### 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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
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)

1	RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
Tallahassee Community College	1	WorkForce Plus		
Tallahassee Community College		2525 S. Monroe St., #3A	Y	0
A44 Appleyard Drive				
Tallahassee, FL 32304   Size University   College of Communications   Size University   College of Communications   Size University of Georgia   College of Journalism   N	2			
Section   Sect			N	0
College of Communications   356 Diffenbaugh   Tallahassee FL 32306				
356 Diffenbaugh	3			
Tallahassee FL 32306			N	1
University of Georgia   College of Journalism   Athens, GA 30602-3018			1,	1
College of Journalism				
Athens, GA 30602-3018  Florida A&M University 428 Tucker Hall Tallahassee FL 32399  Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Daytona, FL 32114  Troy State University University Boulevard Troy, Al 36082  Clark Atlanta University 223 James P. Brawley Atlanta, GA 30314  Division of Blind Services 325 W. Gaines Street, Suite 1114 Tallahassee, FL 32399  TVJOBS,COM Mark Holland (E-mail)  N  21  Gray Television Corporate Internal Posting  WCTV6.com (Stations Website)  N  54  Duside Referrals N  5  WCTV Intern N  5  WCTV Intern N  2	4			
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 N         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			N	1
A28 Tucker Hall   Tallahassee FL 32399   N   8				
Tallahassee FL 32399	5			
6         Bethune Cookman College 640 Dr. Mary McLeod Bethune Blvd. Daytona, FL 32114         N         0           7         Troy State University University Boulevard Troy, AI 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			N	8
640 Dr. Mary McLeod Bethune Blvd.   N		Tallahassee FL 32399		
640 Dr. Mary McLeod Bethune Blvd.   N	6	Bethune Cookman College		
Daytona, FL 32114			N	0
7         Troy State University University Boulevard Troy, AI 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         TVIOBS.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				
University Boulevard   Troy, Al 36082   S   Clark Atlanta University   223 James P. Brawley   N   O   Atlanta, GA 30314   S   Division of Blind Services   325 W. Gaines Street, Suite 1114   N   O   TVJOBS.COM   Mark Holland (E-mail)   N   21   S   Corporate Internal Posting   N   S   S   S   S   S   S   S   S   S	7			
Troy, Al 36082   8			N	0
8       Clark Atlanta University       N       0         223 James P. Brawley       N       0         Atlanta, GA 30314       N       0         9       Division of Blind Services       N       0         325 W. Gaines Street, Suite 1114       N       0         Tallahassee, FL 32399       N       21         10       TVJOBS.COM       N       21         Mark Holland (E-mail)       N       21         11       Gray Television       N       3         12       WCTV6.com (Stations Website)       N       54         13       Employee Referrals       N       16         14       Outside Referrals       N       5         15       WCTV Intern       N       2				
223 James P. Brawley       N       0         Atlanta, GA 30314       N       0         9       Division of Blind Services       N       0         325 W. Gaines Street, Suite 1114       N       0         Tallahassee, FL 32399       N       21         10       TVJOBS.COM       N       21         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	8			
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			N	0
325 W. Gaines Street, Suite 1114				
Tallahassee, FL 32399         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	9	Division of Blind Services		
Tallahassee, FL 32399         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		325 W. Gaines Street, Suite 1114	N	0
Mark Holland (E-mail)  11 Gray Television Corporate Internal Posting  N  12 WCTV6.com (Stations Website)  N  54  13 Employee Referrals  N  16  14 Outside Referrals  N  5  15 WCTV Intern  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	10	TVJOBS.COM		
Corporate Internal Posting  N  12 WCTV6.com (Stations Website)  N  54  13 Employee Referrals  N  16  14 Outside Referrals  N  5  15 WCTV Intern  N  2		Mark Holland (E-mail)	N	21
Corporate Internal Posting  N  12 WCTV6.com (Stations Website)  N  54  13 Employee Referrals  N  16  14 Outside Referrals  N  5  15 WCTV Intern  N  2				
12       WCTV6.com (Stations Website)       N       54         13       Employee Referrals       N       16         14       Outside Referrals       N       5         15       WCTV Intern       N       2	11			3
13       Employee Referrals       N       16         14       Outside Referrals       N       5         15       WCTV Intern       N       2		Corporate Internal Posting	N	
13       Employee Referrals       N       16         14       Outside Referrals       N       5         15       WCTV Intern       N       2		WORKS (O. C. W. 1. C.)		
13 Employee Referrals  N 16  14 Outside Referrals  N 5  15 WCTV Intern  N 2	12	WC1 V6.com (Stations Website)	N	54
14 Outside Referrals  N 5 15 WCTV Intern  N 2		For the confidence of the conf		
15 WCTV Intern N 2	13	Employee Referrals	N	16
15 WCTV Intern N 2		Outside Defende		
N 2	14	Outside Referrals	N	5
N 2		WCTV Intom		
TOTAL INDEDIMENTED OVER 14 MONTH BERTON 102	15	WCI v Intern	N	2
		TOTAL INTERVIENCE CASES	12 MONUM PERIOR	102

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## III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
3	Internship program	The stations maintain an on-going Internship Program with Florida State University-Tallahassee, Florida A&M University-Tallahassee, and Valdosta State University-Valdosta, Georgia.
		These internships are offered for the term of one semester and afford students studying communications the opportunity to achieve practical experience in the field.
		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.
5	Formal Mentoring Program for Station Personnel	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.
6	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	National Association of Black Journalists 3- day conference that includes many speakers, interactive sessions and information.
		One employee attended conference August 2015. One on one and group discussion about WCTV and broadcasting careers.
7	Sponsor Events in the Community Designed to Inform and Education as to Employment Opportunities in Broadcasting	Meteorologist went to FSU to discuss the role, job openings, how to apply and what training they are looking for.