

WCTV, WFXU, WUFX-LD
EEO PUBLIC FILE REPORT
12.01.2021 – 9.30.2022¹

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
MMJ (2)	1-18	18,18
Anchor/MMJ (1)	1-18	6
Sales Assistant (1)	1-18	18
Technical Media Producer (2)	1-18	18, 13
Producer (5)	1-18	18,18,18,10,12
Meteorologist (1)	1-18	6
Commercial Producer (1)	1-18	18
Account Executive (1)	1-18	13

¹ This SEU previously included a station licensed to Georgia and the annual report was prepared on the Georgia reporting schedule. This SEU now only includes stations located in Florida and has transitioned to Florida's reporting schedule.

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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	Tallahassee Community College 444 Appleyard Drive Tallahassee, FL 32304	N	0
3	Florida State University College of Communications 356 Dittenbach Tallahassee FL 32306	N	1
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	0
6	Indeed.com/People Matter	N	7
7	Clark Atlanta University 223 James P. Brawley Atlanta, GA 30314	N	0
8	Division of Blind Services 325 W. Gaines Street, Suite 1114 Tallahassee, FL 32399	N	0
9	TVJOBS.COM Attention: Mark Holland (E-mail)	N	0
10	Gray Television Corporate Recruiter	N	1
11	WCTV6.com (Stations Website)	N	0
12	Employee Referrals	N	5
13	Outside Referrals	N	2
14	WCTV Intern	N	1
15	ziprecruiter.com	N	0
16	Linkedin	N	3
17	Kelly Temp Services	N	0
18	Gray Television Website/Careers page	N	22
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			42

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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. (4) Interns worked in the News, CS and Production departments.</p>
2	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	8/2/2022- WCTV invited FSU recruiters and admin to tour and watch the noon show operations. Meeting with the GM, News Director, and Production departments. Discussed openings, applying and internship opportunities.
3	Provide EEO Training to Management Level Personnel	2/17/22 Office Manager EEO Training 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.
4	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	Media Sales Institute- June 2022 NABOB/National Association of Black Owned Broadcasters Media Sales Institute at Atlanta University. GM/VP attending as part of the curriculum for the institute, speaker and she talked to interested students about opportunities at WCTV
5	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	Senior Anchor speaker at FSU 9/6/2022. spoke to students in a TV reporting class at FSU this month. She was able to lend her expertise on the TV side of journalism, and why what we do is so important. She also answered questions from students and discussed recruitment.