

EEO PUBLIC FILE REPORT

FOR

WDFX-TV

**EEO Public File Report
December 1, 2019 to November 30, 2020**

**EEO Annual Public File Report
December 1, 2019 to November 30, 2020**

WDFX-TV

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the Federal Communications Commission's EEO Rule. This Report has been prepared on behalf of WDFX. This Report will be placed in WDFX's public inspection file and posted on WDFX's website. This Report covers the time period ending November 30, 2020 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number.
- * The recruitment source that referred the hiree for each full-time vacancy.
- * The total number of persons interviewed for each full-time vacancy.
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Tiffany Humphrey or Kristin Hellyer, at (804) 672-6565.

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ATTACHMENT 1

FULL-TIME VACANCY INFORMATION

[illegible]

Total number of persons interviewed during the Reporting Period: 0

**ATTACHMENT 2
RECRUITMENT SOURCE INFORMATION**

Recruitment Source (see attached list)	Total Number of Interviewees from Source*	Did Source Request Notice of Job Openings?
1		No
2		No
3		No
4		No
5		No
6		No
7		No
8		No
9		No
10		No
11		No
12		No
13		No
14		No
15		No
16		No
17		No
18		No
19		No
20		No
21		No
22		No
23		No
24		No
25		No
26		No
27		No
28		No

*** Note: The above table reflects information for the 0 interviewees who provided referral source information.**

RECRUITMENT SOURCES

1. WDFX-TV website, <http://www.wdfox34.com/> 2221 Ross Clark Circle Dothan, AL 36301 334-794-3434
2. Indeed <http://www.indeed.com> 6433 Champion Grandview Way Building 1 Austin, TX 78750 1-800-475-4361
3. Self Referral
4. Employee Referral
5. WDFX-TV (FOX) 2221 Ross Clark Circle, Dothan AL 36301 334-794-3434
6. BDFX-TV (BOUNCE) 2221 Ross Clark Circle, Dothan AL 36301 334-794-3434
7. TV Jobs www.tvjobs.com
8. NAHJ www.nahj.org 1050 Connecticut Avenue NW 10th Floor Washington, DC 20036 202-853-7760
9. NAJA www.naja.com 395 W. Lindsey Street Norman, OK 73019
10. Army Career and Alumni Program Center, 8th Avenue Augusta, GA 30905 bryan.tharpe@us.army.mil Bryan Tharpe 334-255-3932
11. Dothan Career Center, trudi.dickson@alcc.alabama.gov 787 Ross Clark Circle Dothan, AL 36303 Trudi Dickson 334-792-2121
12. Community Career Development Center, dmbutlerasfsc@gmail.com Teresa Stewart 334-712-0090
13. Alabama Broadcasters Association, 2180 Parkway Lake Drive Hoover, AL 35244 lrice@al-ba.com 205-979-1690
14. Troy University, lscole@troy.edu Lauren Cole 334-670-3216
15. Wallace Community College (Sparks Campus), 3235 S. Eufaula Avenue Eufaula, AL 36027 mmhudson@wallace.edu M. Hudson 334-687-3543
16. Wallace Community College (Dothan Campus), 1141 Wallace Drive Dothan, AL 36303 bstrickland@wallace.edu Brooke Strickland 334-983-3521
17. Enterprise State Community College, 600 Plaza Drive Enterprise, AL 36330 jherbster@escc.edu J. Herbster 334-347-2623
18. Jacksonville University, 2800 University Boulevard N Jacksonville, FL 32111 careers@ju.edu Toni Higgs 904-256-8000
19. Alabama State University, 915 S Jackson Street Montgomery, AL 36104 etucker@alasu.edu Ella Tucker 334-229-4147
20. University of Southern Mississippi, 118 College Drive Hattiesburg, MS 39406 Cynthia.walker@usm.edu Cindy Walker 601-266-4844
21. University of North Georgia, 82 College Circle Dahlonega, GA 30597 lisa.geddings@ung.edu Lisa Geddings 706-864-1951
22. University of South Alabama, 307 N University Boulevard Mobile, AL 36688 bwgreen@southalabama.edu Bevley Green 251-460-6188
23. University of Georgia, 101 Herty Drive Athens, GA 30602 debig@uga.edu Debi Grayson 706-542-5948
24. Florida A & M, careercenter@famu.edu 1601 S Martin Luther King Jr Boulevard Tallahassee, FL 32307 Shareada Harrell 850-599-3700
25. Florida State, 600 W. College Avenue Tallahassee, FL 32306 hireanole@fsu.edu 804-644-6431
26. Handshake 627 Broadway New York, NY 10012 www.handshake.com
27. Spots N Dots, 1635 Old Highway 41 NW, Suite 112-238, Kennesaw, GA ads@spotsndots.com
28. TV News Check, 24 West Lancaster Avenue. Suite 205, Admore, PA 19003, mark@newscheckmedia.com

ATTACHMENT 3

MENU OPTION ACTIVITIES

WDFX-TV has engaged in the following outreach activities during the period covered by this Report, December 1, 2019 - November 30, 2020:

*Activity Classification	Type of Activity	Brief Description
6	Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies)	WDFX produced and aired announcements that encouraged viewers interested in pursuing a television career to utilize the websites of the Alabama Broadcasters Association to learn of employment opportunities at member stations. These announcements ran throughout the year on WDFX. WDFX also provided a link from our website to the Alabama Broadcaster's Association website/job bank.
1	Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.	WDFX participated in a virtual job fair hosted by the Alabama Broadcasters Association. Participation included airing commercials to notify viewers of the job fair and how they could apply for open positions. WDFX submitted openings to the Alabama Broadcasters Association that were advertised on the website for the duration of the job fair.
14	Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	WDFX Management team attended online diversity training to promote inclusion of people with various backgrounds/ethnicity. Training was provided by our parent company Lockwood Broadcast Group at no cost to employees.

*** For "Activity Classification", use "1" through "16" in accordance with attached list.**

***Menu Option Activity Classifications**

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions.
2. Hosting of at least one job fair.
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues.
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies).
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-Level positions.
9. Establishment of a mentoring program for station personnel.
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting.
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities.
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.