

# WTVM

## EEO PUBLIC FILE REPORT

December 1, 2017 to November 30, 2018

### 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>
Digital Content Producer	1-21, 24-25, 27-34, 37	37
Media Sales Consultant	1-21, 24-25, 27-34, 43-45, 47	47
News/Content Director	1-21, 24-34, 41, 43, 45, 47	1
Meteorologist/Reporter	1, 3-21, 24-34, 41, 43, 47	41
Digital Sales Manager	1, 3-21, 24-25, 27-34, 41, 43-44, 47	47
IT Manager	1, 3-25, 27-34, 41, 43-44	44
Digital Content Producer	1, 3-21, 24-34, 41, 43	1
Meteorologist/Reporter	1, 3-21, 24-25, 27-34, 41, 43, 47	47
Media Sales Consultant	1, 3-21, 24-25, 27-34, 41, 43-44, 47	47
Digital Sales Specialist	1, 3-21, 24-25, 27-34, 41, 43-44, 47	35
Success Manager	1, 3-21, 24-25, 27-34, 41, 43-44	43
News Content Specialist	1, 3-21, 24-34, 37, 43	35
Marketing Producer	1, 3-21, 24-25, 27-34, 41, 43-44	35
News Producer	1, 3-21, 24-34, 39, 41, 43	39
Account Executive	1, 3-21, 24-25, 27-34, 41, 43-44	44
News Content Specialist	1, 3-21, 24-34, 41	35
News Content Specialist	1, 3-21, 24-34, 37, 41, 43	35
Digital Content Producer	1, 3-13, 15-21, 24-34, 37, 41, 43	37
Success Manager	1, 3-13, 15-21, 24-25, 27-34, 41, 43-44	44

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### 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	20
2	TVB.ORG		Do not post effect. 4/3/18	tvb.org		
*3	Media Line	Mark Shilstone	<a href="mailto:medialine@medialine.com">medialine@medialine.com</a>			
*4	Russell County Dept of Human Resources	Dorothea Williams	<a href="mailto:dorothea.williams@dhr.alabama.gov">dorothea.williams@dhr.alabama.gov</a>			
*5	NAACP		514 1st Avenue Columbus, GA 31901 <a href="mailto:naacpbranch@yahoo.com">naacpbranch@yahoo.com</a>			
*6	Columbus State University		Director Career Center 4225 University Ave. Columbus, GA 31907	<a href="http://www.collegecentral.com/columbusstate/">www.collegecentral.com/columbusstate/</a>		

*7	American InterContinental University		<a href="#">3330 Peachtree Rd, NE3330 Peachtree RD, Ne Atlanta, GA 30326</a> <a href="mailto:careerservices@aiuonline.edu">careerservices@aiuonline.edu</a>		404-965-5865 404-965-5892 fx	
8	Troy State University		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>		
9	Kennesaw State University		Career Services Center 1000 Chastain Road #0118 Kennesaw, GA 30144	<a href="http://careerctr.kennesaw.edu">careerctr.kennesaw.edu</a>	770-423-6553	
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>		
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>		
12	Georgia College and State University		Attn:Dir of Career Center 231 West Hancock Street Milledgeville, <a href="mailto:career.center@gcsu.edu">career.center@gcsu.edu</a>		478-445-5384	
13	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>		404-270-5273	
14	Shorter University		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>	706-233-7323 706-236-1519 fx	
15	Valdosta State University	Darius Anthony and Carla Jordan	1500 N. Patterson Street, 2nd Floor Valdosta, GA 31698 <a href="mailto:dlanthony@valdosta.edu">dlanthony@valdosta.edu</a> <a href="mailto:ccjordan@valdosta.edu">ccjordan@valdosta.edu</a>		229-333-5942 229-259-5515 fx	
16	Fort Valley State University	Romelda Simmons	Dir. Of Career Development Center 1005 State University Drive Fort Valley, GA 31030 <a href="mailto:simmonsrr@fvsu.edu">simmonsrr@fvsu.edu</a>		478-825-6315 478-825-6471 fx	
17	Clark Atlanta University		Career Services Director 223 James P. Brawley Atlanta, GA 30314 <a href="mailto:cppc@cau.edu">cppc@cau.edu</a>		404-880-6701	
18	Chattahoochee Valley Community College	Debbie Boone, Danielle Ondrusek & M Summers	2602 Savage Drive Phenix City, Al 36867 <a href="mailto:debbie.boone@cv.edu">debbie.boone@cv.edu</a> <a href="mailto:danielle.ondrusek@cv.edu">danielle.ondrusek@cv.edu</a> <a href="mailto:Melissa.summers@cv.edu">Melissa.summers@cv.edu</a> eff 2/20/18			

19	Tuskegee Institute		Career Development & Placement Services Carnegie Hall 3rd Floor Tuskegee, AL 36088 employment@mytu.tuskegee.edu inactive 12/13/17 rburden@tuskegee.edu		334-727-8146 334-727-8258 fx effective 12/13/17	
20	Clayton State University	Dan Adams	Career Resource Center 5900 N. Lee Street Morrow, Ga 30260 carladams@clayton.edu		770-473-2138	
21	LaGrange College	Caitlin Sutton	601 Broad Street LaGrange, GA 30240	<a href="http://www.collegecentral.com/lagrange">www.collegecentral.com/lagrange</a>	706-880-8177 706-880-8013 fx	
<b>ADDITIONAL SOURCES</b>						
22	South GA Tech	Cynthia Carter	<a href="mailto:ccarter@southgatech.edu">ccarter@southgatech.edu</a>		229-931-2057	
23	West Georgia Technical College			<a href="https://westgatech-csm.symplicity.com/employers">https://westgatech-csm.symplicity.com/employers</a>		
24	Columbus Technical College		Career Placement 928 Manchester Expressway Columbus, GA 31904 careerconnections@columbustech.edu			
25	Auburn University Dept of Communications	Ric Smith	Dept of Communications 6030 Haley Center Auburn, AL 36845 smithrw@auburn.edu			
26	Grady College	C. Bentley	<a href="mailto:cbentley@uga.edu">cbentley@uga.edu</a>			
27	University of Missouri School of Journalism	Mike McKean	School of Journalism P.O. Box 838 Columbia, MO 65205 mckeanML@missouri.edu			
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>		213-821-1514	
29	FAMU School of Journalism & Graphic Comm		<a href="mailto:sjgc@famuedu">sjgc@famuedu</a>		850-412-5395	

30	Hillsborough Community College		Radio/TV Department 2112 North 15th Street, PST 134 Tampa, FL 33605 lcanalejo@hccfl.edu		813-253-7978	
31	National Minority Business Council Inc.		25 West 45th Street, Ste. 301 New York, NY 10036 nmbc@msn.com		212-997-4753 212-997-5102 fx	
32	Native American Journalists Association	B. Pollard	<a href="mailto:rebeccalandsberry@naja.com">rebeccalandsberry@naja.com</a> <a href="mailto:bpollard@naja.com">bpollard@naja.com</a> effective 10/18/18	<a href="http://www.naja.com">www.naja.com</a>		
33	National Association of Hispanic Journalists			<a href="http://www.nahjcareers.org">www.nahjcareers.org</a>		
34	Asian American Journalists Association			<a href="http://www.aaja.org/job-board">http://www.aaja.org/job-board</a>		
35	Employee Referral					14
36	Internal					3
37	Intern Program					4
38	Job Fair- Columbus State Career Day					
39	Job Fair-UGA Career Day					1
40	Word Of Mouth					1
41	TV Jobs			<a href="http://www.tvjobs.com">www.tvjobs.com</a>		1
42	Spots N Dots		<a href="mailto:dai@spotsndots.com">dai@spotsndots.com</a>			
43	Linked In			<a href="http://www.linkedin.com">www.linkedin.com</a>		4
44	Indeed.com			<a href="http://www.indeed.com">www.indeed.com</a>		15
45	Monster.com			<a href="http://www.monster.com">www.monster.com</a>		
46	TV News Check					
47	Corporate Recruiter	Ty Carver & James Baylor				12
<b>TOTAL:</b>						<b>75</b>

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2017 – 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 WYNNTON (WIN-TON) ROAD COLUMBUS GEORGIA 31906

Names of Station Personnel involved in Initiative:

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

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2017 – 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 – EEO Coordinator

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2017 - ongoing

Describe Nature of Initiative:

Internship Program

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 –Winter 2018 Semester – 1 (Auburn University), Spring 2018 Semester - 1(Columbus State University), Summer 2018 Semester – 1 (Georgia State University), Fall 2018 Semester - 2 (Columbus State University, Auburn University)

Names of Station Personnel involved in Initiative:

Deloris Washington – Assistant News Director

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** March 7, 2018

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:

Deloris Washington – Assistant News Director  
Brian Correll – Marketing Director

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** March 21, 2018

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:

Deloris Washington – Assistant News Director