

**WCTV, WSWG**  
**EEO PUBLIC FILE REPORT**  
**12.01.2011 – 11.30.2012**

**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>
News Director	1-15	12
Sports Director	1-15	12
Anchor/Reporter	1-15	3, 4, 5, 12, 13, 14, 15
Producer	1-15	3, 5, 12, 13, 14
Associate Producer	1-15	3, 5, 12, 13, 14
Director	1-15	12, 15
Account Executive	1-15	12

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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	21
4	University of Georgia College of Journalism Athens, GA 30602-3018	N	5
5	Florida A&M University 428 Tucker Hall Tallahassee FL 32399	N	27
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	0
11	Gray Television Corporate Internal Posting	N	0
12	WCTV6.com (Stations Website)	N	31
13	Employee Referrals	N	10
14	Outside Referrals	N	1
15	WCTV Intern	N	6
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>101</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	WCTV Career Shadow	On September 24, 2012, the stations sponsored a career shadow program. The News director 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.	(A) On May 16 and 17, 2012 the general sales manager and local sales manager participated in the Media Sales Institute held by FAMU. A recruitment day where they observed, critiqued, and advised MSI participants on their presentations and later interviewed each candidate for a potential job placement at WCTV.
3	Participate in career fair	On March 21, 2012 the stations participated in the Journalism and Mass Communication Career Fair at the University of Georgia. The News Director attended and met with students to discuss specific jobs at the stations, internships and careers in broadcasting.
4	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 48 students interned at the station during the Summer, Fall, and Winter semesters. (16 per semester). Interns work in the News and Production departments.</p>