

WCTV, WSWG
EEO PUBLIC FILE REPORT
12/01/2007 – 11/30/2008¹

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 |
|------------------------------|--|---------------------------|
| Anchor/Reporter | 1-13 | 11 |
| Reporter | 1-2, 6-13 | 11 |
| Associate Producer | 1-2, 6-13 | 6 |
| Internet Reporter | 1-2, 6-13 | 6 |
| Meteorologist/Reporter | 1-2, 6-13 | 6 |
| Producer | 1-2, 6-13 | 6 |
| Weekend Sports Anchor | 1-2, 6-13 | 11 |
| Internet Reporter | 1-2, 6-13, 16 | 16 |
| Sports Videographer/Reporter | 1-2, 6-15 | 15 |
| Associate Producer | 1-2, 6-12, 16 | 6 |

¹ This report contains information through November 21, 2008.

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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 | 0 |
| 3 | Gadsden County Times 15 S. Madison Street Quincy, FL 32351 Wendy/Ad Dept. (850) 627-7649 | N | 0 |
| 4 | Thomasville Times Enterprise 106 South St., Thomasville, GA 31792 Charles/Ad Dept. (229) 226-2400 | N | 0 |
| 5 | Tallahassee Democrat 277 N. Magnolia Drive Tallahassee, FL 32302 Genesis (850) 599-2210 | N | 0 |
| 6 | Florida State University College of Communications 356 Diffenbaugh Tallahassee FL 32306 Robert Pekurny (850) 644-3462 | N | 5 |
| 7 | University of Georgia College of Journalism Athens, GA 30602-3018 Emily Smith (706) 542-4993 | N | 0 |
| 8 | Tallahassee Community College 444 Appleyard Drive Tallahassee FL 32304 Horace Wright (850) 201-8510 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|--|--|--|
| 9 | Florida A&M University 428 Tucker Hall Tallahassee FL Jim Hawkins (850) 599-3083 | N | 0 |
| 10 | Valdosta State University Dept Comm. Arts Valdosta, GA 31698 Career Planning & Placement Karen Jarvis (229) 333-5820 | N | 0 |
| 11 | TVJOBS.COM Mark Holland (E-mail) | N | 7 |
| 12 | WCTV6.com (Stations Website) | N | 0 |
| 13 | Word-of-Mouth Referral | N | 1 |
| 14 | Spots N Dots selltv@aol.com | N | 0 |
| 15 | Intern | N | 1 |
| 16 | WCTV/WSWG Internal Posting (Bulletin Board) | N | 1 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 15 |

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III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|---|---|
| 1 | Co-Sponsor a career fair | On February 6, 2008, the stations co-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 5, 2008, 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 September 12, 2008, the Vice President of News spoke to students at FAMU about career opportunities in broadcasting.</p> |
| 3 | Participate in career fair | On February 9, 2008, 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. |
| 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 practical experience in the field.</p> <p>A total of 18 students interned at the station during the Summer, Fall, and Winter</p> |

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| | | semesters. (6 per semester). Interns work in the News and Production departments. |
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