

EEO PUBLIC FILE REPORT¹
Raycom Media- WFXG
Reporting period 12/1/12 to 11/30/13

Recruitment Sources Used For Full-Time Vacancies

MASTER LIST OF RECRUITMENT SOURCES

(Sources with an asterisk (*) denote organizations that requested notification of full-time job vacancies)

1. Aiken Technical College slizewst@atc.edu
2. AIU - American InterContinental University dione.scott@buckhead.aiuniv.edu
3. Asian American Jouranalists Assoc. (national@aaaja.org) national@aaaja.org
4. Auburn University / Dept. of Communications fitchme@auburn.edu
5. Augusta State University (Mdarley@aug.edu.) Mdarley@aug.edu.
6. Augusta Technical College (kmccclendo@augustatech.org)
kmccclendo@augustatech.org
7. Career Placement / Attn. Mary E. Burrus mburrus@columbustech.edu
8. Clark Atlanta University / Career Services Director cppc@cau.edu
9. Diversitysearch (dtadlock@RaycomMedia.com) dtadlock@RaycomMedia.com
10. Georgia Department of Labor vonteice.davis@dol.state.ga.us
11. National Minority Business Council Inc nmbc@msn.com
12. Paine College (Allenw@mail.paine.edu) Allenw@mail.paine.edu
13. Spots N Dots Website ads@spotsndots.com
14. TV Jobs (jobs@tvjobs.com) jobs@tvjobs.com
15. University of Georgia pginn@mail.rx.uga.edu
16. USC Aiken lesliec@usca.edu; coreyf@usca.edu; donnad@usca.edu
17. Raycom Web-site dtadlock@RaycomMedia.com
18. WFXG Web-site sfriedline@wfxg.com
19. Former Employee
20. Employee Referrals/Word of Mouth
21. GAB Job Fair
22. WALB - another Raycom station
23. WTOC -- another Raycom station
24. Media Recruiters / 602 Communications
25. Paine College Job Fair
26. University of South Carolina Aiken Job Fair
27. WMC -- another Raycom station
28. WLOX -- another Raycom station

¹ This Report was amended on May 9, 2014 to address clerical errors. The original Report was placed in the station's online public file on November 27, 2013.

**Full-Time Positions Filled; Recruitment Sources Used (#'s in parenthesis)
[With Hiree's Recruitment Source In Brackets]**

General Manager	[1-18] [20] [27] [28]	(20) Employee Referral/WOM
Marketing Director	[1-18] [24][25-26]	(17) Raycom Web-site
Digital Content Producer	[1-18]	(18) WFXG Web-site
Marketing Producer	[1-18]	(18) WFXG Web-site
Multi-Media Journalist	[1-18] [23]][25-26]	(23) WTOC Referral
Director of Digital Sales	[1-18]	(18) WFXG Web-site
Account Executive	[1-18] [25]][25-26]	(18) WFXG Web-site
Account Executive	[1-18] [20] [25-26]	(20) Employee Referral/WOM
Account Executive	[1-18]][25-26]	(14) TV Jobs

Total Interviewees for all Full-Time Positions

40

Number of Referrals From Sources Used

(17) Raycom Web-site	(4)
(24) Media Recruiters	(3)
(18) WFXG Web-site	(17)
(14) TV Jobs	(5)
(10) Georgia Department of Labor	(1)
(23)WTOC Referral	(3)
(20) Employee Referrals/WOM	(5)
(27) WMC Referral	(1)
(28) WLOX Referral	(1)

Supplemental Outreach Activities

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): 2013

Describe Nature of Initiative:

The Georgia Association Of Broadcasters Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Joined a number of other television and radio Broadcasters as a sponsor to potentially recruit students to our industry. This is an annual GAB joint effort.

Names of Station Personnel involved in Initiative:

Brenda Taylor & Cindy Meeds

Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date of Initiative Event: 12/1/12 to 11/30/13

Describe Nature of Initiative:

On-Air announcement to disseminate information that we are a Equal Employment Opportunity Employer and to gain more organizations interested in job openings

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On Air Announcement to be aired periodically to recruit employees and additional organizations interested in being added to our list for full time job openings

Names of Station Personnel involved in Initiative:

Josh Boutwell (Marketing/Production Director), Andy Wyatt (VP/General Manager)

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date of Initiative Event: 2013

Describe Nature of Initiative:

Georgia Association Of Broadcasters Scholarship Participant

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

**Made monetary contribution to fund scholarship program - E. Lanier (Lanny) Finch Scholarship Foundation originated by the Georgia Association of Broadcasters
Participation in scholarship program designed to assist students interested in pursuing a career in broadcasting.**

Names of Station Personnel involved in Initiative:

WFXG obtained information and invoice from foundation to submit funding.

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Supplemental Outreach Activities

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): 3/ 2013

Describe Nature of Initiative:

Pain College Job Fair- Career fair - Participation in Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Career fair - Job openings given to representative to include in available openings for our station at the fair.

Names of Station Personnel involved in Initiative:

Brenda Taylor & Cindy Meeds

Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.

Supplemental Outreach Activities

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): 3 /2013

Describe Nature of Initiative:

University of South Carolina Aiken- Participation in Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Career fair - Job openings given to representative to include in available openings for our station at the fair.

Names of Station Personnel involved in Initiative:

Brenda Taylor & Cindy Meeds

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