

**WTVY-TV, WRGX-LD**  
**EEO PUBLIC FILE REPORT**  
**12/1/2018 – 11/20/2019<sup>1</sup>**

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
News - Producer	1-4, 7-10, 12-33,35,36	21
News – MMJ	1-4, 7-10, 12-33,35,36	21
News – MMJ (2)	1-4,5, 7-10, 12-33,35,36	1
News – MMJ	1-4, 7-10, 12-33,35,36	1
News – MMJ	1-4, 7-10, 12-33,35,36	1
News – MMJ	1-4, 7-10, 12-33,35,36	1
Sales – General Sales Manager	1-4, 7-10, 12-33,35,36	1
Creative – Creative Services Director	1-4, 7-10, 12-33,35,36	3
Production – TMD	1-4, 7-10, 12-33,35,36	3
Production – TMD	1-4, 7-10, 12-33,35,36	4
News - Meteorologist/Digital Producer	1-4, 7-10, 11, 12-33,35,36	36
Production – MCO/Traffic Assistant	1-4, 7-10, 12-33,35,36	4
News – Meteorologist/MMJ (2)	1-4, 7-10, 12-33,35,36	1
News, Sports Director	1-4, 7-10, 12-33,35,36	3
Sales – Multi Media Sales Specialist	1-4, 7-10, 12-33,35,36	1
Sales – Multi Media Sales Specialist	1-4, 7-10, 12-33,35,36	1
Sales – Multi Media Sales Specialist	1-4, 7-10, 12-33,35,36	3
Sales – Multi Media Sales Specialist	1-4, 7-10, 12-33,35,36	3

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<sup>1</sup> This Report contains information through November 20, 2019. Any hires or recruitment initiatives performed after that date will be reported on the station’s 2020 report.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>Interviewees Referred by RS</b>
1	People Matter 4370 Peachtree Road, NE Atlanta, GA 30139 404.266.8333 contact updated 11/16/17	N	38
2	CAREERLINK Facilitates job posting to station website <a href="http://www.wtvym.com">www.wtvym.com</a> Facilitates job posting to Facebook <a href="http://dothan.careerlink.com/9/2/4/admin/">http://dothan.careerlink.com/9/2/4/admin/</a> <a href="http://careerlink.com/9/2/2/4/jobs/">http://careerlink.com/9/2/2/4/jobs/</a>	N	
3	Walk-ins/unsolicited resumes/ Word of Mouth	N	11
4	WTVY Bulletin Board / WTVY On Air Recruitment Ads/ Job Fairs	N	7
5	Internship	N	1
6	Active Employee Internal Transfer – Mentor Program	N	1
7	Alabama Broadcasters Association 2180 Park Lake Rd, Hoover, AL 35244 205.982.5001 Fax 205.982.0015 Lisa T. Rice Business Manager <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a>	N	
8	The Dothan Area Career Center, aka Joblink Alabama.gov(info added 6.13.2013) 787 Ross Clark Circle Dothan, AL 36303 Carl White (334) 792-2121 ext. 249 Pamela Cutchens ext.222 Fax (334) 792-2124 Email <a href="mailto:Dothan@alcc.alabama.gov">Dothan@alcc.alabama.gov</a> Website - <a href="http://www.servicelocator.org/">http://www.servicelocator.org/</a> Alabama Job Link.com Website: <a href="https://joblink.alabama.gov/ada/">https://joblink.alabama.gov/ada/</a> <a href="https://joblink.alabama.gov/ada/works/WorkforceCenter.cfm?ofiid=85330000">https://joblink.alabama.gov/ada/works/WorkforceCenter.cfm?ofiid=85330000</a>	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
9	The Veterans Administration Brent Boozer Local Veterans Employment Representative Dothan, AL 36330 Fax 334-792-2124 <a href="mailto:Brent.Boozer@alcc.alabama.gov">Brent.Boozer@alcc.alabama.gov</a> via <a href="mailto:Dothan@alcc.alabama.gov">Dothan@alcc.alabama.gov</a>	Y	
10	Wiregrass Rehabilitation Center PO Box 338 Dothan, AL 36303 334-792-0022 Fax 334-673-8045 Cynthia Green - <a href="mailto:cgreen@wrcjobs.com">cgreen@wrcjobs.com</a> (334)792-0022	N	
11	TV Jobs; <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark Holloway; P.O. Box 4116; Oceanside, CA 92052 Fax 760-754-2115	N	
12	Alabama State University P.O. Box 271 Montgomery, AL 36104 334-229-4985 Ella Tucker <a href="mailto:etucker@alasu.edu">etucker@alasu.edu</a>	Y	
13	Auburn University 303 Mary Martin Hall Auburn, AL 36849 334-844-3864 Lisa Lee Career Development Services <a href="mailto:leelisa@auburn.edu">leelisa@auburn.edu</a> Distributed by ABA <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a>	Y	
14	Chipola College 3094 Indian Circle Marianna, FL 32446 850-718-2424 Ms. Betty Broome <a href="mailto:broomeb@chipola.edu">broomeb@chipola.edu</a>	Y	
15	Enterprise State Community College PO Box 1300 600 Plaza Drive 36330 Enterprise, AL 36331 (334) 347-2623 ext. 2272 Fax 334-347-5569 Nancy Smith <a href="mailto:nsmith@escc.edu">nsmith@escc.edu</a>	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
16	Florida State University 100 S. Woodard Ave. Tallahassee, FL 32306 Attention: Career Center (850) 644-8625 644.6431 Susie <a href="mailto:jobs@fsu.edu">jobs@fsu.edu</a> Secondary email to Donna Ruscito – Coordinator druscito@fsu.edu WEBSITE: <a href="http://www.career.fsu.edu/">http://www.career.fsu.edu/</a> Communications department at FSU COMM.FSU.EDU/COMMDEPT/ School of Library & Information Studies Street Address: 142 Collegiate Loop Tallahassee, FL 32306-2100 Mailing Address: P.O. Box 3062100 Tallahassee, FL 32306-2100 Director's Office: (850) 644-5775	Y	
17	Grady College of Journalism & Mass Communication 120 Hooper St, Journalism Building Athens, GA 30602-3018 Fax 706-542-2183 Tel. 706-542-3375 Debbi Grayson <a href="mailto:debig@uga.edu">debig@uga.edu</a>	Y	
18	Jacksonville State University 700 Pelham Road N. Jacksonville, AL 36265 256.782.5485 Becka Turner <a href="mailto:bturner@jsu.edu">bturner@jsu.edu</a>	Y	
19	Mississippi State University P.O. Box 5325 Mississippi State, MS 39762 662-325-3344 Scott Maynard <a href="mailto:smaynard@career.msstate.edu">smaynard@career.msstate.edu</a> <a href="http://www.career.msstate.edu">www.career.msstate.edu</a> Fax 662-325-7975.	Y	
20	Troy University Dothan, P. O. Box 8368, Dothan, AL 36304 334-983-6556 extension 1223 Fax 334-983-6322 Joanne Krist <a href="mailto:jkrist@troy.edu">jkrist@troy.edu</a>	Y	
21	Troy University, Adams University Center Suite 110, Troy, AL 36082 Ann Clark <a href="mailto:aclark43236@troy.edu">aclark43236@troy.edu</a> 334.617.3217	Y	2
22	Tuskegee University Career Placement Carnegie Hall 3 <sup>rd</sup> Floor Tuskegee, AL 36088 334-727-8255 Sarah Stringer <a href="mailto:sstringer@tuskegee.edu">sstringer@tuskegee.edu</a>	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
23	University of South Alabama 307 University Blvd. N. Mobile, AL 36688 251.460.6188 Delia Ingram <a href="mailto:dingram@southal.edu">dingram@southal.edu</a>	Y	
24	Wallace Community College, 1141 Wallace Dr., Dothan, AL, 36303 Lisa Dobbs <a href="mailto:ldobbs@wallace.edu">ldobbs@wallace.edu</a> 334.983.3521	Y	
25	Northwest Florida State College 100 College Blvd. Building C-2, Room 201 Niceville, FL 32578 850-729-5227 Edna Washington <a href="mailto:washinge@nwfsc.edu">washinge@nwfsc.edu</a> Updated to <a href="mailto:henrys5@NWFC.edu">henrys5@NWFC.edu</a> on 4.26.2016 Contact Sandra Henry – Career Specialist	Y	
26	NWF State College/UWF Campus 1170 Martin Luther King Jr. Blvd. Fort Walton Beach, FL 32547 850-863-6565 <a href="mailto:henrys5@NWFC.edu">henrys5@NWFC.edu</a> Contact Sandra Henry – Career Specialist	Y	
27	Lurleen B. Wallace Community College P. O. Drawer 1418 Andalusia, AL 36420 <a href="mailto:rbozeman@lbwcc.edu">rbozeman@lbwcc.edu</a>	Y	
28	Ohio/Illinois Center for Broadcasting National Placement Director High Point Corporate Park 9000 Sweet Valley Dr. 9885 Rockside Rd. Suite 160 Valley View, Ohio 44125 216-503-5900 Fax 216-642-9232 Campuses include Cleveland, Cincinnati, Chicago-Suburbs, Colorado, Chicago and Columbus Janice Hardy for all locations <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a>	N	
29	Ohio/Illinois Center for Broadcasting - Lombard Campus Dave Cogozzo Director of Placement 455 Eisenhower Lane S Ste 200 Lombard, IL 60148 <a href="mailto:Placement.lombard@beonair.com">Placement.lombard@beonair.com</a> 630-916-1700 Fax 630-916-1764 Janice Hardy for all locations <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS
30	Alfred Saliba Family Services Center, 301 W. Lafayette St., Dothan, AL 36301 334-712-0090, Fax 334-794-3900 Jim Hartnett - Career Center Coordinator <a href="mailto:jhartnett@salibacenter.org">jhartnett@salibacenter.org</a> Address: 545 W. Main Street Dothan, AL 36301	Y	
31	Florida Panhandle Technical College (fka Washington-Holmes Technical Center) Career Center 757 Hoyt St. Chipley, FL 32428 850-638-1180 Martha Compton <a href="mailto:martha.compton@fptc.edu">martha.compton@fptc.edu</a>	N	
32	<i>Keen Facilitators &amp; Training Consultants Agency</i> Lawrence Keener Sr. The Green Heart Center For Cultural Exchange Local Exchange Coordinator Office: 334-446-4142 Cell: 334-701-2358 Email: <a href="mailto:Keenerandkeener@aol.com">Keenerandkeener@aol.com</a> Email: <a href="mailto:Keenerconsultants@gmail.com">Keenerconsultants@gmail.com</a> Website: <a href="http://www.ccigreenheart.org">www.ccigreenheart.org</a>   <a href="http://www.greenheart.info">www.greenheart.info</a> .	N	
33	Mediarecruiter.com MediaRecruiter.com - 9457 So. University Blvd. #303, Highlands Ranch, CO 80126 Art Scott or Sue Arno <a href="mailto:art@mediarecruiter.com">art@mediarecruiter.com</a>	N	
34	MEDIALINE Mark Shilstone – Manager <a href="http://www.medialine.com/jobsubmit.htm">http://www.medialine.com/jobsubmit.htm</a> <a href="mailto:mark@medialine.com">mark@medialine.com</a>	N	
35	Indeed.com Courtney Zamm Small Business Consultant Coordinator Indeed - one search. all jobs. <a href="mailto:cortney@indeed.com">cortney@indeed.com</a> 203-653-4841 <a href="http://www.indeed.com">www.indeed.com</a>	N	11
36	Social Media – Facebook, LinkedIn, MySpace, Twitter, etc.	N	2
Total Interviewees			73

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Internship Program	WTVY-TV has an established on-going internship program designed to assist students from local colleges in obtaining skills and experience working in a broadcast career. Students working in WTVY’s internship program work in the News department during the course of a semester. During the 2019 reporting year, three students interned with WTVY-TV.
<b>2</b>	Establish training program to help current employees advance in their careers.	WTVY-TV has an established program whereby station personnel receive training to acquire new skills that could qualify them for higher-level positions. It is the policy of WTVY to promote from within when possible.  During the 2019 reporting year three employees were promoted to higher level positions.
<b>3</b>	Participation in job fairs	(A) On 2/5/2019, Sales Department attended the Spotlight on Business, a trade show that allows members to showcase their products and service to fellow Dothan Area Chamber of Commerce members as well as the general public. (B) On 2/20-21/2019, our Engineers attended the Southeast Worlds of Work (WOW) at the Farm Center in Dothan, AL. They worked with 8 <sup>th</sup> graders teaching them about broadcast engineering. (C) On 3/19/19, our News Director went to University of Florida in Gainesville, FL for their UF Career Fair
<b>4</b>	Participation in broadcasting educational institutions	(A) On 3/21/19 our News team went to Carver Magnet School in Dothan for their Career Day (B) On 3/26/19 our meteorologist attended the 17 <sup>th</sup> annual Southeast Severe Storms Symposium at Mississippi State University. He was able to network with other

		<p>professionals in the industry including some notable broadcast meteorologists from across the country. In addition he met with some up and coming talent in the industry and was able to provide feedback on resume reels and give advice about getting into this business. There were several keynote speakers that presented new research and some really innovative up and coming projects/studies in the world of meteorology.</p> <p>(C) On 5/2/19, our meteorologist and main news anchor as well as reporters went to Slocomb Elementary School for their Career Day</p>
5	EEO Training	<p>On June 20, 2019, our Office Manager participated in webinar training on the FCC's EEO rules and regulations provided by Wiley Rein LLP for Gray television stations.</p>
6	Station Tours	<p>(A) 6/20/19 we had a station tour for the Senior Citizens with the Church of Madrid 15 in the tour group</p> <p>(B) 6/21/19 we had a station tour for the Martial Arts of School 18 in the group</p> <p>(C) 8/1/19 we had Enterprise school with Autism to come and tour the station 20 in the group</p>