

WTVM
EEO PUBLIC FILE REPORT
December 1, 2021 to November 30, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Meteorologist	1-21, 24-25, 27, 29-32, 35-36, 41, 44	35
News Producer	1-14, 16-17, 19-20, 24-32, 35, 41, 44	44
Sports Anchor/Reporter	1-20, 24-27, 29-32, 35-36, 41, 44	35
Reporter	1-14, 16-17, 19-20, 24-27, 29-32, 35, 41, 44	1
Anchor/Reporter	1-17, 19-20, 24-32, 35, 41, 44	1
Account Executive	1-2, 4, 6-13, 15-21, 24-25, 29, 31-33, 35, 41, 43-44	35
Digital Content News Producer	1-2, 4, 6-13, 15-21, 24-26, 29, 31-32, 36, 41, 43-44	44
MMJ/Reporter	1-2, 4, 6-13, 15-21, 24-26, 28-29, 31-32, 35, 41, 43-44	1
News Producer	1-2, 4, 6-13, 15-17, 19-20, 24-26, 29, 31-32, 35-36, 39, 41, 43-44	35
Meteorologist	1-14, 16-17, 19-20, 24-25, 29-32, 35, 41, 43-44	35
Meteorologist	1-14, 16-17, 19-20, 24-25, 29-32, 35, 41, 43-44	1
MMJ/Reporter	1-2, 4, 6-14, 16-17, 19-20, 25-26, 29, 31-32, 35, 41, 43-44, 48	1
News Producer	1-2, 4, 6-14, 16-20, 24-26, 29, 31-32, 35, 41, 43-44, 48	35
News Producer	1-2, 4, 6-14, 16-20, 24-26, 29, 31-32, 35, 41, 43-44, 48	6
Sports Reporter/Anchor	1-2, 4, 6-21, 24-26, 29, 31-32, 36, 41, 43-44, 48	1
Account Executive	1-2, 4, 6-21, 24-25, 29, 31-34, 41, 43-44, 47-48	1
Account Executive	1-2, 4, 6-21, 24-25, 29, 31-33, 43-44, 48	1
Technical Media Producer	1-20, 24-25, 29-32, 35, 41, 43-44	35
Technical Media Producer	1-20, 24-25, 29-32, 35, 41, 43-44	35
Technical Media Producer	1-20, 24-25, 29-32, 35, 41, 43-44	35
Marketing Sales Assistant	1-2, 4, 6-21, 24-25, 29, 31-32, 34, 40, 43-44, 48	1
Digital Reporter/Producer	1-2, 4, 6-20, 24-26, 28-29, 31-32, 35, 37, 41, 43-44, 48	1

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Gray TV All jobs posted to Gray TV are automatically posted to Indeed.com https://gray.tv/careers	N	48
2	Middle Ga State University Heather McIntosh heather.mcintosh@mga.edu www.mga.edu	N	
3	Media Line Mark Shilstone jobs@medialinetalent.com	N	
4	Russell County Dept of Human Resources Dhr_fad@dhr.alabama.gov	Y	
5	NAACP 514 1 st Avenue Columbus, GA 31901 naacpcolsgabranh@gmail.com	N	
6	Columbus State University Director Career Center 4225 University Ave. Columbus, GA 31907 https://app.joinhandshake.com	Y	3
7	American InterContinental University 3330 Peachtree Rd, NE Atlanta, GA 30326 careerservices@aiuonline.edu	Y	
8	Troy State University Counseling & Placement Office One University Place Phenix City, AL 36869 https://app.joinhandshake.com	N	
9	Kennesaw State University Career Services Center 1000 Chastain Road #0118 Kennesaw, GA 30144 https://app.joinhandshake.com	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	University of Georgia Debi Grayson Clark Howell Hall/Career Planning & Placement Athens, GA 30602 www.hireuga.com	N	1
11	Auburn University Career Placement Services 303 Mary Martin Hall Auburn University Auburn, AL 36849 www.auburn.edu/career/trl/	N	1
12	Georgia College and State University Attn: Dir of Career Center 231 West Hancock Street Milledgeville, GA Career.center@gcsu.edu https://gscu.joinhandshake.com	N	
13	Spelman College Harold Bell Dir of Career Planning Dev. 350 Spelman Lane SW Atlanta, GA 30314-4399 hbelle@spelman.edu https://app.joinhandshake.com	N	
14	The Housing Authority of Columbus, Georgia FSS Coordinator (Family Self-Sufficiency) 1000 Wynnton Road Columbus, GA 31906 pfarley@columbushousing.org tfoster@columbushousing.org eff 3/9/22 jevans@columbushousing.org eff 3/9/22	Y	
15	Valdosta State University Darius Anthony and Carla Jordan 1500 N.Patterson, Street, 2 nd Floor Valdosta, GA 31698 https://valdosta.joinhandshake.com/login	N	
16	Fort Valley State University Romelda Simmons Dir. Of Career Development Center 1005 State University Drive Fort Valley, GA 31030 SimmonsR@fvsu.edu	N	
17	Clark Atlanta University Career Services Director 223 James P. Brawley Atlanta, GA 30314 cppe@cau.edu	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Chattahoochee Valley Community College Debbie Boone Debbie.boone@cv.edu Danielle Ondrusek Danielle.ondrusek@cv.edu Melissa Summers Melissa.summers@cv.edu www.cv.edu/career-coach/	N	
19	Tuskegee University Career Development & Placement Services Carnegie Hall 3 rd Floor Tuskegee, AL 36088 rburden@tuskegee.edu https://app.joinhandshake.com	N	
20	Clayton State University Dan Adams Career Resource Center 5900 N. Lee Street Morrow, GA 30260 carladams@clayton.edu	N	
21	LaGrange College Caitlin Sutton 601 Broad Street LaGrange, GA 30240 www.collegecentral.com/lagrange	N	
22	South GA Tech Cynthia Carter ccarter@southgatech.edu	N	
23	West Georgia Technical College https://westgatech-csm.symplicity.com/employers	N	
24	Columbus Technical College Career Placement 928 Manchester Expressway Columbus, GA 31904 careerconnections@columbustech.edu	N	
25	Auburn University Dept of Communications Ric Smith 6030 Haley Center Auburn, AL 36845 smithrw@auburn.edu	N	
26	Grady College C. Bentley cbentley@uga.edu	N	
27	University of Missouri	N	
28	Annenberg School for Communication and Journalism Megan Hutaff – Assist Director Career Dev meganh@asc.usc.edu https://annenberg-usc-csm.symplicity.com/employers/	N	
29	FAMU School of Journalism & Graphic Comm sigc@famuedu	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Hillsborough Community College Radio/TV Department 2112 North 15 th Street, PST 134 Tampa, Fl 33605 icanalejo@hccfl.edu	N	
31	National Minority Business Council Inc. 25 West 45 th Street, Ste. 301 New York, NY 10036 nmbc@msn.com	N	
32	Auburn Chamber of Commerce 714 E.Glenn Ave Auburn, AL 36830 crystal@auburnchamber.com kimberly@auburnchamber.com eff 2/16/22	N	
33	Facebook	N	
34	Georgia Department of Labor	N	
35	Employee Referral	N	27
36	Internal	N	6
37	Intern Program	N	2
38	Job Fair – Columbus State Career Day	N	
39	Job Fair – Auburn Career Day	N	1
40	Word of Mouth	N	1
41	TV Jobs www.tvjobs.com	N	
42	Spots N Dots dai@spotsndots.com	N	
43	Linked In www.linkedin.com	N	
44	Indeed.com www.indeed.com	N	19
45	Monster.com www.monster.com	N	
46	News Check Media	N	
47	Goodwill Industries of Southern Rivers Charles May chmay@gwisr.org	N	
48	Careerbuilder.com www.careerbuilder.com	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			109

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Provide training to ensure equal employment opportunities and preventing discrimination	On February 17, 2022, EEO Coordinator participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.
2	Internship Program	WTVM has an established on-going internship program designed to assist students from local colleges in obtaining skills and experience working in a broadcast career. Spring 2022 Semester – 1 (Auburn University)
3	Announcement for On-Air to recruit candidates for broadcasting career	On-Air announcement to be aired periodically to recruit candidates for current job openings. Script: THERE ARE JOBS, AND THEN THERE ARE CAREERS THAT ARE FULFILLING. CAREERS THAT GIVE YOU THE OPPORTUNITY TO INNOVATE. TO BE THE TECHNOLOGY LEADERS. WHILE WORKING WITH CREATIVE MINDS. THE CHANCE TO SHARE SUCCESS WITH OTHERS AND MAKE AN IMPACT ON YOUR PART OF THE WORLD. AT WTVM NEWS LEADER 9 WE'RE LOOKING NOW FOR PEOPLE WHO WANT MORE THAN A JOB. PEOPLE LIKE YOU. GO TO WTVM DOT COM SLASH CAREERS TODAY.

4	Announcement for On-Air to disseminate information that we are an Equal Employment Opportunity Employer and to gain more organizations interested in job openings	<p>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. Script: WTVM, A GRAY TELEVISION STATION, IS COMMITTED TO A BROAD APPLICANT RECRUITING OUTREACH PROGRAM IN OUR CONTINUING EFFORTS TO REPRESENT OUR DIVERSE COMMUNITY. WE ENCOURAGE QUALIFIED COMMUNITY ORGANIZATIONS TO BECOME PART OF THIS FULL-TIME JOB OPPORTUNITY NOTIFICATION MAILING LIST. IF YOUR ORGANIZATION IS INTERESTED IN BECOMING PART OF THIS LIST, AND YOU DISTRIBUTE JOB INFORMATION OR CAN PROVIDE REFERRALS AS PART OF YOUR REGULAR ACTIVITY, WE WOULD LIKE TO HEAR FROM YOU.</p> <p>SEND YOUR REQUEST TO: HUMAN RESOURCES, 1909 WYNNTON ROAD COLUMBUS GEORGIA 31906</p>
5	Host Job Fair	<p>On March 24, 2022, WTVM hosted a regional job fair at Columbus State University's Student Recreation Center. Station was responsible for organizing event, selecting location, and recruiting other participants. Participants included Callaway Resort & Gardens, Four Seasons Sunrooms & Windows, East Alabama Health, Harris County School District, Sons Automotive Group, Roz's Café, Muscogee County School District, Piedmont Healthcare, Pratt & Whitney, St. Francis Emory Healthcare, United States Marines Recruiting, Muscogee County Sheriff's Office and others. Station personnel involved included EEO Coordinator, General Manager, General Sales Manager, Digital Sales Manager, Local Sales Manager, Account Executives, Creative Services Director, Assistant News Director</p>
6	Host Job Fair	<p>On September 14, 2022, WTVM hosted a regional job fair at Columbus State University's Cunningham Center. Station was responsible for organizing event, selecting location, and recruiting other participants.</p>

		Participants included Columbus Hospice, Aramark, Columbus Police Department, Department of Defense Education Activity, Four Seasons Sunrooms & Windows, W.T. Miller, Hughston Clinic, Buffalo Rock, Core Civic and others. Station personnel involved included EEO Coordinator, General Manager, General Sales Manager, Digital Sales Manager, Local Sales Manager, Account Executives, Creative Services Director, Digital Content Manager
7	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	On February 8, 2022, News Anchor and Digital Content Manager participated in the Journalism and Mass Communications Career Day at University of Georgia. The event's purpose was to connect communications organizations with students seeking internships and employment in digital, print and broadcast journalism, media sales, advertising and public relations.
8	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	On March 22, 2022 MMJ/Reporter participated in CMJN Industry Day at Auburn University. The event's purpose was to showcase the career pathways in the communication, journalism, and media field for future graduates.
9	Participate in Job Fair	On May 3, 2022, Station participated in the Goodwill Job Fair – to have representatives on hand to recruit for job openings at our station. Other company participants included Pratt & Whitney, Medical Connections, Great Wolf Lodge, Columbus State University, Staffing Connections, Valley Hospitality, Waffle House, Koch Foods, TSYS and others. Station Personnel involved included EEO Coordinator, Creative Services Director, Meteorologist, Digital Content Manager