

WVTM-TV
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

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
Account Executive Open Date: 7/6/2016 Hire Date: 1/24/2017	1-4, 6-9, 11, 13, 16, 18-20, 22-23, 25-26, 29-30, 32-34, 36-50	11
Account Executive Open Date: 7/21/2016 Hire Date: 3/27/2017	1-9, 11, 13, 15-16, 18-22, 25-26, 29, 32-34, 36-50	15
Multimedia Journalist Open Date: 9/28/2016 Hire Date: 1/30/2017	1-4, 6-9, 11, 13, 18-19, 21-22, 25-27, 29, 33-34, 36-50	11
Digital Media Manager Open Date: 10/3/2016 Hire Date: 1/9/2017	1-4, 6-9, 11, 13, 15, 17-20, 22-23, 25-27, 29, 33-34, 36-50	17
Business Manager Open Date: 10/17/2016 Hire Date: 3/1/2017	1-4, 6, 8-9, 11, 13, 15, 18-20, 22, 25-26, 29, 32-34, 36-50	15
Photographer Open Date: 10/24/2016 Hire Date: 12/19/2016	1-4, 6-11, 13, 17-20, 22, 25-26, 29-30, 32-34, 36-50	11
Multimedia Journalist Open Date: 10/24/2016 Hire Date: 2/21/2017	1-4, 6-9, 11, 13, 17-20, 22, 25-26, 29-30, 32-34, 36-50	11
Administrative Assistant Open Date: 12/15/2016 Hire Date: 2/21/2017	2-3, 11, 15, 23, 38, 41-44, 50	23
News Producer Open Date: 1/24/2017 Hire Date: 5/15/2017	1-4, 6, 8-9, 11, 13, 15, 17-20, 22-23, 25-26, 29, 32-34, 36-50	15
Newscast Director Open Date: 4/18/2017 Hire Date: 6/21/2017	1-9, 11, 13, 15, 17-20, 22-23, 25-26, 29-30, 32-34, 36-50	11
Sports Anchor/Reporter Open Date: 4/18/2017 Hire Date: 8/1/2017	1-9, 11-14, 17-20, 22-23, 25-26, 29, 31-50	17
Local Sales Manager Open Date: 5/25/2017 Hire Date: 6/26/2017	1-4, 6, 8-9, 11, 13, 15, 18-20, 22, 25-26, 29, 32-34, 36-50	15
Master Control Operator Open Date: 6/23/2017 Hire Date: 8/14/2017	2-9, 11, 17-19, 21-26, 29-30, 33-34, 37-45, 48, 50	30
Executive Assistant/Program Coordinator Open Date: 7/11/2017 Hire Date: 8/28/2017	1-4, 6, 8-9, 11, 13, 17-23, 25-26, 29, 32-34, 36-50	23

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Master Control Operator Open Date: 8/22/2017 Hire Date: 9/19/2017	1-9, 11, 13, 17-23, 25-26, 29, 32-34, 36 -42, 44-50	17
Account Executive Open Date: 9/7/2017 Hire Date: 10/5/2017	1-9, 11, 13, 17-22, 25-26, 29-30, 32-34, 36-42, 44-50	17
Account Executive Open Date: 10/18/2017 Hire Date: 11/13/2017	1-4, 6, 8-9, 11, 13, 17-22, 25-26, 29-30, 32-34, 36-42, 44-50	17
Anchor Open Date: 10/30/2017 Hire Date: 11/6/2017	1-4, 6, 8-9, 11, 13, 18-23, 25-26, 28-29, 32-34, 36-42, 44-50	28

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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	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
6	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

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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 : kwitkoe@bates.ctc.edu Ken Witkoe	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 : ploprest@bsc.edu Michael Lebeau	N	0
10	CareerBuilder.com 5550 Peachtree Parkway Suite 200 Norcross, Georgia Phone : (770) 349-2400 Career Services Manual Posting	N	2
11	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	28
12	CBK Media Management 1621 Emma Street Suite 110 Agusta, Georgia 30909 Phone : (412) 770-6749 CJ Kane Manual Posting	N	1

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13	Collective Talent Tampa, Florida Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	CSE Talent 150 Interstate North Parkway Atlanta, Georgia 30339 Phone : 770.955.1300 Career Services Manual Posting	N	1
15	Current Employee	N	8
16	Emory University 201 Dowman Drive Atlanta, Georgia 30322 Phone : 404-727-6211 Url : http://www.emory.edu/home/index.html Career Services Manual Posting	N	0
17	Employee Referral	N	13
18	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
19	Faulkner University 5345 Atlanta Hwy Montgomery, Alabama 36193 Phone : 334-386-7512 Url : http://www.faulkner.edu Marie Ottinger Manual Posting	N	0
20	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	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
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	28
24	ITT Technical Inst. 6270 Park South Drive Bessemer, Alabama 35020 Phone : 205-497-5700 Url : http://www.itt-tech.edu/campus/school.cfm?lloc_num Career Services Manual Posting	N	0
25	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
26	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

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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	JournalismJobs.com 72 Plaza Drive Berkeley, California 94705-2432 Phone : 510-653-1521 Url : http://www.journalismjobs.com/index.php Career Services Manual Posting	N	2
28	Ken Lindner & Associates 2029 Century Park East Suit 1000 Los Angeles, California 90067 Phone : 310-277-9223 Ken Lindner Manual Posting	N	1
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	11
31	Lorna Dave Agency PO Box 368 Fogelsville, Pennsylvania 18051 Phone : (610) 248-1317 John Derr Manual Posting	N	1
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	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
35	NABJ 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 301-314-1714 Url : http://careerservices.nabj.org/ Career Services Manual Posting	N	1
36	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
37	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
38	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0

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39	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
40	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
41	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
42	TVJobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com/ Career Services Manual Posting	N	6
43	University of Alabama Post Office Box 850172 Tuscaloosa, Alabama 35487 Phone : 205-348-2691 Url : http://career.ua.edu/ Email : ljohnson@sa.ua.edu Linda Johnson	N	0
44	University of Alabama, Birmingham 1401 University Blvd Heritage Hall, Bldg 302 Birmingham, Alabama 35294 Phone : 205-934-4470 Url : http://www.uab.edu/careerservices/ Email : leahbee@uab.edu Career Services	N	0

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45	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
46	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
47	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
48	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
49	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
50	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

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TOTAL INTERVIEWS OVER REPORTING PERIOD:			103

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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	5/5/2017	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 01/23/17-05/5/17.	1	Asst. News Director
2	7/21/2017	Establishment of an intern program designed to assist members of the community	During the Summer internship program, we hosted one student from Univ. of Alabama at Birmingham in the News Department from 05/08/17-07/21/2017	1	Asst. News Director
3	7/26/2017	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 5/15/17-07/26/17.	1	Asst. News Director
4	8/7/2017	Establishment of an intern program designed to assist members of the community	During the Summer internship program, we hosted one student from Univ. of Mississippi in the News Department from 06/05/17-08/07/2017	1	Assistant News Director
5	8/15/2017	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station on August 15, 2017, 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	HTV Director Vetran Recruiting General Manager News Director Chief Engineer
6	8/17/2017	Participation in Job Fairs	Participant in the Birmingham Veterans Job Fair	3	HTV Director of Veteran Recruiting IT Manager Local Sales Manager
7	11/1/2017	Participation in events or programs sponsored by educational institutions	Talked to a University of Alabama broadcast class of about 18 students at the request of the professor, Steve Diorio.	2	News Director Reporter