

**WFNA, WKRG-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Media Content Manager	13	13
Photographer	30, 32	32
Weather Anchor-WKND	2-9, 13-16, 19-29, 31, 33-43	43
Research Director	1-9, 14-16, 19-26, 28-29, 31-43	43
Digital Journalist	2-9, 13-16, 19-26, 28-31, 33-42	30
Anchor, Morning & Midday	1-3, 5-9, 13-16, 21-24, 28-29, 31-32, 35-41	13
Associate Producer	1-9, 13-16, 19-26, 28-29, 31-41, 43	13
Digital Journalist	1-3, 5-9, 13-16, 21-24, 28-31, 35-41	13
Producer	1-9, 13-16, 19-29, 31-41	27
Producer	1-3, 5-8, 12, 14-16, 21-24, 27-29, 31-32, 35-41	12
Associate Producer	17, 27, 32	27
Director	13, 32, 43	13
Account Executive	1-3, 5-8, 13-16, 21-24, 28-29, 31, 35-41, 43	43
Account Executive	1-3, 5-8, 13-17, 21-24, 28-29, 31, 35-41	13
Associate Producer P/T	1-3, 5-8, 11, 14-16, 21-24, 28-29, 31-32, 35-41	11
Associate Producer P/T	1-3, 5-8, 14-16, 21-24, 28-29, 31-32, 35-41	32
Promotions Producer	1-3, 5-8, 14-16, 18, 21-24, 28-29, 31-32, 35-41	32
Account Executive	1-3, 5-8, 10, 13-16, 21-24, 28-29, 31, 35-41	10
Local Sales Manager	1-3, 5-8, 13-16, 21-24, 27-29, 31, 35-41, 43	43
Account Executive	1-3, 5-8, 13-16, 21-24, 28-29, 31-32, 35-41	13

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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	AL.com 1731 First Avenue North Birmingham, Alabama 35203 Phone : 205-325-3307 Url : www.al.com Donna Pope Manual Posting	N	0
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 South Jackson St. Montgomery, Alabama 36195 Phone : 334-229-4140 Email : etucker@asunet.alasu.edu Fax : 1-334-229-4985 Ella Tucker	N	0
5	Alabama State University 915 S. Jackson St. Montgomery, Alabama Phone : 334-229-4100 Email : careerservices@alasu.edu Placement Program	N	0
6	Auburn University, Career Services 303 Mary Martin Hall Auburn University, Alabama 36849 Phone : 334-844-4744 Self Report Manual Posting	N	0

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7	Auburn University, Dept. of Communications 217 Tichenor Hall Auburn University, Alabama 36849 Phone : 334-844-2727 Self Report Manual Posting	N	0
8	Bishop State Community College 351 N. Broad Street Mobile, Alabama 36603 Phone : 251-690-6801 Self Report Manual Posting	N	0
9	Career Source Escarosa 3670 A North L Street Pensacola, Florida Phone : 850-607-8797 Email : joborders@careersourceescarosa.com Jason Goins	N	0
10	Corporate Recruiter	N	1
11	Current Employee/Internal Promotion	N	1
12	Employee Promotion	N	1
13	Employee Referral	N	21
14	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
15	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
16	Florida State University 100 S. Woodward Ave RM 1200 DSC Tallahassee, Florida Phone : 850-644-4023 Deborah Crowder Manual Posting	N	0
17	Indeed.com	N	2

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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>
18	Job Fair	N	1
19	Lakeland College 5001 Lake Land Blvd. Mattoon Mattoon, Alabama 61938 Phone : 217-234-5271 Email : kbeno@lakeland.cc.il.us Fax : 217-234-5506 Ken Beno	N	0
20	Lakeland College PO Box 359 Sheboygan Sheboygan, Alabama Phone : 920-565-1255 Email : lindsaylm@lakeland.edu Lisa Lindsay	N	0
21	Louisiana State University 1502 CEBA Building Baton Rouge, Louisiana Phone : 225-578-2162 Email : career@lsu.edu Trey Truitt	N	0
22	Mobile Branch NAACP 419 Lexington Ave. Mobile, Alabama 36603 Phone : 251-725-0779 Jimmie Gardner Manual Posting	N	0
23	National Association of Black Journalists 8701 Adelphi Rd. Adelphi, Maryland Phone : 301-445-7100 Eric Wee Manual Posting	N	0
24	National Association of Hispanic Journalists 529 14th Street NW Washington, District of Columbia 20045 Phone : 202-662-7145 Self Report Manual Posting	N	0

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25	National Association of Religious Broadcasters 9510 Technology Drive Manassas Manassas, Alabama 20110 Phone : 703-330-7000 Url : www.nrb.org Email : info@nrb.org Fax : 703-330-7100 Placement Office	N	0
26	News Star World Monroe, Alabama Fax : 318-362-0225 Classified Department	N	0
27	Other Source	N	5
28	Pensacola State College 1000 College Blvd. Bldg. 19 Pensacola, Florida 32504 Phone : 850-484-1697 Self Report Manual Posting	N	0
29	Poarch Band of Creek Indians 5811 Jack Springs Road Atmore, Alabama 36502 Phone : 334-368-9136 Self Report Manual Posting	N	0
30	Self Referral	N	3
31	Springhill College 4000 Dauphin Street Mobile, Alabama 36605 Phone : 251-380-3474 Email : careerdevelopment@shc.edu Jeremy Moore	N	0
32	Station Website	N	19
33	Steven P.J. Wood Building 1101 North Highland St Arlington, Alabama 22201 Phone : 703-247-2000 Fax : 703-247-2001 Jim Cromwell	N	0

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34	Troy State 2605 University Place Department of Business Phenix City, Alabama 36869 Phone : 334-448-5113 Fax : 1-334-448-5205 Kenny Marcum	N	0
35	Troy University 104 Eldridge Hall Troy, Alabama 36081 Phone : 334-670-3217 Email : troycareer@troy.edu Career Services	N	0
36	TV Jobs.com P. O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Mark Holloway Manual Posting	N	0
37	University Of Alabama P. O. Box 870293 Tuscaloosa, Alabama Phone : 205-348-5848 Self Report Manual Posting	N	0
38	University of Georgia, Grady College UG Journalism Building Room 211-C Athens, Georgia 30602 Phone : 706-542-1704 Self Report Manual Posting	N	0
39	University of Mobile P. O. Box 13220 Mobile, Alabama 36613 Phone : 251-442-2273 Self Report Manual Posting	N	0
40	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

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41	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
42	UW-Eau Claire Eau Claire Eau Claire, Wisconsin Phone : 715-836-6039 Email : pelzlcl@uwec.edu Carla Pelzl	N	0
43	Word of Mouth Referral	N	8
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>62</b>

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**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	4/21/2016	Co Sponsoring Job Fair	South Alabama Regional Planning Commission's 18th Annual Business Expo & Job Fair	2	Business Administrator General Sales Manager Brand Manager
2	4/27/2016	Provision of training to management	Our Business Administrator attended a webinar reviewing the FCC's EEO rules conducted by Media General Associate General Counsel Henry Gola.	1	Business Administrator
3	4/28/2016	Participation in Job Fairs	Washington County Career Fair	1	Meteorologist
4	6/23/2016	Establishment of training programs for station personnel	Interns from University of Alabama, Troy University, University of Mobile, and University of South Alabama. These interns worked in our news department assisting our reporters with news gathering, writing scripts, editing video and assisting photographers with setting up for live shots and shooting video. They also helped to launch WKRG's Instagram page and helped with WKRG's social media presence.	2	Executive Producer News Director