

WCTV, WFXU, WUFX-LD
EEO PUBLIC FILE REPORT
12.01.2019 – 11.30.2020

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
MM Journalist (Associate) (2)	1-19	19,12
News Producer (4)	1-19	12,7,15,7
Meteorologist (1)	1-19	7
Producer-Web (1)	1-19	14
News-Sports Director (1)	1-19	12
News-Anchor (1)	1-19	12
News-Director (1)	1-19	7

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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	Career Source Capital Region-Veterans & WorkForce Plus 325 John Knox Road #102 Tallahassee, FL 32303 and 2525 S. Monroe St., #3A Tallahassee, FL 32301	Y	0
2	Opportunity Services <u>3689 Coolidge Court #5, Tallahassee, FL 32311</u>	Y	0
3	Tallahassee Community College 444 Appleyard Drive Tallahassee, FL 32304	N	0
4	Florida State University College of Communications 356 Dikkenbaugh Tallahassee FL 32306	N	0
5	University of Georgia College of Journalism Athens, GA 30602-3018	N	0
6	Florida A&M University 428 Tucker Hall Tallahassee FL 32399	N	0
7	Indeed.com/People Matter	N	4
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 Attention: Mark Holland (E-mail)	N	0
11	Gray Television Corporate Recruiter	N	0
12	WCTV6.com (Stations Website)	N	12
13	Employee Referrals	N	3
14	Outside Referrals	N	2
15	WCTV Intern	N	1
16	ziprecruiter.com	N	0
17	Linkedin	N	0
18	Kelly Temp Services	N	0
19	Gray Television Website/Careers page	N	5
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			27

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	<p>The stations maintain an on-going Internship Program with Florida A&M University-Tallahassee</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>Students interned at the station during the Spring semester. (3) Interns worked in the News and Production departments.</p>
2	Formal Mentoring Program for Station Personnel	Senior Anchor holds training/mentoring session for our beginning MMJ/Anchors. She mentors them, as well as provides guidance as to how to enhance their anchoring skill set.
3	Provide EEO Training to Management Level Personnel	October 19, 2020 all hiring managers attended a refresher meeting where we reviewed the presentation webinar FCC/EEO rules and regulations and best-hiring practices by Joan Stewart from Wiley Rein 6/2019.
4	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	FSU Career Communications Seminar on 2/20/2020 - <i>Harnessing your Creativity: Careers in Media & Communication</i> . Jeff Schlessler News Director was a panelist for the event. Event consisted of Campus visit, mentoring, going over job openings and how to get a job/career. one-on-one follow-up with each of the 30 attendees. Interviews were done at the time of the event.
5	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	Zoom event with Hillsborough Community College on 6/24/2020. News Director, Jeff Schlessler, attended and talked with the broadcasting class about the changing realities in our business, and how to get an entry level job, including the importance of an internship. There were roughly 25 students on the zoom call
6	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	Career Connections: Virtual Non-Profit Hiring Fair / Paychecks for Patriots 11/17/2020. WCTV sponsored Event, which was hosted by Career Source. GSM attended to discuss candidates about careers in television, and openings at the station.

7	Corporate Legal- EEO Training to Management Level Personnel	November 19,2020 our OM participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein LLP.
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