

**WCTV**  
**EEO PUBLIC FILE REPORT**  
**11/30/04 – 11/30/05**

**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>
Maintenance Technician	1-19	5
Sports Anchor	1-19	19
News/Sports Videographer	1-19	5
Associate Producer	1-19,21,24	24
Receptionist	1-19	3
Thomasville Bureau Reporter/Videographer	1-19	19
Thomasville Bureau Reporter/Videographer	1-19	4
Videographer	1-19	12
Producer	1-19	19
Associate Producer	1-19	6
Production Assistant	1-19	19
Producer	1-19	19
Internet Specialist	1-19,21,23,24	24
Creative Services Associate	1-19	19
Production Assistant	1-19	19
Account Executives	1-19	5
Account Executives	1-19	5
Reporter/Videographer	1-19,21,23	23
Reporter/Videographer	1-19	19
Reporter/Videographer	1-19	6
Videographer	1-19	15
Producer/Associate Producer	1-19, 21	18
Producer	1-19,21,24	12
Associate Producer	1-19,21	19
Anchor	1-19,21	19

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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	Big Bend Workforce Center 2525 S. Monroe St., #3 Tallahassee, FL 32301 Bill Billeter (850) 922-0023 x243	Y	0
2	Graylink 1989 Capital Circle NE Tallahassee, FL 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	1
4	Thomasville Times Enterprise 106 South St., Thomasville, GA 31792 Charles/Ad Dept. (229) 226-2400	N	3
5	Tallahassee Democrat 277 N. Magnolia Drive Tallahassee, FL 32302 Genesis (850) 599-2210	N	12
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	1
8	Bethune-Cookman College, Career Placement 640 Mary McLeod Bethune Bldg. Daytona Beach, FL 32114-3099 Mildred Horne (386) 481-2140	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	Troy State University Hall School of Journalism Troy AL 36082 Sherry Day (205) 566-3000	N	0
10	Clark Atlantic University Career Placement Office Atlanta, GA  Erni Hmnitt (404) 880-8000 Fax (404) 523-5162	N	0
11	Tallahassee Community College 444 Appleyard Drive Tallahassee FL 32304 Horace Wright (850) 201-8510	N	0
12	Florida A&M University 428 Tucker Hall Tallahassee FL Jim Hawkins (850) 599-3083	N	1
13	Valdosta State University Dept Comm. Arts Valdosta, GA 31698 Career Planning & Placement  Karen Jarvis (229) 333-5820	N	1
14	Breneau University One Centennial Circle Gainesville, GA 30501 Steward Blakley (770) 538-4703	N	0
15	TVJOBS.COM Mark Holland (E-mail)	N	3
16	CAREERPAGE.ORG (E-mail)	N	1
17	Gray Television (E-mail)	N	0
18	WCTV6.com (Website)	N	1
19	In House	N	17
20	Walk-In	N	0
21	Spots N Dots  selltv@aol.com	N	0

<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>
22	News Herald  501 W. 11 <sup>th</sup> Street  Panama City, FL 32401  (850)-747-5000	N	0
23	WJHG.com	N	2
24	Referrals	N	5
25	NAACP  Dr. Charles Evans  Fax (850) 224-6886	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			53

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in Florida State University Career Awareness Day Panel	On March 17, 2005, WCTV attended and had a booth in the Career fair at Florida State University.
<b>2</b>	Participate in the Georgia Association of Broadcasters Job Fair/Career Day.	On February 9, 2005 WCTV attended the Georgia Broadcasters Job Fair/Career Day at the Tate Center in Athens, Georgia.
<b>3</b>	Participate in Florida A&M University Career Fair.	On September 29, 2005, WCTV News Director attended the Career Fair at FAMU to recruit students interested in job opportunities at WCTV.