

WTVM (TV), COLUMBUS, GA
EEO PUBLIC FILE REPORT
(December 1, 2010 thru November 30, 2011)

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, contact person, and telephone number of each as appropriate. Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED
[With Hiree's Recruitment Source Noted in Brackets¹]

Video Journalist (##1-3, 5-14, 16-21, 24, 27-34, 39, 41, 44, 46-48, 50-52, 60) [#3]

New Media Web Producer (##2-3, 5-8, 10, 12-14, 16-21, 24, 27-34, 39, 41, 44, 46-48, 50-52, 59-60) [#10]

Video Journalist (##1-3, 5-14, 16-21, 24-25, 27-34, 39, 41, 44, 46-48, 50-52, 59-60) [#25]

News Producer (##2-3, 5-8, 10-14, 16-20, 24, 27, 29-34, 39,41, 44, 46-48, 51-53, 59-60) [#53]

Community Web Producer (##2-8, 10-14, 17-21, 24, 27, 29-34, 39, 41, 44, 46-48, 50-53, 60) [#53]

News Producer (##2-8, 10-14, 17-21, 24, 27-34, 39,41, 44, 46-48, 50-52, 54, 60) [#3]

Meteorologist/Reporter (##2-8, 10-12, 14, 17-20, 24, 27, 29-34, 39, 41, 44, 46-48, 51-52, 60) [#3]

Meteorologist/Reporter (##2-8, 10-12, 14, 17-20, 24, 27, 29-34, 39, 41, 44, 46-48, 51-52, 60) [#3]

Account Executive (##2-8, 10-14, 16-21, 24-25, 27, 29-34, 39, 41, 44, 46-48, 51-52, 54, 59-60) [#25]

Account Executive (##2-8, 10-14, 16-21, 24-25, 27, 29-34, 39, 41, 44, 46-48, 51-52, 54, 59-60) [#25]

IT Manager (##2-8, 10-14, 17-21, 24, 27, 29-34, 38-39, 41, 44, 46-48, 51-52, 54, 59-60) [#38]

Reporter/Video Journalist (##2-3, 5-8, 10-12,14, 16, 17-20, 24, 27, 29-34, 39, 41, 44, 46-48, 50-52, 59-60) [#10]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

26 persons

¹ The numbers correspond to the numbers in Appendix A.

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

#3 (5 persons), #2 (1 person), #10 (9 persons), #18 (2 persons), #25 (6 persons), #38 (1 person), #53 (2 persons)

SUPPLEMENTAL OUTREACH ACTIVITIES

Appendix B contains a brief description of activities from the *FCC Menu* of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.

MASTER LIST OF RECRUITMENT SOURCES

(An asterisk (*) after the source denotes organizations that requested notification of full-time job vacancies.)

No.	Source (name, address, contact person, telephone)	No.	Source (name, address, contact person, telephone)
1.	www.diversitysearch.com - DO NOT POST Diversity Search- CONTRACT UP MARCH 2011	9.	http://careerwomen.com/employer_access Career Women-DO NOT POST AS OF MAR 2011
2.	www.tvjobs.com TV Jobs	10.	www.wtvm.com WTVM Website
3.	www.raycommedia.com Raycom Media Inter-Station Website	11.	National Association of Hispanic Journalists (NAHJ) - http://nahj.ihispano.com as of 1/3/11
4.	Native American Journalists Association (NAJA) www.naja.com email posting to jharjo@ou.edu as of 4/21/11	12.	Asian American Journalists Association (AAJA) http://jobs.aaaja.org/employer/signin_emp.php
5.*	AIU - American InterContinental University 3330 Peachtree Rd, NE Atlanta, GA 30326 (404) 965-5865 office (404) 965-5892 fax Sherindika.campbell@buckhead.aiuniv.edu Inactive 5/10 tbishop@aiuniv.edu	13.*	Columbus State University Director Career Center 4225 University Ave. Columbus, GA 31907-5645 Attn. Lyn Riggsby (706) 569-3198 Riggsby_lyn@colstate.edu http://career.colstate.edu
6.	Troy State University Counseling & Placement Office One University Place Phenix City, AL 36869 Attn. Debbie Lee dwaltman@troy.edu as of 4/17/07	14.*	Media Line Attn. Mark Shilstone, MGR www.medialine.com mark@medialine.com
7.*	Russell County Department of Human Resources Attn. Dorothea Williams & H. Shedrick Dwilliams3@thr.state.al.us –inactive 10/08 hshedrick@thr.state.al.us -inactive 10/08 dorothea.williams@thr.alabama.gov as of 10/08	15.*	Tillinghurst School 514 Morris Rd. Columbus, GA 31906-4231 Attn. Barbara Rivers (706) 685-7687 **requested notification only when the job is for an entry level position no degree/experience required
8.*	NAACP Attn. Edward DuBose 514 1 st Avenue Columbus, GA 31901 naacpbranch@bellsouth.net as of 4/17/07 inactive naacpbranch@yahoo.com as of 10/13/08	16.*	Tvb.org hope@tvb.org inactive as of Feb 2011 susanc@tvb.org *only post Sales/Traffic positions as of 3/24/11

17.	CVCC - Chattahoochee Valley Community College 2602 Savage Drive Phenix City, AL 36867 Cynthia.floyd@cv.edu Lydia.ashmore@cv.edu inactive 10/11/10	29.	University of Missouri / School of Journalism Attn. Mike McKean P.O. Box 838 Columbia, MO 65205 mckeanML@missouri.edu
18.	University of Georgia Attn. Debi Grayson Clark Howell Hall/ Career Planning & Placement Athens, GA 30602 mawells@uga.edu inactive 10/08 www.hireuga.com 10/08	30.	Metro Urban League 802 First Avenue Columbus, GA 31901 (706) 323-3687 Fax (706) 596-2144 Imosby@columbusurbanleague.org inact 4/15/10 webmaster@columbusurbanleague.org
19.	Tuskegee Institute Director of Co Op & Interns Carnegie Hall 2 nd Floor Tuskegee, AL 36088 ssstringer@tuskegee.edu	31.	LaGrange College 601 Broad Street LaGrange, GA 30240 (706) 880-8177 Fax (706) 880-8013 dcelorio@lagrange.edu as of 4/17/07 dgoldwire@lagrange.edu as of 10/08
20.	Auburn University / Dept. of Communications Attn. Dr. Margaret Fitch-Hauser 6030 Haley Center Auburn, AL 36845 fitchme@auburn.edu	32.	Columbus Technical College Attn. Mary E. Burrus / Career Placement 928 Manchester Expressway Columbus, GA 31904 mburrus@columbustech.edu 11/06 inactive mail ltr careerconnections@columbustech.edu 4/17/07
21.	State University of West Georgia Carrollton, GA 30118-0001 klingrell@westga.edu , wmcgukin@westga.edu inactive 8/08 careerweb.westga.edu	33.	Ohio Center for Broadcasting / Denver Campus Attn. Mark Lillie (303) 975-0386 danplacementocb@hotmail.com inactive lillie.m@beonair.com
22.	Talent Dynamics 8828 Stemmons Freeway, Suite 510 Dallas, TX 75247 (972) 351-9018	34.	National Minority Business Council Inc 25 West 45 th Street, Ste. 301 New York, NY 10036 (212) 997-4753 Fax (212) 997-5102 nmbc@msn.com
23.	Columbus Ledger Enquirer Classified Department P.O. Box 2747 Columbus, GA 31994 (706) 324-5526 Fax (706) 576-6236	35.	TV Newz mail@tvnewz.com no longer active 2/23/07
24.	Floyd-Bryant Agency, Inc nowempoweringwithasource@comcast.net 950 Herrington Road, Suite C#192 Lawrenceville, GA 30044 (678) 924-0750 Cell (770) 601-3593	36.	www.careerbuilder.com Career Builder (Ads placed in the Columbus Ledger Enquirer are also listed here at no additional cost)
25.	Walk In/ Word Of Mouth	37.	PROMAX & BDA Boards http://forums.promax.tv/incex.php?act=ST&f=6&t=995 gnewel@staff.vault.com
26.	CSU Career Day	38.	Current Employees
27.	Clayton State University Attn. Dan Adams / Career Resource Center 5900 N. Lee Street Morrow, GA 30260 (770)473-2138 dadams@claytoncsrc.org inactive carladams@clayton.edu as of 10/08	39.	Albany State University 504 College Drive Albany, GA 31705 (229) 430-4654 Glorya.Williams@asurams.edu as of 4/17/07 Asurams-csm.symplicity.com as of 7/21/10
28.	Macon State College – www.maconstate.edu aloyd@mail.maconstate.edu no longer active 1/08 carol.treible@mail.maconstate.edu inactive 10/08	40.	Spots N Dots Website dai@spotsndots.com requires a fee 2008

41.	Georgia College and State University Attn. Harold Jenkins / Dir. Of Career Center 231 West Hancock Street Milledgeville, GA 31061 (478) 445-5384 Jennifer.cash@gcsu.edu as of 4/17/07	52.	Clark Atlanta University / Career Services Director Attn. Ernita Hemmitt – ehemmitt@cau.edu 223 James P. Brawley Atlanta, GA 30314 (404) 880-6701 mailto:ehemmitt@cau.edu New email 11/13/06: cppc@cau.edu
42.		53.	University of Georgia Job Fair
43.	Morehouse College Human Resources 830 Westview Drive SW Atlanta, GA 30314 (404) 681-2800 x2656	54.	Kennesaw State University Career Services Center 1000 Chastain Road #0118 Kennesaw, GA 30144 770-423-6553 careerctr.kennesaw.edu
44.	Spelman College Attn. Harold Bell / Dir. Of Career Planning Dev. 350 Spelman Lane, SW Atlanta, GA 30314-4399 (404) 270-5273 hbelle@spelman.edu as of 4/17/07	55.	www.funjobsonair.com gary@beonair.com
45.	Station On Air Announcements	56.	Intern Program
46.	Hillsborough Community College Attn. Dr. Ron Shearer Radio/TV Department 2112 North 15 th Street, PST 134 Tampa, FL 33605 (813) 253-7978 rshearer@hccfl.edu	57.	
47.	Shorter College 315 Shorter Avenue #2128 Rome, GA 30165 (706) 233-7323 Fax (706) 236-1519 jledbetter@shorter.edu inactive as of Feb 2011 tmcpherson@shorter.edu	58.	National Association of Black Journalists NABJ Only corporate will post here
48.	Valdosta State University Attn. Winifred Collins / Exec Dir of Career Svcs 1500 N. Patterson Street, 2 nd Floor Valdosta, GA 31698 (229) 333-5942 Fax (229) 259-5515 wcollins@valdosta.edu as of 4/17/07	59.	WTVM JobLink
49.	Former Employee		
50.	Roger Williams University https://www.myinterfase.com/rwu/job.aspx	60.	FAMU School of Journalism & Graphic Comm Yanela.gordon@famuedu (850)412-5395
51.	Fort Valley State University Attn. Romelda Y. Simmons / Dir. Of Career Development Center 1005 State University Drive Fort Valley, GA 31030 (478) 825-6315 Fax (478) 825-6471 simmonsrr@fvsu.edu 11/06 inactive mail letter simmonsrr@fvsu.edu as of 4/17/07		

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Date(s) of Initiative Event(s): March 24, 2011

Describe Nature of Initiative:

From FCC Menu Category #1, 2 – Participation in Job Fair and co-sponsoring of job fair

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

Career Expo-To have representatives on hand to recruit for job openings at our station – other participants include Columbus Regional Healthcare System, Staffing Connections, AFLAC, Troy University, Best Buy and others

Names of Station Personnel involved in Initiative:

Ernest McBride – Marketing Producer, Olivia Pennington – Internet Sales Director, Crystal Baxley – Internet Sales Director

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 23, 2011

Describe Nature of Initiative:

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

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

Sponsors of 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. WTVM contributes financially to the Job Fair in addition to having participation by station personnel who have substantial responsibility for making hiring decisions.

Names of Station Personnel involved in Initiative:

Lee Brantley, General Manager
Tom Burke, News Director

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Date(s) of Initiative Event(s): March 30, 2011

Describe Nature of Initiative:

From FCC Menu Category #1, 2 – Participation in Job Fair and co-sponsoring of job fair

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

Careers Expo-To have representatives on hand to recruit for job openings at our station – other participants Accounting Principals, Aramark, TIC Federal Credit Union, PMB Broadcasting, Columbus Water Works, TSYS and others

Names of Station Personnel involved in Initiative:

Olivia Pennington – Internet Sales Director
Crystal Baxley – Internet Sales Director
Brian Correll – Marketing Director

Appendix B

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(December 1, 2010 – November 30, 2011)

Date(s) of Initiative Event(s): December 1, 2010 - ongoing

Describe Nature of Initiative:

From FCC Menu Category #14 –Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

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

WTVM-TV, through its parent company Raycom Media, provided an on-line training course titled "Discrimination-Free Workplace". This on-line training course was completed by all station Department Heads and hiring supervisors. The course covered what constitutes discrimination and how to prevent it from occurring in the workplace.

Names of Station Personnel involved in Initiative:

Paul Eriksen – Affiliate Controller
Bryan Baker – Chief Engineer
David Williams – Director of Engineering
Rebekah Jones – Business Manager
Maureen Akers – Local Sales Manager
Adelaide Kirk – General Sales Manager
Lee Brantley – General Manager
Chris Robinson – News Operations Manager
Brian Correll – Marketing Director
Tom Burke – News Director
Jennifer Dale – Assistant News Director
Jennifer Cameron – Regional Staff Accountant
Nicole Bussey – Payroll Administrator

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Date(s) of Initiative Event(s): December 1, 2010 – ongoing

Describe Nature of Initiative:

From FCC Menu Categories #16 – Announcement for On-Air 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:

Robert Brines (Producer), Lee Brantley (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, 2010 – 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: diversitysearch.com, careerwomen.com, aaaja.com (Asian American Journalists Association), and nahj.com (National Hispanic Journalists Association).

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, 2010 - 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 – Amber Williams (Fort Valley State University) and Anika Allen (Hardaway High School)

Names of Station Personnel involved in Initiative:

Tom Burke, News Director