

WCTV, WSWG
EEO PUBLIC FILE REPORT

12/01/2009 – 11/30/2010

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hire
Master Control op		
Reporter	3,6,8,9,10,11,12	3,10,10
Associate Producer	3,5,6,8,9,13	13,10,12
Internet Reporter		
Meteorologist/Reporter	3,5,6,8,9,13	8
Producer	13,12,9,8,15	10,13,15,10
Director		
Internet Reporter	3,6,8,9,10,11,12,13	13
Sports Videographer/Reporter	6,8,9,10,11,12	6,10
Production Director		

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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 12-month period
1	Big Bend Workforce Center 2525 S. Monroe St., #3 Tallahassee, FL 32301 Bill Billeter (850) 922-0023 x243	Y	0
2	Gray Television Corporate Internal Posting Personnel Director (850) 877-1646	N	
3	Florida State University College of Communications 356 Diffenbaugh Tallahassee FL 32306 Robert Pekurny (850) 644-3462	N	7
4	University of Georgia College of Journalism Athens, GA 30602-3018 Emily Smith (706) 542-4993	N	0
5	Tallahassee Community College 444 Appleyard Drive Tallahassee FL 32304 Horace Wright (850) 201-8510	N	0
6	Florida A&M University 428 Tucker Hall Tallahassee FL Jim Hawkins (850) 599-3083	N	3
7	Valdosta State University Dept Comm. Arts Valdosta, GA 31698 Career Planning & Placement Karen Jarvis (229) 333-5820	N	
8	TVJOBS.COM Mark Holland (E-mail)	N	3
9	WCTV6.com (Stations Website)	N	21
10	Word-of-Mouth Referral	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
11	Spots N Dots selltv@aol.com	N	0
12	Intern	N	5
13	WCTV/WSWG Internal Posting (Bulletin Board)	N	12
14	Workforce Plus	N	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			55

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Sponsor a career fair	On March 15, 2010, the stations sponsored the Georgia Association of Broadcasters Career Fair. The Vice President of News and Production met with potential job applicants to discuss career and internship opportunities at the stations.
2	Participate in event sponsored by educational institution relating to career opportunities in broadcasting.	<p>(A) On April 7, 2010, the Vice President of News participated in the Associated Press Conference in Orlando Florida. He presented information to students on careers in broadcasting.</p> <p>(B) On October 14, 2010 the News Director spoke to students at FAMU about career opportunities in broadcasting.</p>
3	Participate in career fair	<p>On March 16, the stations participated in the Journalism and Mass Communication Career Fair at the University of Georgia. The Vice President of News and Production attended and met with students to discuss specific jobs at the stations, internships and careers in broadcasting.</p> <p>(B) Sales Manager participated in the Media Sales Institute at Florida A&M University on May 18th and 19th of 2010</p>
4	Internship program	<p>The stations maintain an on-going Internship Program with Florida State University-Tallahassee, Florida A&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</p>

		<p>practical experience in the field.</p> <p>A total of 12 students interned at the station during the Fall and Spring semesters. (6 per semester). Interns work in the News and Production departments.</p>
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