

WCTV, WSWG
EEO PUBLIC FILE REPORT
12/01/2010 – 11/30/2011

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
Receptionist	14,9,10	10
Account Executive	10,2,9	10
Digital Account Executive	2,8,10,15,9	2
Anchor/Reporter	4,10,9	9
Reporter	10,9,3,6	9
Meteorologist/Reporter/Videographer	12,5,9,1	12
Producer	12,5,9,1,10	10,12
Weekend Sports Anchor		
Sports Videographer/Reporter	2,8,10,15,9	9
Associate Producer	1,3,5,8,9,10	10,9,3,12

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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	Florida State University College of Communications 356 Diffenbaugh Tallahassee FL 32306 Robert Pekurny (850) 644-3462	N	0
4	University of Georgia College of Journalism Athens, GA 30602-3018 Emily Smith (706) 542-4993	N	0
5	Tallahassee Community College 444 Appleyard Drive Tallahassee FL 32304 Horace Wright (850) 201-8510	N	0
6	Florida A&M University 428 Tucker Hall Tallahassee FL Jim Hawkins (850) 599-3083	N	0
7	Valdosta State University Dept Comm. Arts Valdosta, GA 31698 Career Planning & Placement Karen Jarvis (229) 333-5820	N	0
8	TVJOBS.COM Mark Holland (E-mail)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
9	WCTV6.com (Stations Website)	N	0
10	Word-of-Mouth Referral	N	0
11	Spots N Dots selltv@aol.com	N	0
12	Intern	N	0
13	WCTV/WSWG Internal Posting (Bulletin Board)	N	0
14	New Hire Solutions 174 Big Star Dr Thomasville, Ga. 31757 229-227-9003	N	0
15	Employee FLA Message Board	N	0
16		N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			0

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	WCTV Career Shadow	On November 18, 2011, the stations sponsored a career shadow program. The New director 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.	(A) On May 17, and 18, 2011 the general sales manager and local sales manager participated in the Media Sales Institute held by FAMU . A recruitment day where they observed, critiqued and advised MSI participants on their presentations and later interviewed each candidate for a potential job placement at WCTV.
3	Participate in career fair	On March 23, 2011 the stations participated in the Journalism and Mass Communication Career Fair at the University of Georgia. The News Director 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 36 students interned at the station during the Summer, Fall, and Winter semesters. (12 per semester). Interns work in</p>