

**WRBL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Journalist	2-3, 5, 7, 9-11, 15, 17, 19, 21, 26-27, 29, 31	11
Sales Assistant	2-3, 5, 7, 9-11, 13, 15, 20-21, 26-27, 29, 31	15
Account Executive	2-3, 5, 7, 9-11, 14-15, 20-21, 25, 27-28	20
Digital Journalist	2-3, 5, 7, 9-10, 13, 15, 20-21, 26-27, 31	20
Content Producer	2-3, 5, 7, 9-10, 15, 18, 20-21, 26-27, 29	18
Anchor AM-Noon	2-3, 5, 7, 9-11, 13, 15, 20-21, 26-27, 31	20
Digital Journalist	2, 5, 7, 9-11, 13, 15, 20-21, 26-27, 31	31
Account Executive	1-13, 15-16, 20-24, 26-27, 30-31	15
Producer	2, 5, 7, 9-10, 13, 15, 20-21, 26-27, 31	20
Production Tech I	2, 5, 7, 9-10, 13, 17, 20-21, 26-27	17
Anchor, Sports WKDY	1-2, 5-11, 13, 15, 20-21, 23-24, 26-27, 30	20
Account Executive	1-13, 15-16, 20-24, 26-27, 30-31	31

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Alabama Broadcasting Ass'n 2180 Parkway Lake Dr. Hoover, Alabama 35244 Phone : 205-982-5001 Url : <a href="https://www.al-ba.com">https://www.al-ba.com</a> Email : <a href="mailto:lrice@al-ba.com">lrice@al-ba.com</a> Fax : 1-800-211-5189 L Rice	N	0
2	Alabama St Univ Po Box 271 Montgomery, Alabama 36101 Phone : 334-229-4493 Url : <a href="http://www.alasu.edu/">http://www.alasu.edu/</a> Email : <a href="mailto:dokeowo@alasu.edu">dokeowo@alasu.edu</a> Dr. David Okeowo	N	0
3	Alabama St Univ Po Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : <a href="http://www.alasu.edu/">http://www.alasu.edu/</a> Email : <a href="mailto:careerservices@alasu.edu">careerservices@alasu.edu</a> Jeremy Hodge	N	0
4	Alliance for Women In Media 1760 Old Meadow Rd. Suite 500 McLean, Virginia 22102 Phone : 703 506-3290 Url : <a href="https://www.allwomeninmedia.org">https://www.allwomeninmedia.org</a> Email : <a href="mailto:madeline.viedo@allwomeninmedia.org">madeline.viedo@allwomeninmedia.org</a> Fax : 1-202-750-3664 Madeline Viedo	N	0
5	Art Inst of Atlanta 6600 Peachtree Dunwoody Road Atlanta, Georgia 30328-1649 Phone : 770-689-4808 Url : <a href="http://new.artinstitutes.edu/atlanta">http://new.artinstitutes.edu/atlanta</a> Email : <a href="mailto:vbchavez@aia.edu">vbchavez@aia.edu</a> Vivian Chavez-Lett	N	0

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6	Asian American Journalist Assn. 5 3rd Street #1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="https://www.aaaja.org">https://www.aaaja.org</a> Email : <a href="mailto:national@aaaja.org">national@aaaja.org</a> Fax : 1-415-346-6343 Patricia Villon	N	0
7	Broadcast Employment Svcs-TVJobs Po Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.tvb.org">http://www.tvjobs.tvb.org</a> Email : <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	1
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
9	Columbus St Univ 4225 University Ave Columbus, Georgia 31902 Phone : 706-507-8760 Url : <a href="http://www.columbusstate.edu">http://www.columbusstate.edu</a> Email : <a href="mailto:careercenter@columbusstate.edu">careercenter@columbusstate.edu</a> Joyce Sautter	N	0
10	Columbus Tech 928 Manchester Expressway Columbus, Georgia 31904 Phone : 706-649-7512 Url : <a href="http://www.columbustech.edu">http://www.columbustech.edu</a> Email : <a href="mailto:careerconnections@columbustech.edu">careerconnections@columbustech.edu</a> Elaine Chester	N	0
11	Employee Referral	N	12

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12	Georgia Assoc of Broadcasters 6 W. Druid Hills Drive Suite 330 Atlanta, Georgia 30329 Phone : 877-395-7200 Url : <a href="https://gab.org">https://gab.org</a> Email : <a href="mailto:admin@gab.org">admin@gab.org</a> Fax : 1-770-395-7235 Kathy Haugen	N	0
13	Georgia Dept of Labor 700 Veterans Pkwy Columbus, Georgia 31901 Phone : 706-649-7423 Url : <a href="http://www.dol.georgia.gov">www.dol.georgia.gov</a> employer/recruitment service job-order request Manual Posting	N	0
14	Georgia Dept. of Labor Placement Office 601 Greene Street Augusta, Georgia 30901 Phone : 706.721.2165 Email : <a href="mailto:gregory.criste@dol.state.ga.us">gregory.criste@dol.state.ga.us</a> Fax : 1-706-721-7680 Gregory Criste	N	0
15	Indeed.com 7501 N Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Url : <a href="http://www.indeed.com">www.indeed.com</a> pw: recruiter1 user: <a href="mailto:vholmes@wrbl.com">vholmes@wrbl.com</a> Manual Posting	N	26
16	Internal Candidate	N	2
17	Internal Transfer/Promotion	N	3
18	Internship Program	N	1
19	Linkedin 62228 Collections Center Drive Chicago, Illinois 60693-0622 Phone : 212-615-9373 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Elizabeth Lattanza Manual Posting	N	0

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20	Media General / Station Website 333 E Franklin Street Richmond, Virginia 23219 Phone : 706-225-0680 Url : <a href="http://www.mediageneral.com">http://www.mediageneral.com</a> Victoria Holmes Manual Posting	N	20
21	NAACP 100 Edgewood Ave Suite 1080 Atlanta, Georgia 30303 Phone : 404-524-0580 Url : <a href="http://www.naacpatlanta.org">http://www.naacpatlanta.org</a> Email : <a href="mailto:info@naacpatlanta.org">info@naacpatlanta.org</a> Richard Rose	N	0
22	National Academy of TV Arts & Sciences PO Box 11613 Southeast Emmy Chapter Atlanta, Georgia 30355 Phone : 404-386-1818 Url : <a href="https://www.southeastemmy.com">https://www.southeastemmy.com</a> Email : <a href="mailto:jobbankadmin@emmyonline.tv">jobbankadmin@emmyonline.tv</a> Fax : 1-770-828-0619 Cathie Bailey	N	0
23	National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, California 91105 Phone : 626-792-6462 Url : <a href="https://www.nhmc.org">https://www.nhmc.org</a> Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Fax : 1-626-792-6051 Jessica Gonzalez	N	0
24	Society of Cable Telecommunications Engineers 140 Philips Rd Exton, Pennsylvania 19341-1318 Phone : 610-594-7335 Url : <a href="http://scte-jobs.careerwebsite.com">http://scte-jobs.careerwebsite.com</a> Email : <a href="mailto:info@scte.org">info@scte.org</a> Fax : 1-610-363-5898 Ginny Howard	N	0

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25	Spots N Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 1-888-884-2630 Url : <a href="http://www.spotsndots.com">www.spotsndots.com</a> Gene McKay Manual Posting	N	0
26	Talent Dynamics 600 E Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-630-9590 Url : <a href="http://www.talentedynamics.com/jobs.cfm">http://www.talentedynamics.com/jobs.cfm</a> Email : <a href="mailto:hedding@talentedynamics.com">hedding@talentedynamics.com</a> Christina Hedding	N	0
27	Troy State Univ 104 Eldridge Hall Troy, Alabama 36061 Phone : 334-670-3217 Url : <a href="http://www.troy.edu">http://www.troy.edu</a> Email : <a href="mailto:troycareer@troy.edu">troycareer@troy.edu</a> Laurne Cole	N	0
28	Troy State University 2743 Perimeter Parkway Suite 201 Augusta, Georgia 30909 Phone : 706.210-2554 Email : <a href="mailto:frankenj@troyst.edu">frankenj@troyst.edu</a> Fax : 1-706-210-3803 James Franken	N	0
29	Univ of Alabama Po Box 870293 Tuscaloosa, Alabama 35487 Phone : 205-348-4354 Url : <a href="http://www.ua.edu">http://www.ua.edu</a> A Fann Manual Posting	N	0
30	US Dept of Veterans - Career Ctr 2601 Cross Country Dr Cond# B-2 Suite 900 Columbus, Georgia 31906 Phone : 706-596-7170 Url : <a href="https://www.vets.gov/employment">https://www.vets.gov/employment</a> Fax : 1-706-568-7630 Career Center Toll Free Line 877-927-8387	N	0

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31	Walk In/Self-Referral	N	16
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>81</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/27/2016	Participation in events or programs sponsored by educational institutions	News Director attended Auburn University's Internship & PT Job Fair in Auburn, AL	1	News Director
2	2/10/2016	Participation in events or programs sponsored by educational institutions	News Director attended Journalism & Mass Communication Career Day sponsored by Georgia Association of Broadcasters & University of Georgia at Tate Student Center in Athens, GA.	1	News Director
3	3/8/2016	Participation in events or programs sponsored by educational institutions	News Director attended Auburn University Communication & Media Career Day In Auburn, AL.	1	News Director
4	3/9/2016	Participation in events or programs sponsored by educational institutions	News Director attended Spring Career Fair at Columbus State University in Columbus, GA	1	News Director
5	3/18/2016	Participation in events or programs sponsored by educational institutions	Senior News Anchor attended Career Day at Carver High School in Columbus, GA	1	Senior News Anchor
6	3/23/2016	Participation in other activities designed by the station employment unit	Columbus State University Communications / Career Day hosted at and by WRBL located at 1350 13th Avenue Columbus, GA 31901.	11	General Manager News Manager Production /Mktg Mgr Local Sales Mgr
7	4/27/2016	Provision of training to management	Business Administrator attended a Company provided EEO webinar conference call about how to ensure equal employment opportunity and prevent discrimination this webinar training was provided by our Company Associate General Counsel.	1	Business Admin



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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
8	5/5/2016	Participation in events or programs sponsored by educational institutions	Station Tour was given to around 15 High School Students and 5 Adults from the Lasseter Academy on 5-5-16 The school is located at 2901 University Ave in Columbus, GA. The Tour was given by our Chief Meteorologist as they toured he also explained the required education to be a Meteorologist and the education required to be in Broadcasting which included the importance of communication, teamwork and community involvement in the workplace.	1	Chief Meteorologist
9	6/1/2016	Establishment of an intern program designed to assist members of the community	3 Student / Interns from 1 from Kennesaw State University, 1 from Northwestern University & 1 from Columbus State University worked in the Columbus, GA--News Department for the summer semester, June 1, 2016 through August 12, 2016. They received credit from University's for their internship at our station.	2	News Director Executive Producer
10	11/11/2016	Participation in events or programs sponsored by educational institutions	On Friday 11-11-16 the Miller-Motte Technical College - Marketing Instructor brought 8 Marketing Students to tour the station and talk about the different kinds of jobs at WRBL TV.	2	Digital Sales Manager Marketing - Promo Mgr