

# WTVM

## EEO PUBLIC FILE REPORT

December 1, 2014 to November 30, 2015

### I. VACANCY LIST

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

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Photographer/MMJ	1-21, 23-26, 28-29, 32-34, 41, 43, 50	1
Account Executive	1-21, 23-26, 33-34, 38, 44, 52	52
Account Executive	1-21, 24-26, 28, 32-34, 38, 41, 43-44, 50, 52	28
Producer	1-21, 23-26, 28-29, 32-34, 41, 43, 50	1
Operations Manager	1-21, 23-26, 28-29, 32-34, 37, 41, 43, 50	1
News Content Specialist	1-21, 24-26, 28, 32-34, 41, 43, 50	1
Director	1-21, 23-26, 28-29, 32-34, 38, 41, 43, 50	38
Part Time Director	1-21, 23-26, 28-29, 32-34, 38, 41, 43, 50	1
Account Executive	1-21, 23-26, 28, 32-34, 37, 41, 43-44, 50	37
Research Director	1-21, 23-26, 28, 32-34, 37, 41, 43-44, 50	1
Digital Sales Specialist	1-21, 24-26, 28, 30, 32-34, 41, 43-44, 50-51	1
MMJ/Reporter	1-21, 23-26, 28-29, 32-34, 41, 43, 50	1
Associate Producer	1-21, 23-26, 28-29, 32-34, 41, 43, 50	1
Producer	1-21, 23-26, 28-29, 32-34, 41, 43, 50	1
MMJ/Reporter	1-21, 23-26, 28-29, 32-34, 37, 41, 43, 50	37
Account Executive	1-21, 24-26, 28, 32-34, 37, 41, 43-44, 50	1
Account Executive	1-21, 24-26, 28, 32-34, 37, 41, 43-44, 50	1
Photojournalist/MMJ	1-21, 23-26, 28-29, 32-34, 38, 41, 43, 50	38
MMJ/Reporter	1-21, 23-26, 28-29, 32-34, 41, 43, 50	23
News Content Specialist	1-21, 23-26, 28, 32-34, 37, 41, 43, 50	37
News Content Specialist	1-21, 23-26, 28, 32-34, 37, 41, 43, 50	37

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Weekend Sports Anchor	1-21, 23-26, 28-29, 32-34, 41, 43, 50	1
Producer	1-21, 23-26, 28-29, 32-34, 41, 43, 47, 50	1
News Director	1-21, 23-26, 28-29, 32-34, 37, 40-41, 43, 50, 53	37
General Sales Manager	1-21, 24-26, 28, 32-34, 39, 41, 43, 50, 53-54	1
Digital Sales Specialist	1-21, 24-26, 28, 32-34, 38, 41, 43, 50	38
News Content Specialist	1-21, 23-26, 28-29, 32-34, 41, 43, 47, 50	47
Photojournalist/MMJ	1-21, 24-26, 28, 32-34, 37, 41, 43, 50	1
Master Control Operator	1-21, 22-28, 32-34, 41, 43, 50	1
News Content Specialist	1-21, 24-26, 28-29, 32-34, 37, 41, 43, 50	37
Multi Media Journalist	1-21, 23-26, 28-29, 32-34, 37, 41, 43, 50	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>
<b>COMMUNITY SOURCES</b>						
1	Raycom Media	Donna Tadlock	<a href="mailto:dtadlock@raycommedia.com">dtadlock@raycommedia.com</a>	<a href="http://www.raycommedia.com">www.raycommedia.com</a>	334-206-1417	76
*2	American InterContinental University	n/a	<a href="http://3330PeachtreeRdNE3330PeachtreeRDNeAtlantaGA30326careerservices@aiuonline.edu">3330 Peachtree Rd, NE3330 Peachtree RD, Ne Atlanta, GA 30326 careerservices@aiuonline.edu</a>	n/a	404-965-5865 404-965-5892 fx	
3	Troy State University	Debbie Lee	Counseling & Placement Office One University Place Phenix City, AL 36869 <a href="mailto:dwaltman@troy.edu">dwaltman@troy.edu</a>	n/a	n/a	
*4	Russell County Dept of Human Resources	Dorothea Williams	<a href="mailto:dorothea.williams@dhr.alabama.gov">dorothea.williams@dhr.alabama.gov</a>	n/a	n/a	
*5	NAACP	n/a	514 1st Avenue Columbus, GA <a href="mailto:31901naacpbranch@yahoo.com">31901 naacpbranch@yahoo.com</a>	n/a	n/a	
*6	Columbus State University	n/a	Director Career Center 4225 University Ave. Columbus, GA 31907	<a href="http://career.colstate.edu">career.colstate.edu</a> inactive 5/14/14 <a href="http://www.collegecentral.com/columbussate/">www.collegecentral.com/columbussate/</a>	n/a	

*7	Media Line	Mark Shilstone	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	n/a	n/a	
8	Georgia College and State University	Sarah Schanck	Attn:Dir of Career Center 231 West Hancock Street Milledgeville, GA 31061 Sarah.schanck@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	Cynthia Floyd	2602 Savage Drive Phenix City, Al 36867 Cynthia.floyd@cv.eud	n/a	n/a	
15	University of Georgia	Debi Grayson	Clark Howell Hall/Career Planning & Placement Athens, Ga 30602	<a href="http://www.hireuga.com">www.hireuga.com</a>	n/a	
16	Tuskegee Institute	S. Stringer	Director of Co Op and Interns Carnegie Hall 2nd Floor Tuskegee, Al 36088 sstringer@tuskegee.edu	n/a	n/a	
17	Auburn University	n/a	Career Placement Services 303 Mary Martin Hall Auburn University Auburn, Al 36849	<a href="http://www.auburn.edu/career/trl/">www.auburn.edu/career/trl/</a>	n/a	2
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	n/a	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	
<b>ADDITIONAL SOURCES</b>						
22	South GA Tech	Cynthia Carter	<a href="mailto:ccarter@southgatech.edu">ccarter@southgatech.edu</a> (eng job postings)	<a href="#">n/a</a>	229-931-2057	
23	TV Jobs	n/a	n/a	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	n/a	2
24	Native American Journalists Association	Rebecca Landsberry	<a href="mailto:dvalentino@naja.com">dvalentino@naja.com</a> – inactive <a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a> effective 10/6/15	<a href="http://www.naja.com">www.naja.com</a>	n/a	
25	National Association of Hispanic Journalists	n/a	<a href="#">n/a</a>	<a href="http://nahj.ihispano.com">http://nahj.ihispano.com</a>	n/a	
26	Asian American Journalists Association	n/a	n/a	<a href="http://jobs.aaaja.org/employer/signin_emp.php">http://jobs.aaaja.org/employer/signin_emp.php</a>	n/a	
27	West Georgia Technical College	Dawne White	<a href="mailto:dawne.white@westgatech.edu">dawne.white@westgatech.edu</a>	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	1
29	Grady College	C. Bentley	<a href="mailto:cbentley@uga.edu">cbentley@uga.edu</a>	n/a	n/a	
30	Walk In/Word of Mouth	n/a	n/a	n/a	n/a	1
31	Middle Georgia State college	n/a	n/a	<a href="http://www.mga.edu">www.mga.edu</a>	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	<a href="http://www.dol.state.ga.us">www.dol.state.ga.us</a>	n/a	
36	Career Builder	n/a	n/a	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	n/a	
37	Employee Referral	n/a	n/a	n/a	n/a	14
38	Current Employee	n/a	n/a	n/a	n/a	6
39	Spots N Dots	n/a	dai@spotsndots.com	n/a	n/a	1
40	Linked In	n/a	n/a	n/a	n/a	2
41	Annenberg School for Communication and Journalism	Megan Hutaff - assist director career dev	<a href="mailto:meganh@asc.usc.edu">meganh@asc.usc.edu</a>	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	2
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	<a href="mailto:Yanela.gordon@famu.edu">Yanela.gordon@famu.edu</a> inactive 2/1/15 <a href="mailto:sjgc@famu.edu">sjgc@famu.edu</a>	n/a	850-412-5395	
51	Job Fair	n/a	n/a	n/a	n/a	2
52	Other/Employee	n/a	n/a	n/a	n/a	1
53	Corporate Recruiter	n/a	n/a	n/a	n/a	10
54	In.Com	n/a	n/a	n/a	n/a	
55	Indeed.com	n/a	<a href="http://www.indeed.com">www.indeed.com</a> 10/23/15	n/a	n/a	
<b>TOTAL:</b>						<b>120</b>

WTVM, COLUMBUS, GA  
EEO PUBLIC FILE REPORT  
(December 1, 2014– November 30, 2015)

**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** February 4, 2015

Describe Nature of Initiative:

From FCC Menu Category #1, 2 – Participation of 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:

Janell Lewis, Assistant News Director  
Whitney Wingate, Special Projects Coordinator

WTVM, COLUMBUS, GA  
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**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** February 25, 2015

Describe Nature of Initiative:

From FCC Menu Category #1, 2 – Participation of 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:

Janell Lewis, Assistant News Director  
Whitney Wingate, Special Projects Coordinator

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**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** March 17, 2015

Describe Nature of Initiative:

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

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

Columbus State University Spring Career Fair-To have representatives on hand to recruit for job openings at our station

Names of Station Personnel involved in Initiative:

Whitney Wingate, Special Projects Coordinator  
Janell Lewis, Assistant News Director  
Maureen Akers, Local Sales Manager

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**Date(s) of Initiative Event(s):** December 1, 2014 – 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) – announcement was done for both stations.

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**Date(s) of Initiative Event(s):** December 1, 2014 – 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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**Date(s) of Initiative Event(s):** December 1, 2014 - 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 – M. Hurtado (Cols State University), S. Terry (Auburn University), Christina Shively (Cols State University), Breyanna Lewis (Shaw High School), R. Summers (Cols State University), A. Merriweather (Cols State University), T. Pickens (Cols State University), A. Williams (Cols State University), S. Grady (Cols State University), G. Ward (University of Alabama), and A. Mallory (Harris County High School)

Names of Station Personnel involved in Initiative:

Shawn Reynolds, News Director  
Janell Lewis, Assistant News Director