

**WVTM-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter Open Date: 8/4/2017 Hire Date: 12/27/2017	1-4, 6, 8-11, 13-16, 19, 21-22, 24, 27-31, 33-40, 42-46	10
Assistant Creative Services Director Open Date: 10/24/2017 Hire Date: 3/19/2018	1-4, 6-11, 14-16, 18-22, 24, 27-37, 39-40, 42-46	37
Account Executive Open Date: 10/26/2017 Hire Date: 12/28/2017	1-4, 6, 8-11, 13-16, 18-22, 24, 27-31, 33-37, 39-40, 42-46	13
Photographer Open Date: 12/7/2017 Hire Date: 1/30/2018	1-6, 8-16, 18-22, 24, 27-31, 33-37, 39-40, 42-47	13
Photographer Open Date: 1/18/2018 Hire Date: 3/5/2018	1-11, 14-16, 18-22, 24, 27-31, 33-37, 39-40, 42-47	10
Account Executive Open Date: 2/1/2018 Hire Date: 2/15/2018	1-4, 6, 8-11, 13-16, 18-19, 21-22, 24, 27-31, 33-37, 39-47	13
Account Executive Open Date: 4/20/2018 Hire Date: 5/7/2018	1-6, 8-11, 13-16, 18-19, 21-22, 24, 27-31, 33-37, 39-47	13
Photographer Open Date: 5/7/2018 Hire Date: 7/26/2018	1-6, 8-11, 13-16, 18-22, 24-25, 27-28, 30-31, 33-37, 39-47	25
Photographer Open Date: 7/17/2018 Hire Date: 9/26/2018	1-4, 6, 8-11, 14-17, 19-22, 24, 26-31, 33-37, 39-47	10
Account Executive Open Date: 7/18/2018 Hire Date: 8/13/2018	1-4, 6-11, 13-16, 18-19, 21-22, 24, 26-28, 30-31, 33-37, 39-47	13
Account Executive Open Date: 8/8/2018 Hire Date: 8/28/2018	1-4, 6, 8-11, 13-15, 18-19, 21-22, 24, 26, 28, 30-31, 33-37, 39-47	13
Program Manager/Executive Assistant Open Date: 8/22/2018 Hire Date: 9/4/2018	1-11, 14-16, 18-19, 21-24, 26-28, 30-37, 39-47	32

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aja.org/">http://www.aja.org/</a> Career Services Manual Posting	N	0
2	Alabama A&M Post Office Box 997 Normal, Alabama 35762 Phone : 256-372-8182 Url : <a href="http://www.aamu.edu">http://www.aamu.edu</a> Email : <a href="mailto:yvette.clayton@aamu.edu">yvette.clayton@aamu.edu</a> Yvette Clayton	N	0
3	Alabama State University Post Office Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : <a href="http://www.alasu.edu/current-students/career-servi">http://www.alasu.edu/current-students/career-servi</a> Email : <a href="mailto:careerservices@alasu.edu">careerservices@alasu.edu</a> Career Services	N	0
4	Amridge Univeristy 1200 Taylor Rd Montgomery, Alabama 36117 Phone : 888-790-8080 Url : <a href="http://amridgeuniversity.edu/student-services/care">http://amridgeuniversity.edu/student-services/care</a> Email : <a href="mailto:careerservices@amridgeuniversity.edu">careerservices@amridgeuniversity.edu</a> Career Services	N	0
5	Atlanta Techincal College Cleveland L. Dennard Building, Suite 128 Atlanta, Georgia 30310 Phone : 404-225-4448 Url : <a href="http://www.atlantatech.edu/student/career-services">http://www.atlantatech.edu/student/career-services</a> Email : <a href="mailto:careerplacement@atlantatech.edu">careerplacement@atlantatech.edu</a> Michael Burnside	N	0
6	Auburn University 303 Mary Martin Hall Auburn, Alabama 36849 Phone : 334-844-4744 Url : <a href="http://www.auburn.edu/career/">http://www.auburn.edu/career/</a> Email : <a href="mailto:cdsserv@auburn.edu">cdsserv@auburn.edu</a> Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@bates.ctc.edu Roland Robinson	N	0
8	Bevill State Community College 2631 Temple Avenue N Fayette, Alabama 35555 Phone : 205-932-3221 Url : http://www.bscc.edu/index.php Email : aadams@bscc.edu Career Services	N	0
9	Birmingham Southern College 900 Arkadelphia Rd Birmingham, Alabama 35254 Phone : 205-226-4719 Url : http://www.bsc.edu/campus/career/index.cfm Email : mlebeau@bsc.edu Michael Lebeau	N	0
10	Careers.HearstTelevision.com 214 N Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	13
11	Collective Talent . Tampa, Florida Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
12	Current Employee	N	1
13	Employee Referral	N	15
14	Equality Magazines 13351 Riverside Dr #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Url : http://www.equalitymagazines.com/index.php/contact Career Services Manual Posting	N	0

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15	Faulkner University 5345 Atlanta Hwy Montgomery, Alabama 36193 Phone : 334-386-7512 Url : <a href="http://www.faulkner.edu">http://www.faulkner.edu</a> Marie Ottinger Manual Posting	N	0
16	Florida A&M University-School of Journalism 510 Orr Drive Suite 4003 Tallahassee, Florida 323038 Phone : 850-599-3379 Url : <a href="http://sjgc.famu.edu/">http://sjgc.famu.edu/</a> Email : <a href="mailto:sjgc@famu.edu">sjgc@famu.edu</a> Career Services	N	0
17	Former Employee Referral	N	1
18	Georgia Institute of Technology 190 North Ave NW Atlanta, Georgia 30313 Phone : 404-894-1353 Url : <a href="http://career.gatech.edu/plugins/content/index.php">http://career.gatech.edu/plugins/content/index.php</a> Patricia Bazrod Manual Posting	N	1
19	Huntingdon College 1500 East Fairview Avenue Montgomery, Alabama 36106 Phone : 334-833-4556 Url : <a href="http://www.huntingdon.edu.squarerootdev.com">http://www.huntingdon.edu.squarerootdev.com</a> Email : <a href="mailto:ccv@hawks.huntingdon.edu">ccv@hawks.huntingdon.edu</a> Fran Taylor	N	0
20	Indeed.com 177 Broad St 6th Floor Stamford, Connecticut 06901 Career Services Manual Posting	N	9
21	Jefferson State Community College 2601 Carson Road Birmingham, Alabama 35215 Phone : (205) 856-8588 Url : <a href="http://www.jeffstateonline.com/services/career-job">http://www.jeffstateonline.com/services/career-job</a> Email : <a href="mailto:tlpayne@jeffstateonline.com">tlpayne@jeffstateonline.com</a> Career Services	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Jefferson State Jr. College 2601 Carson Road Birmingham, Alabama 35215 Phone : 205-856-8024 Url : <a href="http://www.jeffstateonline.com/services/career-job">http://www.jeffstateonline.com/services/career-job</a> Email : <a href="mailto:humanresources@jeffstateonline.com">humanresources@jeffstateonline.com</a> Tracy Campbell	N	0
23	JournalismJobs.com 72 Plaza Drive Berkeley, California 94705-2432 Phone : 510-653-1521 Url : <a href="http://www.journalismjobs.com/index.php">http://www.journalismjobs.com/index.php</a> Email : <a href="mailto:contact@journalismjobs.com">contact@journalismjobs.com</a> Career Services	N	0
24	Lawson State Community College 3060 Wilson Road SW Birmingham, Alabama 35211 Phone : 205-929-3514 Url : <a href="http://www.lawsonstate.edu/student_services/career">http://www.lawsonstate.edu/student_services/career</a> Email : <a href="mailto:krankin@lawsonstate.edu">krankin@lawsonstate.edu</a> Kristie Rankin Swinsick	N	0
25	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	1
26	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
27	Medill At Northwestern University School of Journalism 1845 Sheridan Road Evanston, Illinois 60628 Phone : 847-491-2049 Url : <a href="http://www.medill.northwestern.edu/career-services">http://www.medill.northwestern.edu/career-services</a> Career Services Manual Posting	N	0

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28	Miles College Post Office Box 3800 Birmingham, Alabama 35208 Phone : 205-929-1708 Url : <a href="https://www.miles.edu/student-services/5/office-of">https://www.miles.edu/student-services/5/office-of</a> Email : <a href="mailto:kmoore@miles.edu">kmoore@miles.edu</a> Kim Moore	N	0
29	Montgomery Chamber of Commerce 41 Commerce St P.O Box 79 Montgomery, Alabama 36101 Phone : 334-834-5200 Url : <a href="http://www.montgomerychamber.com/">http://www.montgomerychamber.com/</a> Career Services Manual Posting	N	0
30	National Association of Hispanic Journalists Nat'l Press Bldg. 529 14th Street NW Washington, District of Columbia 20045 Phone : 888-975-1386 Url : <a href="http://www.nahjcareercenter.com/">http://www.nahjcareercenter.com/</a> Career Services Manual Posting	N	0
31	Oakwood University 7000 Adventist Blvd NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : <a href="http://www.oakwood.edu/ou-life/career-services">http://www.oakwood.edu/ou-life/career-services</a> Email : <a href="mailto:careerservices@oakwood.edu">careerservices@oakwood.edu</a> Career Services	N	0
32	Previous Employee	N	2
33	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
34	Spelman College 350 Spelman Lane SW Atlanta, Georgia 30314 Phone : 404-681-3643 Url : <a href="http://www.spelman.edu/career-center">http://www.spelman.edu/career-center</a> Email : <a href="mailto:tireland@spelman.edu">tireland@spelman.edu</a> Toni Ireland	N	0

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35	Stillman College Post Office Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8121 Url : <a href="http://www.stillman.edu/student_life/career_servic">http://www.stillman.edu/student_life/career_servic</a> Email : <a href="mailto:twashington@stillman.edu">twashington@stillman.edu</a> Tasha Washington	N	0
36	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Url : <a href="http://www.tvjobs.tvb.org/">http://www.tvjobs.tvb.org/</a> Career Services Manual Posting	N	0
37	TVJobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a> Career Services Manual Posting	N	4
38	University of Alabama Post Office Box 850172 Tuscaloosa, Alabama 35487 Phone : 205-348-2691 Url : <a href="http://career.ua.edu/">http://career.ua.edu/</a> Email : <a href="mailto:ljohnson@sa.ua.edu">ljohnson@sa.ua.edu</a> Linda Johnson	N	0
39	University of Alabama, Birmingham 1401 University Blvd Heritage Hall, Bldg 302 Birmingham, Alabama 35294 Phone : 205-934-4470 Url : <a href="http://www.uab.edu/careerservices/">http://www.uab.edu/careerservices/</a> Email : <a href="mailto:leahbee@uab.edu">leahbee@uab.edu</a> Career Services	N	0
40	University of Alabama-Huntsville 301 Sparkman Drive Huntsville, Alabama 35899 Phone : 256-824-3297 Url : <a href="http://www.uah.edu/ssc/career-support">http://www.uah.edu/ssc/career-support</a> Email : <a href="mailto:arb0031@uah.edu">arb0031@uah.edu</a> Anastasia Byler	N	0

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41	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting  Prong 2 Start Date: 1/22/2018	Y	0
42	University of Georgia Clark Howell Hall Athens, Georgia 30602 Phone : 704-542-3375 Url : <a href="http://www.career.uga.edu/">http://www.career.uga.edu/</a> Email : <a href="mailto:bjbagley@uga.edu">bjbagley@uga.edu</a> Career Services	N	0
43	University of Missouri 201 Student Success Center 909 Lowery Hall Columbia, Missouri 65211 Phone : 573-882-6801 Url : <a href="http://career.missouri.edu/">http://career.missouri.edu/</a> Career Services Manual Posting	N	0
44	University of Mobile 5735 College Parkway Mobile, Alabama 36613 Phone : 251-442-2877 Url : <a href="http://www.umobile.edu">http://www.umobile.edu</a> Email : <a href="mailto:success@umobile.edu">success@umobile.edu</a> Career Services	N	0
45	University of Tennessee 100 Dunford Hall 915 Volunteer Blvd Knoxville, Georgia 36877 Phone : 865-974-7791 Url : <a href="http://career.utk.edu/">http://career.utk.edu/</a> Mary Mahoney Manual Posting	N	0



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46	WorkFaith Birmingham 7504 Division Avenue Birmingham, Alabama 35206 Phone : 205-545-5000 x102 Url : www.workfaithbhm.org Email : rolanda.warren@gmail.com Rolanda Warren  Prong 2 Start Date: 10/26/2015	Y	0
47	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>47</b>

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## III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/30/2018	Participation in events or programs sponsored by educational institutions	Patrick McDonald, Local Sales Manager spoke to Marketing Students and University of Alabama.	1	Local Sales Manager
2	6/5/2018	Establishment of an intern program designed to assist members of the community	During the Summer Internship program, we hosted one student from Birmingham - Southern College Internship in the Creative Services Department from 06/05/18-08/18/18.	1	Creative Services Director Writer/Producer Asst. Creative Services Director Commercial Producer
3	7/6/2018	Establishment of an intern program designed to assist members of the community	During the Spring internship program, we hosted one student from Samford University in the News Department from 05/21/2018 – 07/06/2018.	1	Assistant News Director
4	8/3/2018	Establishment of an intern program designed to assist members of the community	During the Summer internship program, we hosted one student from Troy University in the News Department from 05/14/2018 – 08/03/2018.	1	Assistant News Director
5	8/10/2018	Establishment of an intern program designed to assist members of the community	During the Summer internship program, we hosted one student from Mississippi State University in the News Department from 05/29/2018 – 08/10/2018.	1	Assistant News Director
6	8/15/2018	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	8	Business Manager President/General Manager Chief Engineer News Director
7	8/16/2018	Participation in Job Fairs	Participant in the Birmingham Veterans Job Fair	3	HTV Director of Veteran Recruiting IT Manager Local Sales Manager

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8	9/14/2018	Participation in events sponsored by community groups	Chief Meteorologist, Gerald Tracey spoke to Shelby County Schools employees about weather projections and patterns.	1	Chief Meteorologist
9	9/24/2018	Participation in events or programs sponsored by educational institutions	Station tour Career Prep Class of 10 students from Homewood High School.	1	Creative Services Director
10	10/12/2018	Participation in events or programs sponsored by educational institutions	Station tour of 15 Elementary students from Moody Elementary School.	9	Program Manager/Executive Assistant President/General Manager Chief Engineer Anchor
11	10/24/2018	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, WVTM-TV listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including AAJA, NAHJ, and others.	3	Human Resources Manager Business Manager Creative Services Director
12	10/30/2018	Participation in events or programs sponsored by educational institutions	Hank Price, General Manager spoke to Broadcast Students at University of Alabama at Birmingham.	1	President/General Manager
13	11/15/2018	Participation in events or programs sponsored by educational institutions	Station tour for Broadcast group of 30 students from Clay Chalkville High School.	1	Program Manager/Executive Assistant