

WCTV, WSWG
EEO PUBLIC FILE REPORT
12.01.2012 – 11.30.2013

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hires
General Sales Manager	1-15	11, 13
Sales Assistant	1-15	12, 13
Anchor/Multi Media Journalist	1-15	10, 11, 13
Meteorologist	1-15	12
Internet Producer	1-15	12
Promotions Producer	1-15	12
Videographer	1-15	13
Director	1-15	12, 13
Media Manager	1-15	12, 13, 14
Digital Account Executive	1-15	14
Account Executive	1-15	11, 13

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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	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	0
4	University of Georgia College of Journalism Athens, GA 30602-3018	N	0
5	Florida A&M University 428 Tucker Hall Tallahassee FL 32399	N	5
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	16
11	Gray Television Corporate Internal Posting	N	3
12	WCTV6.com (Stations Website)	N	32
13	Employee Referrals	N	15
14	Outside Referrals	N	13
15	WCTV Intern	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			84

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in event sponsored by educational institution relating to career opportunities in broadcasting.	<p>May 21-23, 2013, the General Sales Manager and National Sales Manager participated in the <i>Media Sales Institute</i> event sponsored by FAMU. This is an educational and recruitment event where they observed, critiqued, and advised MSI participants on their presentations and later interviewed each candidate for a potential job placement at WCTV.</p> <p>July 31-August 4, Executive Producer and Anchor, Shonda Knight, attended the <i>National Association of Black Journalists Conference in Celebration</i>, FL. She met with minority students from all over the country to discuss opportunities and careers in broadcasting.</p>
2	Participate in career fair	<p>On August 26, 2013, the station participated in the <i>Internship and Part-Time Job Fair</i> at Valdosta State University Career Fair at the University of Georgia. One of our Producers, Chelsea Razavi, attended and met with students to discuss specific jobs, internships and careers in broadcasting.</p>
3	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 practical experience in the field.</p> <p>A total of 18 students interned at the station during the Summer, Fall, and Winter semesters. (6 per semester). Interns work in the News and Production departments.</p>