

WFNA, WKRG-TV
EEO PUBLIC FILE REPORT
December 1, 2014 - November 30, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Journalist	2-12, 14, 16-19, 21-23, 25-33	9
Weather Anchor-WKND	2-8, 10-12, 16-19, 21-32	24
Associate Producer	2-12, 16-19, 21-23, 25-33	9
Brand Manager	2-8, 10-13, 15-19, 21-32	15
Producer	2-12, 16-19, 21-33	9
Photojournalist	2-12, 16-19, 21-23, 25-33	9
Digital Journalist	2-12, 16-19, 21-23, 25-32	9
Digital Journalist	2-8, 10-12, 16-32	20
Media Content Manager	2-12, 16-19, 21-33	9
Sales Assistant	1-12, 16-19, 21-23, 25-33	9
Commercial Producer	2-12, 14, 16-19, 21-32	24
Maintenance Engineer	2-12, 14, 16-19, 21-23, 25-33	9
Local Sales Manager	2-12, 16-19, 21-23, 25-33	9
Associate Producer	2-12, 16-19, 21-23, 25-33	9
Inventory Control Supervisor	1-12, 16-19, 21-33	9

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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
1	AL.com 1731 First Avenue North Birmingham, Alabama 35203 Phone : 205-325-3307 Url : www.al.com Donna Pope Manual Posting	N	2
2	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 32544 Phone : 205-982-5001 Email : lrice@al-ba.com Lesa Rice	N	0
3	Alabama State Employment Service 515 Springhill Plaza Court Mobile, Alabama 36608 Phone : 251-461-4451 Email : terrence.brown@alcc.alabama.gov Terrence Brown	N	0
4	Alabama State University 915 S. Jackson St. Montgomery, Alabama Phone : 334-229-4100 Email : careerservices@alasu.edu Placement Program	N	0
5	Auburn University, Career Services 303 Mary Martin Hall Auburn University, Alabama 36849 Phone : 334-844-4744 Self Report Manual Posting	N	0
6	Auburn University, Dept. of Communications 217 Tichenor Hall Auburn University, Alabama 36849 Phone : 334-844-2727 Self Report Manual Posting	N	0
7	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-690-6801 Self Report Manual Posting	N	0

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8	Career Source Escarosa 3670 A North L Street Pensacola, Florida Phone : 850-607-8797 Email : joborders@careersourceescarosa.com Jason Goins	N	0
9	Employee Referral	N	17
10	Faulkner State Community College 1900 U.S. Hwy 31 S. Bay Minette, Alabama 36507 Phone : 251-580-2185 Email : cortney.edwards@faulknerstate.edu Cortney Edwards	N	0
11	Florida Association Of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Job Listings	N	0
12	Florida State University 100 S. Woodward Ave RM 1200 DSC Tallahassee, Florida Phone : 850-644-4023 Deborah Crowder Manual Posting	N	0
13	Internal Candidate	N	2
14	Internal Posting	N	3
15	Internal Transfer/Promotion	N	1
16	Louisiana State University 1502 CEBA Building Baton Rouge, Louisiana Phone : 225-578-2162 Email : career@lsu.edu Trey Truitt	N	0
17	Mobile Branch NAACP 419 Lexington Ave. Mobile, Alabama 36603 Phone : 251-725-0779 Jimmie Gardner Manual Posting	N	0

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18	National Association of Black Journalists 8701 Adelphi Rd. Adelphi, Maryland Phone : 301-445-7100 Eric Wee Manual Posting	N	0
19	National Association of Hispanic Journalists 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Self Report Manual Posting	N	0
20	Non-Employee Referral	N	1
21	Pensacola State College 1000 College Blvd. Bldg. 19 Pensacola, Florida 32504 Phone : 850-484-1697 Self Report Manual Posting	N	0
22	Poarch Band of Creek Indians 5811 Jack Springs Road Atmore, Alabama 36502 Phone : 334-368-9136 Self Report Manual Posting	N	0
23	Springhill College 4000 Dauphin Street Mobile, Alabama 36605 Phone : 251-380-3474 Email : careerdevelopment@shc.edu Jeremy Moore	N	0
24	Station Website	N	11
25	Troy University 104 Eldridge Hall Troy, Alabama 36081 Phone : 334-670-3217 Email : troycareer@troy.edu Career Services	N	0

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26	TV Jobs.com P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Mark Holloway Manual Posting	N	0
27	University Of Alabama P. O. Box 870293 Tuscaloosa, Alabama Phone : 205-348-5848 Self Report Manual Posting	N	0
28	University of Georgia, Grady College UG Journalism Building Room 211-C Athens, Georgia 30602 Phone : 706-542-1704 Self Report Manual Posting	N	0
29	University of Mobile P. O. Box 13220 Mobile, Alabama 36613 Phone : 251-442-2273 Self Report Manual Posting	N	0
30	University of North Carolina 219 Hanes Hall CB #5140 Chapel Hill, North Carolina 27599 Phone : 919-962-4518 Email : ucs@unc.edu Career Services	N	0
31	University of South Alabama, Career Services Center Meisler Hall, 307 University Blvd N. Suite 2100 Mobile, Alabama Phone : 251-431-6445 Self Report Manual Posting	N	0
32	University of West Florida 11000 University Parkway Pensacola, Florida 32514 Phone : 850-484-6471 Email : barmstrong@uwf.edu B. Armstrong	N	0

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33	Walk In/Self-Referral	N	11
TOTAL INTERVIEWS OVER REPORTING PERIOD:			48

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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	1/12/2015	Establishment of an intern program designed to assist members of the community	Winter & Summer Internship Program 2015 To provide a high-quality, informational training program which builds upon the knowledge students have received through formal education. We strive to ready interns for the first stages of their professional life, while preparing them for the ever changing real world of broadcasting. These interns are from area colleges and universities majoring in broadcasting for credit hours.	5	News Director Executive Producer Chief Meteorologist
2	2/21/2015	Participation in events or programs sponsored by educational institutions	Southeastern Coastal & Atmospheric Processes Symposium - Student Chapter Of The American Meteorological Society, Mentoring Session	1	Meteorologist
3	4/24/2015	Participation in events or programs sponsored by educational institutions	Job Shadowing - Grove Hill High School	1	Chief Meteorologist
4	5/26/2015	Provision of training to management	At the Media General Business Administrator Summit in Indianapolis, our BA attended a two-day training session. The Business Administrators received training in HR compliance, employment & labor law relations, and other business matters.	1	Business Administrator
5	8/3/2015	Participation in events or programs sponsored by educational institutions	Job Shadowing - University of Miami - Meteorology Student, Thomas Gard visited the station to shadow Chief Meteorologist Alan Sealls. His time here was from 4:30pm to 7pm. Thomas is a sophomore meteorology student, attending the University of Miami but he is from Mobile. He was not sure if he was interested in broadcast meteorology or some other area within the profession. Alan gave him a tour, and he sat through the newscasts, in the studio and also in the control room. His goal was to get a better picture of what a broadcast meteorologist does in a regular day. Alan & Thomas talked and he showed him what he does.	1	Chief Meteorologist

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6	9/2/2015	Provision of training to management	Media General Associate General Counsel Henry Gola presented a webinar on the FCC's EEO rules and policies	1	Business Administrator