

WTVM (TV), COLUMBUS, GA
EEO PUBLIC FILE REPORT¹
(December 1, 2012 thru November 30, 2013)

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 Brackets²]

Producer (## 2, 4-8, 11-14, 16-20, 22, 24, 27, 29, 30-34, 39, 41, 44, 46-48, 51-52, 60) [22]

Regional Credit Manager (##2-8, 10-14, 17-20, 24, 27-32, 34-35, 39, 41, 44, 46-48, 51-52, 54, 60) [10]

Account Executive (##2-8, 10-14, 17, 19-20, 24, 27, 29-34, 37, 39, 41, 44, 46-48, 51-52, 54, 60) [20]

News Director (##2-8, 10-12, 14, 17-20, 22, 27, 29, 31-34, 37, 39, 41, 44, 46-48, 50-52, 60) [3]³

Photojournalist (##2-8, 10-14, 17-20, 22, 27, 29, 31-32, 34, 38-39, 41, 44, 46-48, 51, 52, 60) [38]

Account Executive (##2-8, 10-14, 17-20, 27, 29, 31-32, 34, 39, 41, 44, 46-48, 51-52, 54, 60) [3]

Producer (##2-8, 10-14, 17-20, 22, 27, 29, 31-32, 34, 39, 41, 44, 46-48, 51-52, 60) [3]

Account Executive (##2-8, 10-14, 17, 19-20, 27-29, 31-32, 34, 39, 41, 44, 46-48, 51-52, 54, 60) [13]

Digital Content Producer (##2-8, 10-14, 17-20, 22, 27, 29, 31-32, 34, 39, 41, 44, 46-48, 50-52, 54, 56, 60) [56]

Digital Content Exec Producer (##2-8, 10-14, 17-20, 22, 27, 29, 31-32, 34, 39, 41, 44, 46-48, 50-52, 54, 56, 60) [3]

Reporter/MMJ (##2-8, 10-14, 17-20, 22, 27, 29, 31-34, 38-39, 41, 44, 46-48, 50-53, 60) [53]

Chyron Graphics Producer (##2-8, 10-14, 17-20, 22, 27, 29, 31-32, 34, 39, 41, 44, 46-48, 51-52, 54, 60) [3]

Sales Project Coordinator (##2-8, 10-14, 17-20, 27-29, 31-32, 34, 39, 41, 43-44, 46-48, 51-52, 54, 60) [3]

General Manager (##2-8, 10-14, 17-20, 25, 27, 29, 31-32, 34, 37-41, 44, 46-48, 51-52, 55, 57, 60) [37]

¹ This Report was amended on April 16, 2014 to address clerical errors and provide clarification. The original Report was placed in the Station's online public file on November 27, 2013.

² The numbers correspond to the numbers in Appendix A.

³ WTVM routinely notifies recruitment source #13 of job openings/vacancies in the regular course of operation. However, due to internal error, the Station did not contact Columbus State University regarding this position. The Station is committed to sending them notification of all vacancies in the future.

Research Director (##2-8, 10-14, 17-20, 27-29, 31-32, 34, 39, 41, 44, 46-48, 51-52, 54, 60) [3]

Digital Sales Specialist (##2-8, 10-14, 17-20, 27-29, 31-32, 34, 37, 39, 41, 44, 46-48, 51-52, 54, 60) [18]

Photojournalist (##2-8, 10-14, 17-20, 27, 29, 31-32, 34, 39, 41, 43-44, 46-49, 51-52, 60) [49]

News Video Editor (##2-8, 10-14, 17-20, 27, 29, 31-32, 34, 38-39, 41, 43-44, 46-48, 51-52, 60) [38]

Account Executive (##2-8, 10-14, 17, 19-20, 25, 27-29, 31-32, 34, 37, 39, 41, 43-44, 46-48, 51-52, 54, 60) [37]

Producer (##2-8, 10-14, 17-20, 22, 27, 29, 31-32, 34, 39, 41, 43-44, 46-48, 50-52, 60) [3]

Executive Producer (##2-8, 10-12, 14, 17-20, 22, 27, 29, 31-32, 34, 39, 41, 44, 46-48, 51-52, 60) [3] ³

News Content Specialist (##2-8, 10-14, 17, 19-20, 26-27, 29, 31-32, 34, 37, 39, 41, 43-44, 46-49, 51-52, 60) [37]

News Content Specialist (##2-8, 10-14, 17, 19-20, 26-27, 29, 31-32, 34, 37, 39, 41, 43-44, 46-48, 51-52, 60) [37]

Weekend Meteorologist (##2-8, 10-14, 17-20, 22, 25, 27, 29, 31-32, 34, 39, 41, 43-44, 46-48, 51-52, 60) [25]

Weekend Meteorologist (##2-8, 10-14, 17-20, 22, 25, 27, 29, 31-32, 34, 39, 41, 43-44, 46-48, 51-52, 60) [25]

AR Assistant/Receptionist (##2-8, 10-14, 17, 19-20, 27, 29, 31-32, 34, 39, 41, 43-44, 46-49, 51-52, 54, 60) [49]

Digital Sales Specialist (##2-8, 10-14, 17-20, 27-29, 31-32, 34, 37, 39, 41-44, 46-48, 51-52, 54, 60) [20]

Master Control Operator (##1-14, 17, 19-20, 25, 27, 29, 31-32, 34, 37-39, 41, 43-44, 46-48, 51-52, 60) [37]

Multi Media Journalist (##2-8, 10-14, 17-20, 22, 25, 27, 29, 31-32, 34, 39, 41, 43-44, 46-48, 51-52, 60) [25]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

121 persons

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

#2 (6 persons), #3 (39 persons), #10 (13 persons), #13 (6 persons), #14 (1 person), #18 (4 persons), #20 (8 persons), #22 (2 persons), #25 (6 persons), #26 (5 persons), #37 (16 persons), #38 (6 persons), #41 (1 person), #49 (3 persons), #53 (1 person), #54 (2 persons), #56 (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.	ccarter@southgatech.edu Cynthia Carter 229-931-2057 (Eng job postings)	9.	West Georgia Technical College(Eng job posting) http://www.experience.com/emp/login
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 mark-dreadfulwater@cherokee.org as of 9/11/12 RebeccaLandsberry@naja.com as of 5/2/13	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 tbishop@aiuniv.edu-inactive careerservices@aiuonline.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@dhr.state.al.us –inactive 10/08 hshedrick@dhr.state.al.us-inactive 10/08 dorothea.williams@dhr.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.	www.wxtx.com Raycom WXTX

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 Inactive as of 2013
19.	Tuskegee Institute Director of Co Op & Interns Carnegie Hall 2 nd Floor Tuskegee, AL 36088 sstringer@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. Ric Smith 6030 Haley Center Auburn, AL 36845 fitchme@auburn.edu – inactive 5/24/13 smithrw@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 klingsirell@westga.edu , wmcgukin@westga.edu inactive 8/08 careerweb.westga.edu charge a fee – 5/8/13	33.	Ohio Center for Broadcasting / Denver Campus Attn. Mark Lillie (303) 975-0386 lillie.m@beonair.com inactive www.funjobsonair.com
22.	Grady College (added 5/31/12) cbentley@uga.edu News positions	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.	Georgia Dept of Labor www.dol.state.ga.us
24.	Floyd Bryant Agency Inactive 2013	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.	Employee Referral
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 Middle Georgia State College (name change 4/13)	40.	Spots N Dots Website dai@spotsndots.com requires a fee 2008 (sales positions)

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 Sarah.schanck@gcsu.edu as of 3/7/13	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.	Linked In – Corporate posts	53.	University of Georgia Job Fair
43.	Annenberg School for Communication and Journalism Megan Hutaff – assist director career development (213) 821-1514 meganh@asc.usc.edu	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.	New Bay Media Only Corporate will post here.
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.	TV News Check Only Corporate will post here.
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 tmcperson@shorter.edu	58.	National Association of Black Journalists NABJ Only corporate will post here
48.	Valdosta State University 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 dhargett@valdosta.edu as of 4/29/13	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@fam.edu (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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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 20, 2013

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:

Darryl Huger, News Director
Lee Brantley, General Manager

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Date(s) of Initiative Event(s): September 18, 2013

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):

Career Expo-To have representatives on hand to recruit for job openings at our station

Names of Station Personnel involved in Initiative:

Chris Robinson - Assignment Manager

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Date(s) of Initiative Event(s): September 2013

Describe Nature of Initiative:

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

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

A Federal Law Update on Unlawful Discrimination training session on how to spot and respond to unlawful discrimination and harassment. Conducted by Baker Wyche, Esq. III and Stephen Woods, Esq., Ogletree, Deakins

Names of Station Personnel involved in Initiative:

Paul Eriksen – Affiliate Controller
David Williams – Director of Engineering
Adelaide Kirk – General Sales Manager
Holly Steuart – General Manager
Brian Correll – Marketing Director
Darryl Huger – News Director
Janell Lewis – Assistant News Director
Jennifer Cameron – Regional Staff Accountant

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Date(s) of Initiative Event(s): December 1, 2012 – 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), 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, 2012 – 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, 2012 - 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 – Samantha Peripnand (Emory University), Amanda Redford (Auburn University), Christina Kleehammer (Columbus State University) and Jasmine Jones (Columbus State University)

Names of Station Personnel involved in Initiative:

Darryl Huger, News Director