p>
<b>5</b>	Formal Mentoring Program for Station Personnel	<p>One of our Senior Anchors holds monthly training/mentoring session for our beginning Multi-Media Journalists. She mentors them, as well as provides guidance as to how to grow their reporter skill-set.</p>
<b>6</b>	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	<p>National Association of Black Journalists 3-day conference that includes many speakers, interactive sessions and information.</p> <p>One employee attended conference August 2015. One on one and group discussion about WCTV and broadcasting careers.</p>
<b>7</b>	Sponsor Events in the Community Designed to Inform and Education as to Employment Opportunities in Broadcasting	<p>Meteorologist went to FSU to discuss the role, job openings, how to apply and what training they are looking for.</p>