

EEO Public File Report
Supplemental Recruitment Initiatives
Station: WVTM-TV
Period Covered by Report: 12/1/13 - 11/30/14

No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1	Training programs	On-going	Training employees to do jobs other than what they were hired for.	Department heads are continually training their employees on other "desks" to enable current station personnel to acquire skills that will assist them in obtaining internal promotions or transfers to larger markets.	Gene Kirkconnell/GM; Tim Gardner- News Dir.; Tom Allen - Asst ND; Brent Lane - GSM; Cil Frazier - Marketing Director.; Chuck Blackwood - Chief Eng.
2	Mentoring programs	On-going	Allow employees aspiring to further their careers in the broadcasting field to mentor internal professionals in their goal position.	Employees looking to further their careers have been allowed to be involved in or participate in other departments or processes which will allow them to gain a working knowledge of that department.	Gene Kirkconnell/GM; Tim Gardner- News Dir.; Brent Lane - GSM; Cil Frazier- Marketing Director.; Chuck Blackwood- Chief Eng.; Don Hawes - Sports Director; Tom Allen - Assistant News Director
3	Intern Program	On-going	Expose eligible college students to the broadcasting environment.	Host interns from area colleges as part of their course credit who are majoring in broadcast journalism or broadcast	Tim Gardner- News Dir.; Sarah Killian, DJ; Shannon Delcambre, Assignment Manager
4	8/15/14	ABA Career Fair	Discussed with the participants the careers available in broadcast - both in front of the camera and behind the scenes.	Susan Ellenburg, HR Business Partner; Tim Gardner, News Director.	During the annual conference of the ABA a special career fair was held for National Guard and recruits from all over the state. Local colleges - UAB and Alabama - also send their soon to be graduates to this event held at the Hyatt Regency in Hoover.