

WBXX-TV/WVLT-TV
EEO PUBLIC FILE REPORT
April 1, 2016 – March 31, 2017

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-31, 34, 36-37	37
Anchor/Reporter	1-32, 36-38	37
Assignment Editor	2-31, 36-38	25
Assistant News Director	1-32, 35-38	38
Editor/Photographer	1-32, 36-38	30
Executive Producer – Digital Content	1-33, 36-38	38
Meteorologist/Multimedia Journalist	1-32, 36-38	38
Multimedia Journalist	1-32, 36-38	37
Multimedia Journalist	2-32, 36-38	30
Multimedia Journalist	1-32, 36-38	30
News Photographer	1-33, 36-38	25
News Producer	2-34, 36-38	30
News Producer	2-34, 36-38	33
News Producer	1-32, 36-38	37
News Producer	1-32, 36-38	30
News Producer	1-33, 36-38	33
Promotion and Social Media Producer	1-31, 33, 36-38	33
Sports Multimedia Journalist	1-32, 36-38	38
Technical Media Producer	1-33, 36-38	37
Technical Media Producer	1-33, 36-38	33
Technical Media Producer	1-32, 36-38	37

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Knoxville College *College closed Fall 2016 College Street Knoxville TN 37921 865-524-6500 Contact: Janet Coleman – Career Planning	No	0
2	Knoxville NAACP 1900 McCalla Ave. Knoxville, TN 37915 Contact: Ezra Maize 865-300-4188	No	0
3	National Association of Broadcasters Human Resources 1771 N. Street, NW Washington, D.C. 20036-2891	No	0
4	Office of Minority Affairs TN General Assembly 105 War Memorial Bldg. Nashville, TN 37219	No	0
5	United Minority Media 5511 Woodland Avenue / Suite 1 Kansas City, MO 64110-2921 Contact: M.C. Richardson 816-822-1313 Entitled: 1-4-07	Yes	0
6	Carson-Newman College Academic Support Center P.O. Box 72018 Jefferson City, TN 37760 865-471-2000 or 865-471-3567 Contact: Mark Workman / Sandra Yarnell- syarnell@cn.edu Entitled as of: 1-6-09	Yes	0
7	Collective Tallent 1721 Richardson Place Tampa, FL 33606 813-254-9695 Contact: Michael Bille – bille@michaelsmedia.com Entitled: 5-23-11	Yes	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Community Action Committee East Neighborhood Center 4200 Asheville Hwy. Knoxville, TN 37914 (865) 546-5125 Contact Person: Annie Jones – annie.jones@knoxcac.org Entitled: 10-26-06	Yes	0
9	U.S. Department of Veterans Affairs Vocational Rehabilitation Employment 110 9 th Ave. South Nashville, TN 37203 (615) 695-6372 Contact Person: Dale Warf – dale.warf@va.gov	No	0
10	Disability Resource Center 900 E. Hill Avenue Suite 120 Knoxville, TN 37915 (865) 637-3666 Contact Person: Kathi Hollander – khollander@drctn.org Entitled: 6-15-06	Yes	0
11	Gray Communications Corporate Job Board 4370 Peachtree Road, NE Atlanta, GA 30319 Contact: Dottie Boudreau – dottie.boudreau@gray.tv (postings made available to all other Gray stations)	No	0
12	ITT Technical Institute 10208 Technology Drive Knoxville, TN 37932 671-2800 Contact: Alla Jacques – ajacques@itt-tech.edu Entitled as of – 12-30-08	Yes	0
13	Johnson University 7900 Johnson Drive Knoxville, TN 37998 865-573-4517 Contact: Mark Young – myoung@johnsonu.edu	No	0
14	Knoxville Area Urban League P.O. Box 1911 Knoxville, TN 37901 865-524-5511 Fax: 865-525-5154 Contact: Jackie Robinson – jrobinson@thekaul.org Bill Myers – bmyer@thekaul.org Entitled as of: 7-23-08	Yes	0
15	Lincoln Memorial University 6965 Cumberland Gap Parkway Harrogate, TN 37752 1-800-325-0900 ext. 6251 Contact: Larry Thacker – larry.thacker@lmunet.edu	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
16	Maryville College Center for Calling & Career 502 E. Lamar Alexander Parkway Maryville, TN 37804-5907 865-981-8000 Contact: Christy McDonald Christy.McDonald@maryvillecollege.edu	No	0
17	Medialine www.medialine.com P.O. Box 51909 Pacific Grove, CA 93950 1-800-237-8073 Contact: Mark Shilstone - medialine@medialine.com Entitled as of: 12-29-08 – Only posts news positions	Yes	0
18	Middle Tennessee State University Placement Center Box 2 Murfreesboro, TN 37132 615-898-2500 Contact: Pat Stamps - pstamps@mtsu.edu Entitled as of: 1-27-09	Yes	1
19	Ohio Media School 5330 East Main Street Columbus, OH 43213 614-555-5250 (ext. 5106) Contact: Alvin Moore – Amoore@beonair.com Entitled as of: 09-20-16	Yes	0
20	Pellissippi State Technical Community College 10915 Hardin Valley Road Knoxville, TN 37933 865-694-6597 Contacts: Ella Ruggles – eruggles@pstcc.edu	No	0
21	Tennessee Career Center 1610 University Avenue, Suite 106 Knoxville, TN 37921 865-594-5500 Contact: Ginger Armstrong – ginger.armstrong@state.tn.us	No	0
22	Tennessee State University Career Center 3500 John A. Merritt Blvd. Nashville, TN, 37203 615-963-5981 Contact: Lakecia Trotter – ltrotter01@tnstate.edu	No	0
23	Tennessee State University - Dept. of Communications 3500 John Merritt Blvd. Nashville, TN 37209-1561 615-963-5804 Contact: Terry Likes – tlukes@tnstate.edu Entitled as of: 9-15-08	Yes	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
24	Tusculum College 1305 Centerpoint Boulevard Knoxville, TN 37932 865- 693-1177 Contact: Kim Bloomfield – kbloomfield@tusculum.edu Entitled as of: 6-14-12	Yes	0
25	University of Tennessee Communications Job Board 333 Communications & UEB Knoxville, TN 37996 865-974-4291 Contact: Sam Swan – Samswan@utk.edu	No	4
26	University of Tennessee Career Services 100 Dunford Hall Knoxville, TN 37996 865-974-5435 Contact: Mary Mahoney - mmahoney@utk.edu Entitled as of : 7-14-14	Yes	0
27	University of Tennessee at Martin 305 Gooch Hall Martin, TN 38238 731-881-7551 Contact: Rodney Freed – rfreed@utm.edu	No	0
28	Walter State Community College 500 S. Davy Crockett Parkway Morristown, TN 423-585-6914 Contact: Andy Hall – andy.hall@ws.edu	No	0
29	Western Kentucky University 124 Mass Media Technology Hall Bowling Green, KY 42101 270-745-2007 Contact: loup.langton@wku.edu	No	0
30	WVLT-TV website Contact: Lauren Moseley lauren.moseley@gray.tv www.local8now.com	No	13
31	Talent Dynamics 600 Las Colinas Blvd. Suite 100 Irving, TX 75039 214- 640-3139 Contact: Christina Hedding - hedding@talentdynamics.com	No	0
32	TVJOBS.COM Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119 Contact: Mark Holloway - markholloway@tvjobs.com	No	14

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33	INDEED.com 6433 Champion Grandview Way Building 1 Austin, TX 78750 800-462-5842 Contact: www.indeed.com	No	14
34	PEOPLEMATTER.com Snagajob 466 King Street Charleston, SC 29403 877-354-2266 Contact: www.peoplesmatter.com	No	0
35	Rick Gevers & Associates 355 E Ohio Street #303 Indianapolis, IN 46204 317-635-7912 Contact: Rick Gevers rick@rickgevers.com	No	1
36	Non-Employee Referral	No	1
37	Station Employee Referral	No	15
38	Internal Candidate	No	4
TOTAL NUMBER OF INTERVIEWEES OVER 12-MONTH PERIOD			67

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in Career Fair	On October 19, 2016 the station participated in a job and internship fair held on the campus of the University of Tennessee and sponsored by the College of Communications and Information. News Managers, on air staff and the Promotion Manager participated, meeting with attendees and discussing job/internship opportunities with WVLT, as well as academic paths needed to obtain a job.
2	Participated in Career Fair	August 3-7, 2016 the News Director and three on air staff participated in the NABJ/NAHJ Career Fair and Convention in Washington DC meeting with attendees to discuss career opportunities at WVLT. Focus was placed on career growth, upward mobility and job opportunities for minorities in media.
3	Activity designed to help disseminate broadcasting employment opportunity information	On Feb 16, 2017 the Knox County School system sponsored a Career Day for high school students to learn about career options for their futures. Over 2,000 students and their parents participated in this event. WVLT News managers, promotion managers and on air staff participated in the event talking about careers in broadcast television, along with providing hands on experience with cameras, computers and equipment.
4	Internship Program	<p>WVLT offers students enrolled in a college/university the opportunity to gain practical experience in a broadcast environment. During the reporting period the station had a total of 12 interns:</p> <p>Summer of 2016: the station had 7 interns: 4 in News, 2 in Sales, 1 in Promotion.</p> <p>Fall of 2016: the station had 1 intern: 1 in Promotions.</p> <p>Spring of 2017: the station had 4 interns: 3 in News, 1 in Sales.</p>
5	Management Training	On March 23, 2017 the station's General Manager, VP Operations/Marketing, HR/Business Manager, Sales Manager, News Operations Manager, Assistant News Director, Chief Photographer, and Community Outreach Director participated in a webinar taught by Gray's FCC Counsel on the FCC's EEO Rules and Regulations.