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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
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)

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 Society of the provided Reference Society of College of Communications Society of Georgia College of Journalism N	2			
Section Sect			N	0
College of Communications 356 Diffenbaugh Tallahassee FL 32306				
356 Diffenbaugh	3			
Sob Diffenbaugh Tallahassee FL 32306			N	0
4			11	
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 TyJoBS,COM Mark Holland (E-mail) N 16 Gray Television Corporate Internal Posting WCTV6.com (Stations Website) N 32 Employee Referrals N 13 WCTV Intern N 0 WCTV Intern N 0	4			_
Florida A&M University		<u> </u>	N	0
A28 Tucker Hall Tallahassee FL 32399 N 5				
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 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			N	5
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 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				
University Boulevard Troy, Al 36082 S Clark Atlanta University 223 James P. Brawley N O Atlanta, GA 30314 S O O O	7			
Troy, Al 36082			N	0
8 Clark Atlanta University				
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 16 10 TVJOBS.COM N 16 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	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 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			N	0
325 W. Gaines Street, Suite 1114				
Tallahassee, FL 32399 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	9	Division of Blind Services		
Tallahassee, FL 32399 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		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 13 Employee Referrals N 15 14 Outside Referrals N 15 WCTV Intern N 16 N 3 17 N 18 N 19 N 10 10				
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	10	TVJOBS.COM		
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		Mark Holland (E-mail)	N	16
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				
12 WCTV6.com (Stations Website) N 32 13 Employee Referrals N 15 14 Outside Referrals N 13 15 WCTV Intern N 0	11			
13 Employee Referrals N 15 14 Outside Referrals N 13 15 WCTV Intern N 0		Corporate Internal Posting	N	3
13 Employee Referrals N 15 14 Outside Referrals N 13 15 WCTV Intern N 0		WORKS (G. C. W. L.)		
13 Employee Referrals N 15 14 Outside Referrals N 13 15 WCTV Intern N 0	12	WCTV6.com (Stations Website)	N	32
14 Outside Referrals N 13 15 WCTV Intern N 0	13	Provide to Defending		
15 WCTV Intern N 13 N 0		Employee Referrals	N	15
15 WCTV Intern N 13 N 0	14	Outside Defermely		
15 WCTV Intern N 0		Outside Referrals	N	13
N 0		WCTV Intom		
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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.	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. July 31-August 4, Executive Producer and Anchor, Shonda Knight, attended the <i>National Association of Black Journalists Conference</i> in Celebration, FL. She met with minority students from all over the country to discuss opportunities and careers in broadcasting.
2	Participate in career fair	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.
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 18 students interned at the station during the Summer, Fall, and Winter semesters. (6 per semester). Interns work in the News and Production departments.