

WCTV, WFXU, WUFX-LD
EEO PUBLIC FILE REPORT
12.01.2020 – 11.30.2021

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hires
SPORTS ANCHOR/REPORTER/MMJ (1)	1-19	19
PRODUCER/ASSOCIATE (1)	1-19	17
MM JOURNALIST (2)	1-19	12;19
MMJ JOURNALIST/ANCHOR (1)	1-19	17
NEWSCAST/WEB PRODUCER (3)	1-19	14;19;19
MANAGER -OPERATIONS (1)	1-19	19
COMMERCIAL VIDEO PRODUCER (2)	1-19	7
MARKETING PRODUCER (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 Diffenbaugh 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	13
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	3
13	Employee Referrals	N	7
14	Outside Referrals	N	3
15	WCTV Intern	N	0
16	ziprecruiter.com	N	0
17	Linkedin	N	4
18	Kelly Temp Services	N	0
19	Gray Television Website/Careers page	N	9
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			39

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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. (1) Intern worked in the News and Production departments.</p>
2	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	Oct. 29, 2021- WCTV Shadow Day at FAMU (Fall 2021) - WCTV invites group of up to 10 students to join us and observe as we do a live newscast from FAMU's campus for Homecoming Weekend (4pm show) Separately, we also give ONE journalism student the opportunity to do a story for us that will air in the newscast and join us live on-air to talk about the story. It's an unprecedented initiative to give students access and real-world experience/exposure.
3	Provide EEO Training to Management Level Personnel	11/29/21 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	2/26/21 Director of Promotions & Creative Services attended the job fair at Savannah College of Art and Design. Discussed opportunities and held interviews.
5	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	Dec. 1, 2020- Virtual Classroom Presentation FSU (Fall 2020) - News Director spoke to journalism class, presented a slideshow and participated in a Q&A session with juniors and seniors.
6	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	Mar. 30, 2021- Virtual Classroom Presentation FSU (Spring 2021) - News Director spoke to journalism class, presented a slideshow and participated in a Q&A session with juniors and seniors.
7	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	Mar. 31, 2021- Virtual Recruiting at FAMU (Spring 2021) - Zoom meeting hosted by FAMU during which Gray NDs, including the WCTV News Director, made a short presentation and took Qs. Afterward, did 1-on-1 interviews hosted by NDs on preferred videoconferencing platform (Teams, Zoom, etc.)