

## I. VACANCY LIST

[illegible]

**WTVM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019 to November 30, 2020**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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	Gray TV (Snagajob) All jobs posted to Gray TV are automatically posted to Indeed.com	N	14
2	Middle Ga State University Heather McIntosh <a href="mailto:heather.mcintosh@mga.edu">heather.mcintosh@mga.edu</a> <a href="http://www.mga.edu">www.mga.edu</a>	N	
3	Media Line Mark Shilstone <a href="mailto:jobs@medialinetalent.com">jobs@medialinetalent.com</a>	Y	
4	Russell County Dept of Human Resources Dorothea Williams <a href="mailto:dorothea.williams@dhr.alabama.gov">dorothea.williams@dhr.alabama.gov</a>	Y	
5	NAACP 514 1 <sup>st</sup> Avenue Columbus, GA 31901 <a href="mailto:naacpbranch@yahoo.com">naacpbranch@yahoo.com</a>	Y	
6	Columbus State University Director Career Center 4225 University Ave. Columbus, GA 31907 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	Y	
7	American InterContinental University 3330 Peachtree Rd, NE Atlanta, GA 30326 <a href="mailto:careerservices@aiuonline.edu">careerservices@aiuonline.edu</a>	Y	
8	Troy State University Counseling & Placement Office One University Place Phenix City, AL 36869 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
9	Kennesaw State University Career Services Center 1000 Chastain Road #0118 Kennesaw, GA 30144 <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	
10	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	

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11	Auburn University 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	
12	Georgia College and State University Attn: Dir of Career Center 231 West Hancock Street Milledgeville, GA <a href="mailto:Career.center@gcsu.edu">Career.center@gcsu.edu</a> <a href="https://gscu.joinhandshake.com">https://gscu.joinhandshake.com</a>	N	
13	Spelman College Harold Bell Dir of Career Planning Dev. 350 Spelman Lane SW Atlanta, GA 30314-4399 <a href="mailto:hbell@spelman.edu">hbell@spelman.edu</a>	N	
14	The Housing Authority of Columbus, Georgia Pamela Farley, FSS Coordinator (Family Self-Sufficiency) 1000 Wynnton Road Columbus, GA 31906 eff 4/9/2020 <a href="mailto:pfarley@columbushousing.org">pfarley@columbushousing.org</a>	Y	
15	Valdosta State University Darius Anthony and Carla Jordan 1500 N.Patterson, Street, 2 <sup>nd</sup> Floor Valdosta, GA 31698 <a href="http://www.purplebriefcase.com">www.purplebriefcase.com</a>	N	
16	Fort Valley State University Romelda Simmons Dir. Of Career Development Center 1005 State University Drive Fort Valley, GA 31030 <a href="mailto:Simmonsr@fvsu.edu">Simmonsr@fvsu.edu</a>	N	
17	Clark Atlanta University Career Services Director 223 James P. Brawley Atlanta, GA 30314 <a href="mailto:cppc@cau.edu">cppc@cau.edu</a>	N	
18	Chattahoochee Valley Community College Debbie Boone <a href="mailto:Debbie.boone@cv.edu">Debbie.boone@cv.edu</a> Danielle Ondrusek <a href="mailto:Danielle.ondrusek@cv.edu">Danielle.ondrusek@cv.edu</a> Melissa Summers <a href="mailto:Melissa.summers@cv.edu">Melissa.summers@cv.edu</a>	N	
19	Tuskegee Institute Career Development & Placement Services Carnegie Hall 3 <sup>rd</sup> Floor Tuskegee, AL 36088 <a href="mailto:rburden@tuskegee.edu">rburden@tuskegee.edu</a> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	

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20	Clayton State University Dan Adams Career Resource Center 5900 N. Lee Street Morrow, GA 30260 <a href="mailto:carladams@clayton.edu">carladams@clayton.edu</a>	N	
21	LaGrange College Caitlin Sutton 601 Broad Street LaGrange, GA 30240 <a href="http://www.collegecentral.com/lagrange">www.collegecentral.com/lagrange</a>	N	
22	South GA Tech Cynthia Carter <a href="mailto:ccarter@southgatech.edu">ccarter@southgatech.edu</a>	N	
23	West Georgia Technical College <a href="https://westgatech-csm.symplicity.com/employers">https://westgatech-csm.symplicity.com/employers</a>	N	
24	Columbus Technical College Career Placement 928 Manchester Expressway Columbus, GA 31904 <a href="mailto:careerconnections@columbustech.edu">careerconnections@columbustech.edu</a>	N	
25	Auburn University Dept of Communications Ric Smith 6030 Haley Center Auburn, AL 36845 <a href="mailto:smithrw@auburn.edu">smithrw@auburn.edu</a>	N	
26	Grady College C. Bentley <a href="mailto:cbentley@uga.edu">cbentley@uga.edu</a>	N	
27	University of Missouri School of Journalism Mike McKean PO Box 838 Columbia, MO 65205 <a href="mailto:mckeanML@missouri.edu">mckeanML@missouri.edu</a>	N	
28	Annenberg School for Communication and Journalism Megan Hutaff – Assist Director Career Dev <a href="mailto:meganh@asc.usc.edu">meganh@asc.usc.edu</a> <a href="https://annenberg-usc-csm.symplicity.com/employers/">https://annenberg-usc-csm.symplicity.com/employers/</a>	N	
29	FAMU School of Journalism & Graphic Comm <a href="mailto:sigc@famuedu">sigc@famuedu</a>	N	
30	Hillsborough Community College Radio/TV Department 2112 North 15 <sup>th</sup> Street, PST 134 Tampa, Fl 33605 <a href="mailto:icanalejo@hccfl.edu">icanalejo@hccfl.edu</a>	N	
31	National Minority Business Council Inc. 25 West 45 <sup>th</sup> Street, Ste. 301 New York, NY 10036 <a href="mailto:nmbc@msn.com">nmbc@msn.com</a>	N	

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32	Auburn Chamber of Commerce 714 E.Glenn Ave Auburn, AL 36830 <a href="mailto:payton@auburnchamber.com">payton@auburnchamber.com</a>	N	
33			
34			
35	Employee Referral	N	7
36	Internal	N	3
37	Intern Program	N	
38	Job Fair – Columbus State Career Day	N	
39	Job Fair – UGA Career Day	N	
40	Word of Mouth	N	
41	TV Jobs <a href="http://www.tvjobs.com">www.tvjobs.com</a>	N	
42	Spots N Dots <a href="mailto:dai@spotsndots.com">dai@spotsndots.com</a>	N	
43	Linked In <a href="http://www.linkedin.com">www.linkedin.com</a>	N	7
44	Indeed.com <a href="http://www.indeed.com">www.indeed.com</a>	N	8
45	Monster.com <a href="http://www.monster.com">www.monster.com</a>	N	
46	TV News Check	N	
47	Corporate Recruiter Ty Carver James Baylor	N	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>39</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	On July 2, 2020 Assistant News Director participated in developing new training for journalists at The Poynter Institute. She provided feedback on a virtual workshop for students to prepare them for future careers in broadcasting.
<b>2</b>	Provide training to ensure equal employment opportunities and preventing discrimination	On July 9 – August 4, 2020 General Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.
<b>3</b>	Provide training to ensure equal employment opportunities and preventing discrimination	On November 19, 2020 EEO coordinator participated in a training on the FCC’s EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP.
<b>4</b>	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 FULL FILLING. 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 AT PEOPLE WHO WANT MORE THAN A JOB. PEOPLE LIKE YOU. GO TO WTVM DOT COM SLASH CAREERS TODAY.
5	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.</p> <p>Script:</p> <p>WTVM IS COMMITTED TO A BROAD APPLICANT RECRUITING OUTREACH PROGRAM IN OUR CONTINUING EFFORTS TO REPRESENT OUR DIVERSE COMMUNITY.</p> <p>WE ENCOURAGE QUALIFIED COMMUNITY ORGANIZATIONS TO BECOME PART OF THIS FULL-TIME JOB OPPORTUNITY NOTIFICATION MAILING LIST.</p> <p>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 (WIN-TON) ROAD COLUMBUS GEORGIA 31906</p>