

# WTVM

## EEO PUBLIC FILE REPORT

December 1, 2016 to November 30, 2017

### I. VACANCY LIST

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>
Local Sales Manager	1-21, 23-26, 28, 30, 32-34, 37, 39-40, 41, 43, 46,50,53,55	53
Anchor/Reporter	1-21, 23-26, 28-29, 32-34, 41, 43, 50	1
Success Manager	1-21, 23-26, 28, 32-34, 41, 43, 50, 55	1
News Content Specialist	1-21, 23-26, 28, 32-34, 37, 41, 43, 50	37
MMJ/Reporter	1-21, 23-26, 28-29, 32-34, 41, 43, 50	1
Success Manager	1-21, 23-26, 28, 30, 32-34, 41, 43, 50, 55	1
Reporter/MMJ	1-21, 23-26, 28-30, 32-34, 41, 43, 50	30
Director of Technology	1-28, 32-34, 37, 40-41, 43, 50	37
News Content Specialist	1-21, 23-26, 28, 32-34, 41, 43, 50-52	51
News Content Specialist	1-21, 23-26, 28, 32-34, 37, 41, 43, 50	37
Success Manager	1-21, 24-26, 28, 32-34, 41, 43, 50	1
News Content Specialist	1-21, 23-26, 28, 32-34, 37, 41, 43, 50	37
News Producer	1-21, 23-26, 28-29, 32-34, 41, 43, 50	1
News Content Specialist	1-21, 24-25, 28, 30, 32-34, 41, 43, 44, 50	17
News Content Specialist	1-21, 23-25, 28, 32-34, 41, 43-44, 50	1
Reporter/MMJ	1-21, 23-26, 28-29, 32-34, 41, 43-44, 50	1
Engineer - MCO	1-21, 22-25, 27-28, 32-34, 37-38, 41, 43-44, 50	37
News Producer	1-21, 23-26, 28-29, 32-34, 41, 43, 50	1
Success Manager	1-21, 24-26, 28, 32-34, 41, 43-44, 50, 55	1

# WTVM

## EEO PUBLIC FILE REPORT

December 1, 2016 to November 30, 2017

### I. VACANCY LIST (Cont'd)

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>
News Content Specialist	1-19, 21, 23-26, 28, 32-34, 37, 41, 43-44, 50	6
Digital Sales Assistant	1-19, 21, 24-26, 28, 32-34, 37, 41, 43-44, 50, 55	37
Media Planner	1-21, 23-26, 28, 32-34, 38, 41, 43-44, 50, 53, 55	40
Reporter/MMJ	1-19, 21, 23-26, 28-29, 32-34, 37, 41, 43-44, 50	37
Media Sales Consultant	1-19, 21, 24-26, 28, 30, 32-34, 41, 43-44, 50, 55	30
Producer	1-19, 21, 23-26, 28-29, 32-34, 40-41, 43-44, 50	40
City Weekend Producer	1-19, 21, 23-26, 28, 32-34, 38, 41, 43-44, 50, 55	1

# WTVM

## EEO PUBLIC FILE REPORT

December 1, 2016 to November 30, 2017

## 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	36
*2	American InterContinental University	n/a	<a href="http://3330PeachtreeRd.com">3330 Peachtree Rd, NE3330 Peachtree RD, Ne Atlanta, GA 30326</a> <a href="mailto:careerservices@aiuonline.edu">careerservices@aiuonline.edu</a>	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	<a href="https://troy-csm.symplicity.com/employers">https://troy-csm.symplicity.com/employers</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 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 <a href="http://www.collegecentral.com/columbussate/">www.collegecentral.com/columbussate/</a>	n/a	1

*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	n/a	Attn:Dir of Career Center 231 West Hancock Street Milledgeville, GA 31061 <a href="mailto:Sarah.schanck@gcsu.edu">Sarah.schanck@gcsu.edu</a> 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 <a href="mailto:hbelle@spelman.edu">hbelle@spelman.edu</a>	n/a	404-270-5273	
10	Shorter University	n/a	315 Shorter Ave #2128 Rome, GA 30165 <a href="mailto:tmchperson@shorter.edu">tmchperson@shorter.edu</a>	<a href="http://www.collegecentral.com/shorter">www.collegecentral.com/shorter</a> effective 10/4/17	706-233-7323 706-236-1519 fx	
11	Valdosta State University	Sandra Y. Jones	1500 N. Patterson Street, 2nd Floor Valdosta, GA 31698 <a href="mailto:syjones@valdosta.edu">syjones@valdosta.edu</a>	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 <a href="mailto:simmonsrfvsu.edu">simmonsrfvsu.edu</a>	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 <a href="mailto:cppc@cau.edu">cppc@cau.edu</a>	n/a	404-880-6701	
14	Chattahoochee Valley Community College	Debbie Boone	2602 Savage Drive Phenix City, Al 36867 <a href="mailto:debbie.boone@cv.edu">debbie.boone@cv.edu</a>	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	n/a	Carnegie Hall 2nd Floor Tuskegee, Al 36088 <a href="mailto:employment@mytu.tuskegee.edu">employment@mytu.tuskegee.edu</a>	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	1
18	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/a	770-473-2138	

19	LaGrange College	Caitlin Sutton	601 Broad Street LaGrange, GA 30240 csutton@lagrange.edu	<a href="http://www.collegecnetral.com/lagrange">www.collegecnetral.com/lagrange</a>	706-880-8177 706-880-8013 fx	
20	Albany State University	n/a	504 College Drive Albany, GA 31705 unable to post 7/25/17	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>	<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	
24	Native American Journalists Association	Rebecca Landsberry	<a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a>	<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://www.aaja.org/job-board">http://www.aaja.org/job-board</a>	n/a	
27	West Georgia Technical College	n/a	<a href="mailto:Dawne.white@westgatech.edu">Dawne.white@westgatech.edu</a> <a href="#">inactive 1/12/17</a>	<a href="https://westgatech-csm.symplicity.com/employers">https://westgatech-csm.symplicity.com/employers</a> effective 1/12/17	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	6
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 nmbsc@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	1
37	Employee Referral	n/a	n/a	n/a	n/a	13
38	Current Employee	n/a	n/a	n/a	n/a	5
39	Spots N Dots	n/a	dai@spotsndots.com	n/a	n/a	
40	Linked In	n/a	n/a	n/a	n/a	3
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	
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:sjgc@famu.edu">sjgc@famu.edu</a>	n/a	850-412-5395	
51	Job Fair-Cols State Career Fair	n/a	n/a	n/a	n/a	1
52	Job Fair-Auburn Career Day	n/a	n/a	n/a	n/a	1
53	Corporate Recruiter	Ty Carver & James Baylor	n/a	n/a	n/a	3
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>	n/a	n/a	6
56	Monster.com	n/a	<a href="http://www.monster.com">www.monster.com</a>	n/a	n/a	1
<b>TOTAL:</b>						<b>78</b>

WTVM, COLUMBUS, GA  
EEO PUBLIC FILE REPORT  
(December 1, 2016 – November 30, 2017)

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** January 23, 2017

Describe Nature of Initiative:

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  
Aaron Lee – News Operations Manager



WTVM, COLUMBUS, GA  
EEO PUBLIC FILE REPORT  
(December 1, 2016– November 30, 2017)

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** February 8, 2017

Describe Nature of Initiative:

Participation in Job Fair and Career Day

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

Participating in the UGA College of Journalism and Mass Communication Career Day held 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  
Jasmine Agyemang - Digital Content Manager

WTVM, COLUMBUS, GA  
EEO PUBLIC FILE REPORT  
(December 1, 2016 – November 30, 2017)

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** March 1, 2017

Describe Nature of Initiative:

Participation in 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:

DeLoris Washington – Assistant News Director

WTVM, COLUMBUS, GA  
EEO PUBLIC FILE REPORT  
(December 1, 2016 – November 30, 2017)

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** April 13, 2017

Describe Nature of Initiative:

Participation in Job Fair and Career Day

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

Job fair and Skills Workshop in LaGrange, GA at the West Georgia Technical College-To have representatives on hand to recruit for job openings at our station

Names of Station Personnel involved in Initiative:

Shawn Reynolds – News Director

WTVM, COLUMBUS, GA  
EEO PUBLIC FILE REPORT  
(December 1, 2016 – November 30, 2017)

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** November 28, 2017

Describe Nature of Initiative:

Participation in EEO training

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

Training of EEO rules with Covington & Burling LLP

Names of Station Personnel involved in Initiative:

Nicole Bussey – EEO Coordinator  
Jennifer Cameron – Accountant  
Holly Steuart – General Manager

WTVM, COLUMBUS, GA  
EEO PUBLIC FILE REPORT  
(December 1, 2016 – November 30, 2017)

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2016 – ongoing

Describe Nature of Initiative:

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. Script:

WTVM 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.

SEND YOUR REQUEST TO HUMAN RESOURCES, 1909 WYNNNTON (WIN-TON) ROAD COLUMBUS GEORGIA 31906

Names of Station Personnel involved in Initiative:

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

WTVM, COLUMBUS, GA  
EEO PUBLIC FILE REPORT  
(December 1, 2016 – November 30, 2017)

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2016 – ongoing

Describe Nature of Initiative:

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.

WTVM, COLUMBUS, GA  
EEO PUBLIC FILE REPORT  
(December 1, 2016 – November 30, 2017)

**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2016 - ongoing

Describe Nature of Initiative:

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 – Spring 2017 Semester - L. Hall (Alabama State University), Summer 2017 Semester - W. Walker (Troy State University) and C. Council (Auburn University), Fall 2017 Semester - A. Jones (Columbus State University)

Names of Station Personnel involved in Initiative:

Deloris Washington – Assistant News Director