

WVTM-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Photographer Open Date: 7/18/2018 Hire Date: 12/3/2018	1-4, 7-9, 11-13, 16-18, 20, 22-23, 26-27, 29, 31-33, 37, 39, 41, 43-52, 58, 60-61	12
Sales Account Associate-Entry Level Open Date: 10/12/2018 Hire Date: 12/3/2018	1-4, 7, 9, 11-13, 15-18, 20, 22, 26-29, 31-33, 35, 37, 39-41, 43-52, 58, 60-61	15
Maintenance Technician Open Date: 10/30/2018 Hire Date: 12/16/2018	1-4, 6-9, 11-13, 16-17, 22, 24, 26-29, 31, 33, 35, 37, 39, 41, 43-52, 58, 60-61	24
Producer Open Date: 10/31/2018 Hire Date: 2/5/2019	1-4, 7-9, 11-13, 15-18, 20, 22-23, 26-29, 31-33, 35, 37, 39, 41, 43-52, 58, 60-61	15
Producer Open Date: 11/5/2018 Hire Date: 5/22/2019	1-4, 7-9, 11-13, 16-18, 20, 22, 26-29, 31-33, 35, 37, 39, 41, 43-52, 58, 60-61	12
President and General Manager Open Date: 11/5/2018 Hire Date: 1/1/2019	15, 49, 60	15
Photographer Open Date: 11/9/2018 Hire Date: 3/18/2019	1-4, 7-9, 11-13, 16-18, 22, 26-29, 31-33, 35, 37-39, 41, 43-52, 58, 60-61	38
Account Executive Open Date: 1/30/2019 Hire Date: 4/1/2019	1-4, 7-9, 11-13, 16-17, 22, 26-29, 31-33, 35, 37, 39, 41, 43-52, 58, 60-61	12
Account Executive Open Date: 1/30/2019 Hire Date: 4/1/2019	1-4, 7-9, 11-13, 16-17, 22, 24, 26-29, 31, 33, 35, 37, 39, 41, 43-52, 58, 60-61	24
Executive Producer Open Date: 3/11/2019 Hire Date: 6/24/2019	1-5, 7-9, 11-19, 21-29, 31-37, 39, 41-58, 60-61	24
Producer Open Date: 4/16/2019 Hire Date: 8/28/2019	1-14, 16-22, 25-29, 31-37, 39, 41-58, 60-61	12
Reporter Open Date: 4/23/2019 Hire Date: 8/7/2019	1-5, 7-14, 16-19, 21-22, 25-29, 31-37, 39, 41-58, 60-61	12
Assistant News Director Open Date: 4/23/2019 Hire Date: 6/13/2019	1-14, 16-29, 31-37, 39, 41-58, 60-61	24
Producer Open Date: 5/16/2019 Hire Date: 6/26/2019	1-22, 25-29, 31-37, 39, 41-58, 60-61	15

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Digital Producer Open Date: 5/16/2019 Hire Date: 8/12/2019	1-14, 16-29, 31-37, 39, 41-61	12
Master Control Operator Open Date: 5/24/2019 Hire Date: 10/7/2019	1-14, 16-22, 25-37, 39, 41-58, 60-61	30
Business Manager Open Date: 5/28/2019 Hire Date: 9/9/2019	1-14, 16-22, 25-37, 39, 41-58, 60-61	12
Reporter Open Date: 6/4/2019 Hire Date: 8/26/2019	1-14, 16-22, 25-29, 31-37, 39, 41-58, 60-61	12
Producer Open Date: 6/17/2019 Hire Date: 8/18/2019	1-14, 16-22, 24-29, 31-37, 39, 41-58, 60-61	24
Producer Open Date: 6/21/2019 Hire Date: 11/6/2019	1-14, 16-23, 25-29, 31-37, 39, 41-58, 60-61	12
Sales Account Associate- Entry Level Open Date: 6/28/2019 Hire Date: 9/4/2019	1-22, 25-37, 39, 41-58, 60-61	30
Digital Client Service Specialist Open Date: 7/23/2019 Hire Date: 11/5/2019	1-7, 9-23, 25-37, 39, 41-58, 60-61	30
Sports Director Open Date: 7/24/2019 Hire Date: 11/18/2019	1-7, 9-22, 24-37, 39, 41-58, 60-61	46
Account Executive Open Date: 7/25/2019 Hire Date: 8/19/2019	1-7, 9-14, 16-22, 25-37, 39, 41-58, 60- 61	30
Photographer Open Date: 8/9/2019 Hire Date: 9/23/2019	1-7, 9-14, 16-19, 21-29, 31-37, 39, 41- 58, 60-61	24
Account Executive Open Date: 8/28/2019 Hire Date: 11/25/2019	1-14, 16-22, 25-37, 39, 41-58, 60-61	30

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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 : http://www.aja.org/ Career Services Manual Posting	N	0
2	Alabama A&M Post Office Box 997 Normal, Alabama 35762 Phone : 256-372-8182 Url : http://www.aamu.edu Email : yvette.clayton@aamu.edu Yvette Clayton	N	0
3	Alabama State University Post Office Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu/current-students/career-servi Email : careerservices@alasu.edu Career Services	N	0
4	Amridge Univeristy 1200 Taylor Rd Montgomery, Alabama 36117 Phone : 888-790-8080 Url : http://amridgeuniversity.edu/student-services/care Email : careerservices@amridgeuniversity.edu Career Services	N	0
5	Arizona State University 411 N Central Avenue Phoenix, Arizona 85004 College Recruiter Manual Posting	N	0
6	Atlanta Techincal College Cleveland L. Dennard Building, Suite 128 Atlanta, Georgia 30310 Phone : 404-225-4448 Url : http://www.atlantatech.edu/student/career-services Email : careerplacement@atlantatech.edu Michael Burnside	N	0

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7	Auburn University 303 Mary Martin Hall Auburn, Alabama 36849 Phone : 334-844-4744 Url : http://www.auburn.edu/career/ Email : cdsserv@auburn.edu Career Services	N	0
8	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
9	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
10	Birmingham Business Alliance 505 20th St N # 200 Birmingham, Alabama 35203 Email : vbrown@birminghambusinessalliance.com Victor Brown	N	0
11	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
12	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	30

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13	Collective Talent . Tampa, Florida Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	Elon University 100 Campus Drive Elon, North Carolina 27244 College Recruiter Manual Posting	N	0
15	Employee Referral	N	9
16	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
17	Faulkner University 5345 Atlanta Hwy Montgomery, Alabama 36193 Phone : 334-386-7512 Url : http://www.faulkner.edu Marie Ottinger Manual Posting	N	0
18	Florida A&M University-School of Journalism 510 Orr Drive Suite 4003 Tallahassee, Florida 323038 Phone : 850-599-3379 Url : http://sjgc.famu.edu/ Email : sjgc@famu.edu Career Services	N	0
19	Full Sail University 3300 University Boulevard Winter Park, Florida 32792 Phone : 866-807-3140 Url : https://fullsail-csm.symplicity.com/surveys/referr College Recruiter Manual Posting	N	0

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20	Georgia Institute of Technology 190 North Ave NW Atlanta, Georgia 30313 Phone : 404-894-1353 Url : http://career.gatech.edu/plugins/content/index.php Patricia Bazrod Manual Posting	N	0
21	High Point University 1 S University Parkway High Point, North Carolina 27260 Campus Recruiter Manual Posting	N	0
22	Huntingdon College 1500 East Fairview Avenue Montgomery, Alabama 36106 Phone : 334-833-4556 Url : http://www.huntingdon.edu.squarerootdev.com Email : ccv@hawks.huntingdon.edu Fran Taylor	N	0
23	Indeed.com 177 Broad St 6th Floor Stamford, Connecticut 06901 Career Services Manual Posting	N	13
24	Internal Candidate	N	10
25	Jacksonville State University 107 Kennamer Hall 700 Pelham Road North Jacksonville, Alabama 36265 Phone : 256-782-8486 Email : cacosta@jsu.edu Carlos Acosta	N	0
26	Jefferson State Community College 2601 Carson Road Birmingham, Alabama 35215 Phone : (205) 856-8588 Url : http://www.jeffstateonline.com/services/career-job Email : tlpayne@jeffstateonline.com 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
27	Jefferson State Jr. College 2601 Carson Road Birmingham, Alabama 35215 Phone : 205-856-8024 Url : http://www.jeffstateonline.com/services/career-job Email : humanresources@jeffstateonline.com Tracy Campbell	N	0
28	JournalismJobs.com 72 Plaza Drive Berkeley, California 94705-2432 Phone : 510-653-1521 Url : http://www.journalismjobs.com/index.php Email : contact@journalismjobs.com Career Services	N	0
29	Lawson State Community College 3060 Wilson Road SW Birmingham, Alabama 35211 Phone : 205-929-3514 Url : http://www.lawsonstate.edu/student_services/career Email : krankin@lawsonstate.edu Kristie Rankin Swinsick	N	0
30	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	12
31	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
32	Medill At Northwestern University School of Journalism 1845 Sheridan Road Evanston, Illinois 60628 Phone : 847-491-2049 Url : http://www.medill.northwestern.edu/career-services Career Services Manual Posting	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
33	Miles College Post Office Box 3800 Birmingham, Alabama 35208 Phone : 205-929-1708 Url : https://www.miles.edu/student-services/5/office-of Email : kmoore@miles.edu Kim Moore	N	0
34	Mississippi State University 300 Montgomery Hall Mississippi State, Mississippi 39762 Url : https://msstate-csm.symplicity.com/employers/ College Recruiter Manual Posting	N	0
35	Montgomery Chamber of Commerce 41 Commerce St P.O Box 79 Montgomery, Alabama 36101 Phone : 334-834-5200 Url : http://www.montgomerychamber.com/ Career Services Manual Posting	N	0
36	Morehouse College 830 Westview Drive Atlanta, Georgia 30314 College Recruiter Manual Posting	N	0
37	National Association of Hispanic Journalists Nat'l Press Bldg. 529 14th Street NW Washington, District of Columbia 20045 Phone : 888-975-1386 Url : http://www.nahjcareercenter.com/ Career Services Manual Posting	N	0
38	Non-Employee Referral	N	1
39	Oakwood University 7000 Adventist Blvd NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu/ou-life/career-services Email : careerservices@oakwood.edu Career Services	N	0
40	Previous Employee	N	1

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41	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
42	Savannah College of Art and Design 516 Drayton Street Savannah, Georgia 31401 Url : https://scad-csm.symplicity.com/employers/index.ph College Recruiter Manual Posting	N	0
43	Spelman College 350 Spelman Lane SW Atlanta, Georgia 30314 Phone : 404-681-3643 Url : http://www.spelman.edu/career-center Email : tireland@spelman.edu Toni Ireland	N	0
44	Stillman College Post Office Box 1430 Tuscaloosa, Alabama 35403 Phone : 205-366-8121 Url : http://www.stillman.edu/student_life/career_servic Email : twashington@stillman.edu Tasha Washington	N	0
45	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Url : http://www.tvjobs.tvb.org/ Career Services Manual Posting	N	0
46	TVJobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com/ Career Services Manual Posting	N	2

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47	University of Alabama at Birmingham 1401 University Blvd Heritage Hall, Bldg 302 Birmingham, Alabama 35294 Phone : 205-934-4470 Url : http://www.uab.edu/careerservices/ Email : stewhamp@uab.edu Rita Stewart-Hampton	N	0
48	University of Alabama-Huntsville 301 Sparkman Drive Huntsville, Alabama 35899 Phone : 256-824-3297 Url : http://www.uah.edu/ssc/career-support Email : arb0031@uah.edu Anastasia Byler	N	0
49	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
50	University of Georgia Clark Howell Hall Athens, Georgia 30602 Phone : 704-542-3375 Url : http://www.career.uga.edu/ Email : bjbagley@uga.edu Career Services	N	0
51	University of Missouri 201 Student Success Center 909 Lowery Hall Columbia, Missouri 65211 Phone : 573-882-6801 Url : http://career.missouri.edu/ Career Services Manual Posting	N	0
52	University of Mobile 5735 College Parkway Mobile, Alabama 36613 Phone : 251-442-2877 Url : http://www.umobile.edu Email : success@umobile.edu Career Services	N	0

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53	University of Montevallo 75 College Drive Montevallo, Alabama 35115 Url : https://www.montevallo.edu/campus-life/student-ser College Recruiter Manual Posting	N	0
54	University of North Carolina Chapel Hill CB#5140, 219 Hanes Hall Chapel Hill, North Carolina 27599 College Recruiter Manual Posting	N	0
55	University of North Carolina Greensboro 1400 Spring Garden Street Greensboro, North Carolina 27412 College Recruiter Manual Posting	N	0
56	University of South Carolina 1322 Greene Street Columbia, South Carolina 29208 College Recruiter Manual Posting	N	0
57	University of Southern Mississippi 118 College Drive #5014 Hattiesburgh, Mississippi 39406 College Recruiter Manual Posting	N	0
58	University of Tennessee 100 Dunford Hall 915 Volunteer Blvd Knoxville, Georgia 36877 Phone : 865-974-7791 Url : http://career.utk.edu/ Mary Mahoney Manual Posting	N	0
59	USJobs.com 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 Phone : 866-268-6206 Url : http://us.jobs/ Career Services	N	1

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60	WorkFaith Birmingham 7504 Division Avenue Birmingham, Alabama 35206 Phone : 205-545-5000 x102 Url : www.workfaithbhm.org Email : rolanda.warren@gmail.com Rolanda Warren	Y	0
61	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			79

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/3/2018	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, the employment unit listed upper-level (and other) positions with recruitment sources whose membership includes substantial participation of women and minorities, including AAJA, Equality Magazines, NAHJ and NABJ.	2	President & General Manager News Director
2	1/7/2019	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	2	Sales Account Associate Local Sales Manager
3	2/8/2019	Participation in events or programs sponsored by educational institutions	We provided hands on demonstration of automated production system for Professional Staff at University of Montevallo. We allowed them to watch a newscast to see how it works.	4	Chief Engineer News Director Director Director
4	2/20/2019	Participation in events or programs sponsored by educational institutions	Attended Media Day at the University of Montevallo's Department of Communication. It included a networking fair and Q&A panels for students.	3	Asst. News Director Chief Photographer Photographer
5	3/21/2019	Participation in events or programs sponsored by educational institutions	Photographers attended Career Day at Erwin Intermediate School and explained how to operate our drone.	2	Photographer Photographer
6	4/9/2019	Participation in events or programs sponsored by educational institutions	Meteorologist talked to students at Rocky Ridge Elementary as part of their STEAM program to help school win national recognition for science program.	1	Meteorologist

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7	4/23/2019	Participation in events or programs sponsored by educational institutions	Briarwood Christian High School Senior Career Day Internship for Taylor York. She spent the day at the station interviewing staff and observing how they did their jobs. She then had to write a report for her teacher and a report for the news director.	2	Anchor Anchor
8	4/26/2019	Participation in events or programs sponsored by educational institutions	Reporter participated in Bumpus Middle School Career Fair. We showed video of news stories and explained how they are written and produced.	1	Reporter
9	6/7/2019	Participation in events or programs sponsored by educational institutions	University of Alabama graduate student, Bill Singleton, is part of a research study for the university. His part of the study was to observe the editorial process, work flow of employees and final execution for newscasts. Final research study will provide information on local television stations coverage of African American males.	4	News Director Director of Ops Executive Producer Producer
10	7/7/2019	Establishment of training programs for station personnel	Trained part-time associate producer Joshua Palmer on editing and photography equipment. Training allowed him to move to full time editor position. July 2019-October 2019.	4	Photographer Photographer Editor Chief Photographer
11	7/30/2019	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.	11	General Sales Manager News Director General Manager Chief Engineer

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12	8/1/2019	Participation in Job Fairs	A RecruitMilitary Opportunity Expo is an event where transitioning military, veterans, and their spouses can meet with recruiters from dozens of companies. WVTM staffed a booth and available to answer any questions about job openings.	2	IT Manager Local Sales Manager
13	8/13/2019	Participation in other activities designed by the station employment unit	WVTM host station tour for group of interns at a local ad agency. Interns toured the station and was able to see the ins and outs of how a television station is ran and what each job requires.	2	Account Executive Local Sales Manager
14	9/9/2019	Establishment of training programs for station personnel	Trained FTE editor Hayden Hyatt on photographer equipment and shooting video. Training allowed him to move to full time photographer position.	3	Chief Photographer Photographer Photographer
15	9/20/2019	Participation in events or programs sponsored by educational institutions	University of Alabama graduate student, Bill Singleton, is part of a research study for the university. His part of the study was to observe the editorial process, work flow of employees and final execution for newscasts. Final research study will provide information on local television stations coverage of African American males.	4	News Director Director of Ops Asst News Director Producer
16	10/3/2019	Participation in events or programs sponsored by educational institutions	WVTM Sales Manager and AE visited with University of Alabama students in Media Sale class to help them gain a better understanding of how TV sales works, what work days look like, how to prioritize the day and how to negotiate buys with clients.	2	Account Executive Local Sales Manager
17	10/10/2019	Participation in events sponsored by community groups	Sponsorship of fundraiser for the Women's Fund of Greater Birmingham. WVTM provided extensive news coverage of the fundraiser including on-air promotion. Also, profiled the organization and the opportunities they provide to the community.	4	Creative Service Director President & General Manager Anchor News Director
18	10/14/2019	Participation in events or programs sponsored by educational institutions	Chief Engineer spent time teaching Calera High School Television Production class how to effectively use their technology and talking about career opportunities.	1	Chief Engineer

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19	10/23/2019	Participation in events or programs sponsored by educational institutions	President and General Manager visited University of Alabama Media Relations Class and was part of a panel to help students learn ways to work with media and build relationships through good times and bad.	1	President & General Manager
20	10/24/2019	Participation in events or programs sponsored by educational institutions	Anchor Guy Rawlings sat on panel for a career and networking fair at University of Alabama Birmingham with NBCU to talk about careers.	1	Anchor
21	10/29/2019	Participation in other activities designed by the station employment unit	President & General Manager sits on the Board of the College of Communications & Information services. Station made a financial contribution to provide assistance to the Digital Media Center.	1	President & General Manager
22	11/7/2019	Participation in events or programs sponsored by educational institutions	Creative Service Director, Nate Todd met with students at Oak Mountain High School to discuss careers in broadcasting.	1	Creative Service Director
23	11/8/2019	Participation in events or programs sponsored by educational institutions	Brittany Decker talked with Oak Mtn. High School students about different jobs in television and broadcast careers.	1	Anchor
24	11/15/2019	Participation in events or programs sponsored by educational institutions	Speaking engagement at Indian Springs School for "Development Day." Students learn about community service through broadcasting.	1	Anchor
25	11/17/2019	Participation in events sponsored by community groups	Speaking engagement to Jack & Jill of America, Birmingham Chapter. Anchor, Guy Rawlings, talked to children about his experience as a news anchor and broadcast opportunities.	1	Anchor
26	11/19/2019	Participation in events or programs sponsored by educational institutions	University of Montevallo broadcasting class field trip to WVTM to discuss opportunities in broadcasting. Students are allowed to watch the production on a newscast and speak with Anchors and Producers about their jobs.	6	News Director Producer Director Reporter
27	11/25/2019	Participation in events or programs sponsored by educational institutions	Center Point High School students watched production of newscast in newsroom and learn about broadcasting opportunities while talking with anchors and producers.	5	News Director Producer Director Anchor