

**WVTM-TV**  
**EEO PUBLIC FILE REPORT**  
**December 19, 2014 - November 30, 2015**

**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>
Executive Producer Open Date: 12/1/2014 Hire Date: 1/5/2015	19	19
Commerical Producer Open Date: 12/19/2014 Hire Date: 3/2/2015	2, 4, 7, 11, 15, 17, 20-21, 27, 29, 31-33, 36-37, 39, 45, 49-50, 52-53, 56	15
Local Sales Manager Open Date: 12/19/2014 Hire Date: 3/2/2015	2, 4, 7, 11-12, 15, 20-21, 27, 29, 31-33, 36-40, 44-45, 49-50, 52-53, 56	15
Newscast Producer Open Date: 12/19/2014 Hire Date: 2/1/2015	2, 4, 7, 11, 15, 20-21, 27, 29, 31-33, 36- 39, 45, 49-50, 52-53, 56	15
Master Control Operator Open Date: 12/19/2014 Hire Date: 3/30/2015	3, 5-7, 10, 13, 15-17, 23-25, 27, 40-41, 43, 46, 49-51, 54-55	13
Account Executive Open Date: 12/19/2014 Hire Date: 6/8/2015	2, 4, 7, 11, 13, 17, 20-21, 26-27, 29, 31- 33, 36-39, 45, 49-50, 52-53, 56	17
Master Control Operator Open Date: 12/19/2014 Hire Date: 4/13/2015	3, 5-7, 10, 13, 15-17, 23-25, 27, 40-41, 43, 46, 49-51, 54-55	13
Master Control Operator Open Date: 12/19/2014 Hire Date: 3/2/2015	3, 5-7, 10, 13, 15-17, 23-25, 27, 40-41, 43, 46, 49-51, 54-55	15
Master Control Operator Open Date: 12/19/2014 Hire Date: 3/2/2015	3, 5-7, 10, 13, 15-17, 23-25, 27, 40-41, 43, 46, 49-51, 54-55	23
Master Control Operator Open Date: 12/19/2014 Hire Date: 2/26/2015	3, 5-7, 10, 13, 15-17, 23-25, 27, 40-41, 43, 46, 49-51, 54-55	17
Master Control Operator Open Date: 12/19/2014 Hire Date: 2/17/2015	3, 5-7, 10, 13, 15-17, 23-25, 27, 40-41, 43, 46, 49-51, 54-55	13
Maintenance Engineer Open Date: 12/19/2014 Hire Date: 9/8/2015	2, 4, 7, 11, 20-22, 27, 29, 31-34, 36-39, 45, 49-50, 52-53, 56	22
Research Director Open Date: 1/18/2015 Hire Date: 3/23/2015	19	19
News Photographer (Full Time) Open Date: 3/4/2015 Hire Date: 6/8/2015	1-5, 7, 9-11, 13, 15-18, 20-21, 25, 28- 29, 31-33, 35-36, 39, 41, 43, 45-55	15

**WVTM-TV**  
**EEO PUBLIC FILE REPORT**  
**December 19, 2014 - November 30, 2015**

**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>
Full-time Director Open Date: 3/4/2015 Hire Date: 6/22/2015	1-5, 7, 9-11, 13, 16-18, 20-21, 25, 28-29, 31-33, 35-36, 39, 41, 43, 45-56	13
News Editor Open Date: 6/3/2015 Hire Date: 8/31/2015	1-2, 4-5, 7, 9-11, 13, 16, 18, 20, 25, 28, 31-33, 35-36, 39, 41-42, 45, 47-54, 56	13
News Director Open Date: 6/16/2015 Hire Date: 7/20/2015	1-2, 4-5, 7, 9-11, 13, 15-16, 18, 20-21, 25, 28, 31-33, 35-36, 39, 41-42, 45, 47-54, 56	15
Director Open Date: 6/23/2015 Hire Date: 6/29/2015	1-2, 4-5, 7, 9-11, 13, 16, 18, 20-21, 25, 28-29, 31, 33, 35-36, 39, 41-43, 45, 47-54, 56	13
Master Control Operator Open Date: 7/7/2015 Hire Date: 10/5/2015	2, 4-7, 9-11, 13, 15-16, 18, 20, 24-29, 31, 33, 35, 39, 41-43, 45, 47-54, 56	15
Traffic Reporter Open Date: 7/9/2015 Hire Date: 8/3/2015	19	19
Account Executive Open Date: 7/15/2015 Hire Date: 10/5/2015	2-5, 7, 9-11, 13, 16, 18, 20, 23, 25-26, 28-29, 31, 33, 35, 41-43, 45, 47-54, 56	23
Creative Services Director Open Date: 7/20/2015 Hire Date: 8/17/2015	2, 4-5, 7, 9-11, 13, 15-16, 18, 20-21, 25, 29, 33, 35, 39, 41-43, 45, 47-54, 56	15
News Photographer Open Date: 9/17/2015 Hire Date: 10/12/2015	1-2, 4-11, 13-14, 16-18, 20-21, 24-25, 28-29, 31-33, 35, 39, 41-43, 45, 47-54, 56	17
News Producer Open Date: 10/12/2015 Hire Date: 11/16/2015	1-2, 4-5, 7, 9-11, 13-16, 18, 20-21, 25, 28-33, 35, 39, 41-43, 45, 47-54, 56	15

## WVTM-TV

## EEO PUBLIC FILE REPORT

December 19, 2014 - November 30, 2015

## II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

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.aaja.org/">http://www.aaja.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 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> Email : <a href="mailto:abajobs@al-ba.com">abajobs@al-ba.com</a> Career Services	N	1
4	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
5	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
6	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

## WVTM-TV

## EEO PUBLIC FILE REPORT

December 19, 2014 - November 30, 2015

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	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
8	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> Ken Witkoe	N	0
9	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
10	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:ploprest@bsc.edu">ploprest@bsc.edu</a> Michael Lebeau	N	0
11	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:info@birminghamurbanleague.net">info@birminghamurbanleague.net</a> S Moore	N	0
12	CareerBuilder.com 5550 Peachtree Parkway Suite 200 Norcross, Georgia Phone : (770) 349-2400 Career Services Manual Posting	N	0

## WVTM-TV

## EEO PUBLIC FILE REPORT

December 19, 2014 - November 30, 2015

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	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:htv.careers@hearst.com">htv.careers@hearst.com</a> Career Services	N	20
14	Collective Talent . Tampa, Florida Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
15	Current Employee	N	13
16	Emory University 201 Dowman Drive Atlanta, Georgia 30322 Phone : 404-727-6211 Url : <a href="http://www.emory.edu/home/index.html">http://www.emory.edu/home/index.html</a> Career Services Manual Posting	N	0
17	Employee Referral	N	8
18	Equality Magazines 13351 Riverside Dr #514 Sherman Oaks, California 91423 Phone : 818-654-0870 Url : <a href="http://www.equalitymagazines.com/index.php/contact">http://www.equalitymagazines.com/index.php/contact</a> Career Services Manual Posting	N	0
19	Exigent Circumstances	N	5
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

## WVTM-TV

## EEO PUBLIC FILE REPORT

December 19, 2014 - November 30, 2015

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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
22	Former Employee	N	1
23	Former Employee Referral	N	3
24	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
25	Huntingdon College 1500 East Fairview Avenue Montgomery, Alabama 36106 Phone : 334-833-4556 Url : <a href="http://www.huntingdon.edu.squareroordev.com">http://www.huntingdon.edu.squareroordev.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	ITT Technical Inst. 6270 Park South Drive Bessemer, Alabama 35020 Phone : 205-497-5700 Url : <a href="http://www.itt-tech.edu/campus/school.cfm?lloc_num">http://www.itt-tech.edu/campus/school.cfm?lloc_num</a> Career Services Manual Posting	N	0
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

## WVTM-TV

## EEO PUBLIC FILE REPORT

December 19, 2014 - November 30, 2015

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	JournalistJobs.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> Career Services Manual Posting	N	1
31	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
32	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
33	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
34	Monster.com 133 Boston Post Road Weston, Massachusetts Phone : (978) 461-8000 Career Services Manual Posting	N	1

## WVTM-TV

## EEO PUBLIC FILE REPORT

December 19, 2014 - November 30, 2015

## II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	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
36	Morehouse College 830 Westview Drive SW Atlanta, Georgia 30314 Phone : 404-215-2672 Url : <a href="http://www.morehouse.edu/careerplanning/">http://www.morehouse.edu/careerplanning/</a> Email : <a href="mailto:harry.wright@morehouse.edu">harry.wright@morehouse.edu</a> Harry Wright	N	0
37	NAACP 100 Edgewood Avenue Suite 1080 Atlanta, Georgia 30303 Phone : 888-975-1386 Url : <a href="http://www.naacpjobfinder.com/">http://www.naacpjobfinder.com/</a> Career Services Manual Posting	N	0
38	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
39	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
40	Non-Employee Referral	N	4



## WVTM-TV

## EEO PUBLIC FILE REPORT

December 19, 2014 - November 30, 2015

## II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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:careerservices@oakwood.edu">careerservices@oakwood.edu</a> Career Services	N	0
42	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
43	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
44	Spots N Dots 1635 Old Hwy 41NW Suite 112-338 Kennesaw, Georgia 30152 Phone : 888-864-2620 Url : <a href="http://www.spotsndots.com/sectional.asp?id=39814">http://www.spotsndots.com/sectional.asp?id=39814</a> Gene McKay Manual Posting	N	1
45	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
46	Tuscaloosca Chamber of Commerce 2201 Jack Warner Blvd Building C Tuscaloosa, Alabama 35401 Phone : 205-758-7588 Url : <a href="http://www.tuscaloosachamber.com/">http://www.tuscaloosachamber.com/</a> Email : <a href="mailto:lena@tuscalooscachamber.com">lena@tuscalooscachamber.com</a> LeNa Powe	N	0

## WVTM-TV

## EEO PUBLIC FILE REPORT

December 19, 2014 - November 30, 2015

## II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	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
48	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	1
49	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
50	University of Alabama, Birmingham 1401 University Blvd Heritage Hall, Bldg 302 Birmingham, Alabama 35294 Phone : 205-934-4324 Url : <a href="http://www.uab.edu/careerservices/">http://www.uab.edu/careerservices/</a> Email : <a href="mailto:kjholmes@uab.edu">kjholmes@uab.edu</a> Career Services	N	0
51	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
52	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

## WVTM-TV

## EEO PUBLIC FILE REPORT

December 19, 2014 - November 30, 2015

## II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	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
54	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:succes@umobile.edu">succes@umobile.edu</a> Career Services	N	0
55	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> Email : <a href="mailto:careerservices@southalabama.edu">careerservices@southalabama.edu</a> Career Services	N	0
56	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>64</b>

**WVTM-TV****EEO PUBLIC FILE REPORT****December 19, 2014 - November 30, 2015****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	1/4/2015	Participation in other activities designed by the station employment unit	WVTM 13 Station promotional spot to encourage organizations to contact the Business Manager to be added to our outreach listings. This spot also generates interest from individuals who call us to find out how to find our current openings.	1	Business Manager
2	3/4/2015	Participation in events or programs sponsored by educational institutions	Guest Speaker for the Broadcasting Class at University of Alabama at Birmingham. Students have the opportunity to ask real world questions about the infrastructure and operations of the TV Station. We also promote the Internship Program and any job openings at the station.	1	Business Manager
3	4/15/2015	Participation in Job Fairs	During the National Association of Broadcasters (NAB) Annual Conference in Las Vegas, the National Association of Broadcasters Education Foundation (NABEF) hosted a Career Fair. Two Hearst Television representatives attended the career fair representing all HTV locations. The two representatives met with over 100 prospective applicants for open positions throughout HTV.	2	Director of Engineering Chief Engineer
4	9/16/2015	Participation in events or programs sponsored by educational institutions	Station Tour requested by University of Alabama Birmingham Communications Department designed to give students a real look and feel of a TV station and a real look at the producing of a newscast. Students were also given details of open positions within the station.	2	Sales Assistant Assignment Editor
5	10/21/2015	Participation in events or programs sponsored by educational institutions	Guest Speakership to UAB Communications class to discuss the Business Side of Broadcasting and speak to students about Internship and open career opportunities.	1	Bowers
6	11/9/2015	Participation in Job Fairs	Participated in University of Alabama Job Fair to recruit student for current career openings. Also offered services to critique resumes and talent reels for students in the communications and broadcasting fields.	1	Stephens

**WVTM-TV**  
**EEO PUBLIC FILE REPORT**  
**December 19, 2014 - November 30, 2015**

**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>
7	11/12/2015	Establishment of an intern program designed to assist members of the community	Station Internship program is designed to help students and community members who are interested in learning more about a career in Broadcast News and Production.	2	Business Manager News Director