

**WVTM-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

**I. VACANCY LIST**

See Section II, the "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>
Producer Open Date: 7/13/2021 Hire Date: 12/27/2021	3, 6-13, 15-18, 20-25, 27-29, 31-38, 41, 43, 45-47, 49, 52-60, 62-64, 66-67	17
Producer Open Date: 10/11/2021 Hire Date: 12/27/2021	1, 3, 7, 10-13, 15-16, 18, 20-22, 24-25, 27-29, 31-32, 34, 36-40, 43, 46-47, 49-50, 52-60, 62-64, 66-67	15
Multi Media Journalist Open Date: 11/3/2021 Hire Date: 7/6/2022	3, 5-7, 9-13, 15-16, 18, 20-22, 24-25, 27-29, 31-32, 34-38, 40, 43, 46-47, 49-50, 52-60, 62-64, 66-67	15
Photographer Editor Open Date: 11/3/2021 Hire Date: 12/6/2021	3, 5-7, 9-13, 15, 17-18, 20-22, 24-25, 27-32, 34-38, 40, 43, 45-47, 49-50, 52-60, 62-64, 66-67	17
Producer Open Date: 11/3/2021 Hire Date: 1/5/2022	3, 5-7, 9-13, 15, 18, 20-22, 24-25, 27-29, 31-32, 34-38, 40, 43, 46-47, 49-50, 52-60, 62-64, 66-67	15
Newscast Director Open Date: 11/8/2021 Hire Date: 12/27/2021	1, 3, 5-7, 9-13, 15, 17-18, 20, 22, 24-29, 31-32, 34, 36-38, 40, 43, 46-47, 50, 52-59, 62-64, 66-67	17
Meteorologist Open Date: 11/17/2021 Hire Date: 8/1/2022	3, 5, 12-13, 15, 34, 38, 43, 50, 52-54, 57, 66-67	15
News Producer Open Date: 11/17/2021 Hire Date: 8/22/2022	3, 5-6, 11-13, 15, 33-34, 43, 50, 52-54, 57, 66-67	33
IT Manager Open Date: 11/29/2021 Hire Date: 6/1/2022	2-3, 5-6, 11-13, 27-29, 32, 34, 43, 50, 52-54, 57-58, 66-67	2
Account Executive Open Date: 1/10/2022 Hire Date: 8/1/2022	3, 5-6, 9, 11-13, 15, 19-20, 22, 24-25, 27-29, 32-34, 36-38, 43, 46-47, 50, 52-54, 57, 62-63, 65-67	19
Producer Open Date: 1/21/2022 Hire Date: 2/14/2022	3, 5-6, 10-13, 15, 20, 22-25, 27-30, 32, 34, 36, 38, 43, 46-47, 50, 52-54, 56-58, 63, 66-67	15
Multi Media Journalist Open Date: 1/26/2022 Hire Date: 3/14/2022	3, 5-6, 11-13, 15, 20, 22-25, 27-29, 32, 34, 36, 38, 43, 45-47, 50, 52-54, 57-58, 66-67	15
Digital Client Service Specialist Open Date: 2/22/2022 Hire Date: 6/1/2022	3, 5-6, 8-13, 15, 20-30, 32-34, 36, 38, 43, 46-47, 50, 52-58, 63, 66-67	30
Sales Account Associate Open Date: 3/11/2022 Hire Date: 8/29/2022	3, 5-6, 8-9, 11-13, 15, 20-22, 24-29, 32, 34, 36, 38, 40, 43-44, 46-47, 50, 52-58, 62-67	65

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<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Creative Services Director Open Date: 4/12/2022 Hire Date: 6/10/2022	3-18, 20-25, 27-29, 31-34, 36-38, 40-41, 43-48, 50-59, 62-64, 66-67	17
Producer Open Date: 5/13/2022 Hire Date: 8/29/2022	3-16, 18, 20-25, 27-29, 31-34, 36-38, 40-41, 43-48, 50-59, 61-64, 66-67	15
Producer Open Date: 5/16/2022 Hire Date: 9/1/2022	3-18, 20-25, 27-29, 31-32, 34, 36-38, 40-41, 43-48, 50-59, 61-64, 66-67	17
Producer Open Date: 5/24/2022 Hire Date: 9/6/2022	3-7, 9-16, 18, 20-22, 24-25, 27-32, 34, 36-38, 40-41, 43-48, 50-59, 61-64, 66-67	15
Photographer Editor Open Date: 5/24/2022 Hire Date: 6/27/2022	3-18, 20-25, 27-29, 31-32, 34, 36-38, 40-48, 50-59, 61-64, 66-67	17
Reporter Open Date: 6/3/2022 Hire Date: 10/31/2022	3-14, 16, 18, 20-25, 27-29, 31-34, 36-38, 40-41, 43-44, 46-48, 50-59, 61-64, 66-67	33
Creative Services Producer Open Date: 6/8/2022 Hire Date: 8/29/2022	3-14, 16, 18, 20-34, 36-38, 40-41, 43-48, 50-59, 61-64, 66-67	33
Programming Manager Open Date: 6/9/2022 Hire Date: 9/1/2022	3-18, 20-25, 27-29, 31-34, 36-38, 40-41, 43-48, 50-59, 61-64, 66-67	15
Assistant Creative Services Director Open Date: 6/15/2022 Hire Date: 8/29/2022	3-7, 9-16, 18, 20-22, 24-25, 27-29, 31-34, 36-38, 40-41, 43-47, 50-59, 61-64, 66-67	33
Photographer Editor Open Date: 6/21/2022 Hire Date: 9/19/2022	3-16, 18, 20-29, 31-32, 34, 36-38, 40-41, 43-47, 50-59, 61-64, 66-67	15
Reporter Open Date: 8/4/2022 Hire Date: 10/10/2022	3-7, 9-16, 18, 20-22, 24-25, 27-29, 31-34, 36-38, 40-41, 43-47, 50-59, 61-64, 66-67	15
Sales Assistant Open Date: 8/31/2022 Hire Date: 10/10/2022	3-7, 9-18, 20-22, 24-25, 27-29, 31-32, 34, 36-38, 40-41, 43-47, 50-59, 61-64, 66-67	15
Photographer Open Date: 8/31/2022 Hire Date: 11/14/2022	3-7, 9-16, 18, 20-22, 24-25, 27-29, 31-32, 34, 36-38, 40-41, 43-47, 50-59, 61-64, 66-67	15

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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 Reporting Period</b>
1	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://www.aaja.org/">http://www.aaja.org/</a> Career Services Manual Posting	N	0
2	Agency Referral	N	4
3	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
4	Alabama Association of Broadcasters 2180 Parkway Lake Dr Hoover, Alabama 35244 Phone : 205-982-5001 Url : <a href="http://www.al-ba.com/">http://www.al-ba.com/</a> Career Services Manual Posting	N	0
5	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> Career Services Manual Posting	N	0
6	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
7	Arizona State University 411 N Central Avenue Phoenix, Arizona 85004 College Recruiter Manual Posting	N	0

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8	Atlanta Technical 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:mawhite@atlantatech.edu">mawhite@atlantatech.edu</a> Mario White	N	0
9	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> Career Services Manual Posting	N	0
10	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : <a href="mailto:rrobinson@batestech.edu">rrobinson@batestech.edu</a> Roland Robinson	N	0
11	Bevill State Community College 2631 Temple Avenue N Fayette, Alabama 35555 Phone : 205-932-3221 Url : <a href="http://www.bscc.edu/index.php">http://www.bscc.edu/index.php</a> Email : <a href="mailto:aadams@bscc.edu">aadams@bscc.edu</a> Career Services	N	0
12	Birmingham Business Alliance 505 20th St N # 200 Birmingham, Alabama 35203 Email : <a href="mailto:vbrown@birminghambusinessalliance.com">vbrown@birminghambusinessalliance.com</a> Victor Brown	N	0
13	Birmingham Southern College 900 Arkadelphia Rd Birmingham, Alabama 35254 Phone : 205-226-4719 Url : <a href="http://www.bsc.edu/campus/career/index.cfm">http://www.bsc.edu/campus/career/index.cfm</a> Email : <a href="mailto:rlbutts@bsc.edu">rlbutts@bsc.edu</a> Rosalind Butts	N	0

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14	Birmingham Urban League 1717 4th Ave. North Bham, Alabama 35203 Phone : 205-326-0162 Url : <a href="http://www.birminghamurbanleague.net/home0.aspx">http://www.birminghamurbanleague.net/home0.aspx</a> Email : <a href="mailto:gherrera@birminghamul.org">gherrera@birminghamul.org</a> Gilberto Herrera	N	0
15	Careers.HearstTelevision.com 214 N Tryon St Charlotte, North Carolina 28202 Phone : 704-208-2342 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> Email : <a href="mailto:hvt.careers@hearst.com">hvt.careers@hearst.com</a> Career Services	N	44
16	Collective Talent 26150 Hersheyvale Franklin, Michigan Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
17	Current Employee	N	9
18	Elon University 100 Campus Drive Elon, North Carolina 27244 College Recruiter Manual Posting	N	0
19	Employee Referral	N	1
20	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
21	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

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22	Full Sail University 3300 University Boulevard Winter Park, Florida 32792 Phone : 800-757-5105 ext.8714 Url : <a href="https://fullsail-csm.symplicity.com/surveys/referr">https://fullsail-csm.symplicity.com/surveys/referr</a> Wynn Davis Manual Posting	N	0
23	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	0
24	High Point University 1 S University Parkway High Point, North Carolina 27260 Campus Recruiter Manual Posting	N	0
25	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
26	Indeed.com 177 Broad St 6th Floor Stamford, Connecticut 06901 Career Services Manual Posting	N	5
27	Jacksonville State University 107 Kennamer Hall 700 Pelham Road North Jacksonville, Alabama 36265 Phone : 256-782-8486 Carlos Acosta Manual Posting	N	0

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28	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
29	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
30	Job posting on internet	N	5
31	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
32	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
33	LinkedIn.com 2029 Stierlin Court Mountain View, California Career Services Manual Posting	N	17
34	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0

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35	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
36	Miles College Post Office Box 3800 Birmingham, Alabama 35208 Phone : 205-929-1141 Url : <a href="https://www.miles.edu/student-services/5/office-of-Yoruba-Marshall">https://www.miles.edu/student-services/5/office-of-Yoruba-Marshall</a> Manual Posting	N	0
37	Mississippi State University 300 Montgomery Hall Mississippi State, Mississippi 39762 Url : <a href="https://msstate-csm.symplicity.com/employers/">https://msstate-csm.symplicity.com/employers/</a> College Recruiter Manual Posting	N	0
38	Morehouse College 830 Westview Drive Atlanta, Georgia 30314 College Recruiter Manual Posting	N	0
39	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-314-1714 Url : <a href="http://careerservices.nabj.org/">http://careerservices.nabj.org/</a> Career Services Manual Posting	N	0
40	Northwestern University 620 Lincoln Street Evanston, Illinois 60208 Phone : 847-491-5785 Dainne Siekmann Manual Posting	N	0



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41	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:jbartholomew@oakwood.edu">jbartholomew@oakwood.edu</a> Jorge Bartholomew	N	0
42	Previous Applicant	N	1
43	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
44	Samford University 800 Lakeshore Drive Birmingham, Alabama 35229 Phone : 205-726-2980 Url : <a href="http://www.samford.edu/career">www.samford.edu/career</a> Email : <a href="mailto:dditchfi@samford.edu">dditchfi@samford.edu</a> Dora Ditchfield, MA	N	0
45	Savannah College of Art and Design 516 Drayton Street Savannah, Georgia 31401 Url : <a href="https://scad-csm.symplicity.com/employers/index.php">https://scad-csm.symplicity.com/employers/index.php</a> College Recruiter Manual Posting	N	0
46	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
47	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

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48	Tuscaloosa Chamber of Commerce 2201 Jack Warner Blvd Building C Tuscaloosa, Alabama 35401 Phone : (205) 391-0566 Url : <a href="http://www.tuscaloosachamber.com/">http://www.tuscaloosachamber.com/</a> Email : <a href="mailto:lauren@westalabamachamber.com">lauren@westalabamachamber.com</a> Lauren Collier	N	0
49	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> Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> Career Services	N	0
50	TVJobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a> Email : <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a> Career Services	N	0
51	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> Linda Johnson Manual Posting	N	0
52	University of Alabama at 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:stewhamp@uab.edu">stewhamp@uab.edu</a> Rita Stewart-Hampton	N	0
53	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> Anastasia Byler 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
54	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	Y	0
55	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> Career Services Manual Posting	N	0
56	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
57	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
58	University of Montevallo 75 College Drive Montevallo, Alabama 35115 Phone : 205.665.6262 Url : <a href="https://www.montevallo.edu/campus-life/student-ser">https://www.montevallo.edu/campus-life/student-ser</a> Email : <a href="mailto:Career@montevallo.edu">Career@montevallo.edu</a> College Recruiter	N	0
59	University of North Carolina Chapel Hill CB#5140, 219 Hanes Hall Chapel Hill, North Carolina 27599 College Recruiter Manual Posting	N	0

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60	University of North Carolina Greensboro 1400 Spring Garden Street Greensboro, North Carolina 27412 College Recruiter Manual Posting	N	0
61	University of South Alabama 307 University Blvd MH 2100 Mobile, Alabama 36688 Phone : 251-460-6188 Url : <a href="http://www.southalabama.edu/careerservices/">http://www.southalabama.edu/careerservices/</a> Career Services Manual Posting	N	0
62	University of South Carolina 1322 Greene Street Columbia, South Carolina 29208 College Recruiter Manual Posting	N	0
63	University of Southern Mississippi 118 College Drive #5014 Hattiesburgh, Mississippi 39406 College Recruiter Manual Posting	N	0
64	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
65	Word of Mouth Referral	N	2
66	WorkFaith Birmingham 7504 Division Avenue Birmingham, Alabama 35206 Phone : 205-545-5000 x102 Url : <a href="http://www.workfaithbhm.org">www.workfaithbhm.org</a> Email : <a href="mailto:rolanda.warren@gmail.com">rolanda.warren@gmail.com</a> Rolanda Warren	Y	0

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<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 Reporting Period</b>
67	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>88</b>

## WVTM-TV

## EEO PUBLIC FILE REPORT

December 1, 2021 - November 30, 2022

## III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Provision of training to management	The Hearst Conscious Inclusion program underscores the company's commitment to an equitable, inclusive and diverse culture that speaks to our company's culture. Participants in the program learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Participants completed 6 sessions over a course of 6 months. These sessions include, Conscious Inclusion (two part), Allyship in Action, Race Matters, Moments of Truth and a wrap up session. Once participants complete this program, they earn the Change Agent certification	3	General Manager General Sales Manager Weekend Anchor/Reporter
2	2/9/2022	Provision of training to management	Hearst Television General Managers participated in an hour-long EEO training session presented by legal counsel. Topics included background and updates on the current EEO regulatory environment for broadcasters, including developments around EEO Form 395-B; discussion of the requirements of the FCC's EEO rule, including methods of ensuring equal employment opportunity and preventing discrimination; and practical considerations related to EEO programs for broadcast employment units.	1	General Manager

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**III. RECRUITMENT INITIATIVES**

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3	2/10/2022	Provision of training to management	Hearst Television General Managers participated in a workplace diversity training event presented by Dr. Janet Reid, PhD and Vincent R. Brown titled, Diversity, Equity, and Inclusion Dialogue and Learning Session. The session focused on the various dimensions of diversity and several different strategies to achieve equality, equity and inclusion in the workplace. The session also addressed different communication strategies. The overall goal was to provide training to station executive management about methods of ensuring equal opportunities and inclusion in the workplace.	1	General Manager
4	2/23/2022	Participation in Job Fairs	Our staff participated in the University of Montevallo communications schools job fair speaking to students about a variety of ways to enter the broadcast journalism field and current openings at WVTM. Our staff also got a personal tour of the TV studios	4	News Director Creative Service Director Digital Editor Executive Producer
5	2/25/2022	Participation in Job Fairs	Our staff joined other HTV members to do 1-on-1 recruiting at Penn State. The job fair was cancelled due to weather, but the HTV team met 1-on-1 with a number of students who are now being pursued at HTV stations.	1	News Director
6	3/3/2022	Participation in events or programs sponsored by educational institutions	Our staff took the time of an entire class at the University of Alabama at Birmingham to do a roundtable discussion about the broadcast journalism field and advice for students pursuing careers in journalism. We also discussed current openings and internships at WVTM.	3	News Director Executive Producer Producer
7	3/22/2022	Participation in Job Fairs	WVTM Team attended Auburn University Communication and Journalism Career Fair. Our station management talked to a number of students about producer, director and photog positions. Each student received information about the station and how to apply for jobs.	3	Assistant News Director Creative Service Director Program Manager

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8	3/30/2022	Participation in events or programs sponsored by educational institutions	Miles College' communication department set aside an entire day for the WVTM staff to recruit students and do workshops with students. The day began with a panel discussion with station personnel taking questions from students and staff about the industry and our career paths. That was followed by breakout sessions focusing on a variety of areas in the station including journalism, business and creative.	6	News Director HR / Business Manager Ass. Creative Service Director Anchor
9	4/14/2022	Participation in Job Fairs	Station attended the UAB Career Fair from 11a-2p. This was an opportunity to meet students at a local university and talk to them about opportunities at WVTM and Hearst.	2	General Sales Manager Program Manager
10	4/14/2022	Participation in events or programs sponsored by educational institutions	News Director Baylor Long visited the University of Alabama campus and met with faculty to and toured the broadcast facilities. Baylor spoke to three classes including senior capstone classes and advanced news writing classes. The faculty set up voluntary 1-on-1 sessions with Baylor and three students signed up to chat with him.	1	News Director
11	4/18/2022	Provision of training to personnel of unaffiliated non-profit organizations	WVTM newsroom management attended a virtual meeting with South Alabama faculty to discuss the curriculum and recruiting issues. WVTM outlines ways that students could intern and/or seek jobs out of college. WVTM intends to be in person and on campus at the University of South Alabama in the fall for a recruiting day.	2	News Director Director of Operations
12	4/19/2022	Participation in events or programs sponsored by educational institutions	General Manager spent a day at the University of Alabama College of Communication & Information Sciences reviewing resumes of graduating seniors in person and offering ideas on how to improve resume, apply for and secure positions in media fields.	1	General Manager



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13	4/22/2022	Participation in events or programs sponsored by educational institutions	News Director Baylor Long visited the Troy campus to meet with faculty members to gather information on their broadcast journalism program. Baylor had 1-on-1 meetings with six students who signed up to meet with him. Baylor also watched one of Troy's live student-run TV productions and participated in a Q&A with the team and offered a critique of the program.	1	News Director
14	5/3/2022	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 10-week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	1	Executive Producer

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15	5/15/2022	Establishment of an intern program designed to assist members of the community	Summer 2022, WVTM welcomed an Emma Bowen Foundation Fellow to join their News department for 12 weeks. As an HTV Emma Bowen Fellow, the Fellow learned how a television station operates and contributed to the operation. The Emma Bowen Foundation program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding). For Hearst Television, the focus track was content of media.	2	News Director Assistant News Director
16	6/9/2022	Provision of training to management	Business Manager and General Manager attended Leadership in Diversity & Inclusion seminar hosted by the Birmingham Business Journal and moderated by the head of the Hispanic Interest Coalition of Alabama.	2	General Manager Business Manager
17	8/5/2022	Co Sponsoring Job Fair	News Director attended NABJ recruiting fair at the annual conference held in Las Vegas, NV Friday and Saturday August 5 & 6	1	News Director
18	9/1/2022	Establishment of training programs for station personnel	Provided an internship opportunity for employee Patsy Douglas to shadow Creative Services Team as part of completing her master's degree	3	Creative Services Director Assistant Creative Services Dir Creative Producer

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19	10/13/2022	Provision of training to personnel of unaffiliated non-profit organizations	Fall participation in the University of Alabama College of Communication and Information Sciences Board of Visitors meeting. Meeting included reviewing research initiatives for professors as well as brainstorming initiatives with Dean, students and other board members on how to improve degree programs and student outcomes for those graduating.	1	General Manager
20	10/17/2022	Participation in events or programs sponsored by educational institutions	News Director spoke to broadcast/digital writing class at Montevallo University to speak about writing, internships and careers in the local TV industry.	1	News Director
21	10/31/2022	Participation in events or programs sponsored by educational institutions	Open Q&A as well as WVTM station overview virtually with University of South Florida Students in Professor Steve Malave's Media Management Class.	1	General Manager
22	11/1/2022	Participation in events sponsored by organizations representing the community	Presented to the Jasper County Rotary Club an overview of WVTM 13, our mission and vision, the departments that make up the station and the opportunities for employment as well as community engagement.	1	General Manager
23	11/11/2022	Participation in Job Fairs	WVTM participated in the University of Alabama at Birmingham job fair with the school's BUS 101 Freshmen classes to host the mock career fair for freshmen. The purpose of the event is to allow freshmen to experience the "career fair" experience and gain confidence to engage in the future and feel less intimidated and more prepared for future career events.	2	National Sales Manager Program Manager
24	11/15/2022	Participation in events or programs sponsored by educational institutions	WVTM News Director and Hearst Television Corporate Director of Recruitment spent the day at the University of Alabama campus in Tuscaloosa meeting with students, with RTNDA club, with professors pertaining to job opportunities at WVTM as well as Hearst Television and discussing ways to improve ability of students upon graduation.	1	News Director