

WTVM

EEO PUBLIC FILE REPORT

December 1, 2015 to November 30, 2016

I. VACANCY LIST

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See **Master Recruitment Source List** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
PRODUCER/MMJ	1-21, 24-26, 28, 32-34, 38, 41, 43, 50	1
ACCOUNT EXECUTIVE	1-21, 24-26, 28, 32-34, 37, 41, 43-44, 50	37
ACCOUNT EXECUTIVE	1-21, 24-26, 28, 32-34, 41, 43-44, 50, 55	1
NEWS/CONTENT SPEC	1-21, 25-26, 28, 32-34, 37, 41, 43, 50	37
MMJ	1-21, 23-26, 28-29, 32-34, 37, 41, 43, 50	1
NEWS/CONTENT SPEC	1-21, 23-26, 28, 32-34, 37, 41, 43, 50	37
ASST NEWS DIRECTOR	1-21, 23-26, 28-29, 32-34, 37-38, 41, 43, 50	37
NEWS/CONTENT SPEC	1-21, 24-26, 28, 32-34, 37, 41, 43, 50	1
NEWS/CONTENT SPEC	1-21, 23-26, 28, 32-34, 37, 41, 43, 50-51	37
SENIOR DSS	1-21, 23-26, 28, 32-34, 41, 43-44, 50, 52, 55	52
MMJ	1-21, 23-26, 28-29, 32-34, 37, 41, 43, 50-51	37
SENIOR DSS	1-21, 23-26, 28, 32-34, 37, 41, 43-44, 50, 52, 55	52
ACCOUNT EXECUTIVE	1-21, 24-26, 28, 32-34, 37, 41, 43-44, 50, 55	37
ACCOUNT EXECUTIVE	1-21, 24-26, 28, 32-34, 41, 43-44, 50, 52, 55	52
METEOROLOGIST	1-21, 23, 25-26, 28-29, 32-34, 41, 43, 50	1
NEWS CONTENT SPEC	1-21, 24-26, 28, 32-34, 37, 41, 43, 50	1
NEWS CONTENT SPEC	1-21, 24-26, 28, 32-34, 37, 41, 43, 50	37
PHOTOJOURNALIST	1-21, 23-26, 28-29, 32-34, 37-38, 41, 43, 50	37
SENIOR DSS	1-21, 23-26, 28, 32-34, 41, 43-44, 50, 52, 55	55
ACCOUNT EXECUTIVE	1-21, 24-26, 28, 32-34, 37, 41, 43-44, 50, 55	37
NEWS CONTENT SPEC	1-14, 16-21, 23-26, 28-29, 32-34, 41, 43, 50	1

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Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
NEWS CONTENT SPEC	1-14, 16-21, 23-26, 28-29, 32-34, 37, 41, 43, 50	37
MARKETING PRODUCER	1-21, 23-26, 28, 32-34, 41, 43-44, 50, 55	1
NEWS CONTENT SPEC	1-21, 24-26, 28, 32-34, 37, 41, 43, 50	37
NEWS CONTENT SPEC	1-21, 24-26, 28, 32-34, 41, 43, 50	1
ACCOUNT EXECUTIVE	1-21, 24-26, 28, 32-34, 37, 41, 43-44, 50, 55	55
NEWS CONTENT SPEC	1-21, 24-26, 28, 32-34, 41, 43, 50	1
NEWS CONTENT SPEC	1-21, 24-26, 28, 32-34, 37, 41, 43, 50	37
NEWS CONTENT SPEC	1-21, 24-26, 28, 32-34, 37, 41, 43, 50	37
ACCOUNT EXECUTIVE	1-21, 24-26, 28, 32-34, 41, 43, 50, 55	1
ACCOUNT EXECUTIVE	1-21, 24-26, 28, 30, 32-34, 39, 41, 43-44, 46, 50, 55	30
MEDIA SALES CONSULT	1-21, 24-26, 28, 30, 32-34, 40-41, 43, 50, 55	1
SUCCESS MANAGER	1-21, 23-26, 28, 32-34, 37, 41, 43, 50, 55	37
SUCCESS MANAGER	1-21, 23-26, 28, 32-34, 41, 43, 50, 55	55
MEDIA SALES CONSULT	1-21, 24-26, 28, 32-34, 40-41, 43, 50, 55	1

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II. MASTER LIST OF RECRUITMENT SOURCES

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

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	Raycom Media	Donna Tadlock	dtadlock@raycommedia.com	www.raycommedia.com	334-206-1417	48
*2	American InterContinental University	n/a	3330 Peachtree Rd, NE3330 Peachtree RD, Ne Atlanta, GA 30326 careerservices@aiuonline.edu	n/a	404-965-5865 404-965-5892 fx	
3	Troy State University	n/a	Counseling & Placement Office One University Place Phenix City, AL 36869	https://troy-csm.symplicity.com/employers	n/a	
*4	Russell County Dept of Human Resources	Dorothea Williams	dorothea.williams@dhr.alabama.gov	n/a	n/a	
*5	NAACP	n/a	514 1st Avenue Columbus, GA 31901 naacpbranch@yahoo.com	n/a	n/a	
*6	Columbus State University	n/a	Director Career Center 4225 University Ave. Columbus, GA 31907	career.colstate.edu inactive 5/14/14 www.collegecentral.com/columbussate/	n/a	

*7	Media Line	Mark Shilstone	medialine@medialine.com	n/a	n/a	
8	Georgia College and State University	n/a	Attn:Dir of Career Center 231 West Hancock Street Milledgeville, GA 31061 Sarah.schanck@gcsu.edu Career.center@gcsu.edu	n/a	478-445-5384	
9	Spelman College	Harold Bell	Dir of Career Planning Dev. 350 Spelman Lane SW Atlanta, GA 30314-4399 hbell@spelman.edu	n/a	404-270-5273	
10	Shorter College	T. Mcpherson	315 Shorter Ave #2128 Rome, GA 30165 tmchperson@shorter.edu	n/a	706-233-7323 706-236-1519 fx	
11	Valdosta State University	D. Hargett	1500 N. Patterson Street, 2nd Floor Valdosta, GA 31698 dhargett@valdosta.edu	n/a	229-333-5942 229-259-5515 fx	
12	Fort Valley State University	Romelda Simmons	Dir. Of Career Development Center 1005 State University Drive Fort Valley, GA 31030 simmons@fvsu.edu	n/a	478-825-6315 478-825-6471 fx	
13	Clark Atlanta University	n/a	Career Services Director 223 James P. Brawley Atlanta, GA 30314 cppc@cau.edu	n/a	404-880-6701	
14	Chattahoochee Valley Community College	Debbie Boone	2602 Savage Drive Phenix City, Al 36867 debbie.boone@cv.edu	n/a	n/a	
15	University of Georgia	Debi Grayson	Clark Howell Hall/Career Planning & Placement Athens, Ga 30602	www.hireuga.com	n/a	
16	Tuskegee Institute	n/a	Carnegie Hall 2nd Floor Tuskegee, Al 36088 employment@mytu.tuskegee.edu	n/a	n/a	
17	Auburn University	n/a	Career Placement Services 303 Mary Martin Hall Auburn University Auburn, Al 36849	www.auburn.edu/career/trl/	n/a	1
18	Clayton State University	Dan Adams	Career Resource Center 5900 N. Lee Street Morrow, Ga 30260 carladams@clayton.edu	n/a	770-473-2138	

19	LaGrange College	Caitlin Sutton	601 Broad Street LaGrange, GA 30240 csutton@lagrange.edu	www.collegecnetral.com/lagrange	706-880-8177 706-880-8013 fx	
20	Albany State University	n/a	504 College Drive Albany, GA 31705 webmaster@asurams.edu	n/a	229-430-4654	
21	TVB.ORG	n/a	n/a	tvb.org	n/a	
ADDITIONAL SOURCES						
22	South GA Tech	Cynthia Carter	ccarter@southgatech.edu	n/a	229-931-2057	
23	TV Jobs	n/a	n/a	www.tvjobs.com	n/a	1
24	Native American Journalists Association	Rebecca Landsberry	rebeccalandsberry@naja.com	www.naja.com	n/a	
25	National Association of Hispanic Journalists	n/a	n/a	http://nahj.ihispano.com	n/a	
26	Asian American Journalists Association	n/a	n/a	http://jobs.aaaja.org/employer/signin_emp.php	n/a	
27	West Georgia Technical College	Dawne White	dawne.white@westgatech.edu	n/a	n/a	
28	Auburn University Dept of Communications	Ric Smith	Dept of Communications 6030 Haley Center Auburn, AL 36845 smithrw@auburn.edu	n/a	n/a	
29	Grady College	C. Bentley	cbentley@uga.edu	n/a	n/a	
30	Walk In/Word of Mouth	n/a	n/a	n/a	n/a	2
31	Middle Georgia State college	n/a	n/a	www.mga.edu	n/a	
32	University of Missouri School of Journalism	Mike McKean	School of Journalism P.O. Box 838 Columbia, MO 65205 mckeanML@missouri.edu	n/a	n/a	

33	Columbus Technical College	n/a	Career Placement 928 Manchester Expressway Columbus, GA 31904 careerconnections@columbustech.edu	n/a	n/a	
34	National Minority Business Council Inc.	n/a	25 West 45th Street, Ste. 301 New York, NY 10036 nmbc@msn.com	n/a	212-997-4753 212-997-5102 fx	
35	Georgia Dept of Labor	n/a	n/a	www.dol.state.ga.us	n/a	
36	Career Builder	n/a	n/a	www.careerbuilder.com	n/a	
37	Employee Referral	n/a	n/a	n/a	n/a	28
38	Current Employee	n/a	n/a	n/a	n/a	4
39	Spots N Dots	n/a	dai@spotsndots.com	n/a	n/a	
40	Linked In	n/a	n/a	n/a	n/a	
41	Annenberg School for Communication and Journalism	Megan Hutaff - assist director career dev	meganh@asc.usc.edu	n/a	213-821-1514	
42	Station on Air Announcements	n/a	n/a	n/a	n/a	
43	Hillsborough Community College	n/a	Radio/TV Department 2112 North 15th Street, PST 134 Tampa, FL 33605 lcanalejo@hccfl.edu	n/a	813-253-7978	
44	Kennesaw State University	n/a	Career Services Center 1000 Chastain Road #0118 Kennesaw, GA 30144	careerctr.kennesaw.edu	770-423-6553	
45	New Bay Media	n/a	n/a	n/a	n/a	
46	TV News Check	n/a	n/a	n/a	n/a	
47	Intern Program	n/a	n/a	n/a	n/a	
48	National Association of Black Journalists	n/a	n/a	n/a	n/a	
49	Roche & Company Inc.	n/a	n/a	n/a	n/a	

50	FAMU School of Journalism & Graphic Comm	Yanela Gordon-inactive 2/1/15	sjgc@famu.edu	n/a	850-412-5395	
51	Job Fair	n/a	n/a	n/a	n/a	3
52	Other/Employee	n/a	n/a	n/a	n/a	6
53	Corporate Recruiter	n/a	n/a	n/a	n/a	
54	In.Com	n/a	n/a	n/a	n/a	
55	Indeed.com	n/a	www.indeed.com	n/a	n/a	16
TOTAL:						109

WTVM, COLUMBUS, GA
EEO PUBLIC FILE REPORT
(December 1, 2015– November 30, 2016)

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 10, 2016

Describe Nature of Initiative:

From FCC Menu Category #1, 2 – Participation in Job Fair and Career Day

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

Participating in the Georgia Association of Broadcaster's Job Fair / Career Day held with the Henry Grady College of Mass Communication at the University of Georgia in Athens, GA in the Tate Center. To have representatives on hand to recruit for job openings at our station.

Names of Station Personnel involved in Initiative:

Shawn Reynolds - News Director
Tanita Gaither - Digital Content Manager
Whitney Wingate - Special Projects Coordinator

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 8, 2016

Describe Nature of Initiative:

From FCC Menu Category #1, 2 – Participation in Job Fair and Career Day

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

Auburn University Communication & Media Career Day-To have representatives on hand to recruit for job openings at our station

Names of Station Personnel involved in Initiative:

Shawn Reynolds -News Director

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 27, 2016

Describe Nature of Initiative:

From FCC Menu Category #1, 2 – Participation in Job Fair and Career Day

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

Auburn Journalism Day-To have representatives on hand to recruit for job openings at our station

Names of Station Personnel involved in Initiative:

Shawn Reynolds – News Director

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Date(s) of Initiative Event(s): December 1, 2015 – ongoing

Describe Nature of Initiative:

From FCC Menu Categories #16 – Announcement for On-Air to disseminate information that we are an 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:

Robert Brines (Producer), Holly Steuart (General Manager), Eddie Bland (Producer), Brian Correll (Marketing Manager)

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Date(s) of Initiative Event(s): December 1, 2015 – ongoing

Describe Nature of Initiative:

From FCC menu categories #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.

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

Using job banks of media trade groups whose membership includes substantial participation by women and minorities to promote all upper level category openings with our station. Such job banks include: aaja.com (Asian American Journalists Association), nahj.com (National Hispanic Journalists Association), naja.com (Native American Journalists Assoc).

Names of Station Personnel involved in Initiative:

Nicole Bussey – placing the job postings in the job banks to recruit candidates for the openings.

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EEO PUBLIC FILE REPORT
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Date(s) of Initiative Event(s): December 1, 2015 - ongoing

Describe Nature of Initiative:

From FCC Menu Categories #5 – Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

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

Continuing to offer internship programs to individuals to assist them in acquiring skills to pursue careers in Broadcasting – R. Brown (Columbus State University), P. Duffy (University of Georgia), and K. Ketcham (Columbus State University)

Names of Station Personnel involved in Initiative:

Trey Fabacher – General Sales Manager
Deloris Washington – Assistant News Director