

I. VACANCY LIST

[illegible]

WTVM
EEO PUBLIC FILE REPORT
December 1, 2018 to November 30, 2019

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Gray TV (Snagajob) All jobs posted to Gray TV are automatically posted to Indeed.com	N	13
2	Middle Ga State University Heather McIntosh heather.mcintosh@mga.edu www.mga.edu	N	
3	Media Line Mark Shilstone jobs@medialinetalent.com	Y	
4	Russell County Dept of Human Resources Dorothea Williams dorothea.williams@dhr.alabama.gov	Y	
5	NAACP 514 1 st Avenue Columbus, GA 31901 naacpbranch@yahoo.com	Y	
6	Columbus State University Director Career Center 4225 University Ave. Columbus, GA 31907 https://app.joinhandshake.com	Y	1
7	American InterContinental University 3330 Peachtree Rd, NE Atlanta, GA 30326 careerservices@aiuonline.edu	Y	
8	Troy State University Counseling & Placement Office One University Place Phenix City, AL 36869 https://app.joinhandshake.com	N	
9	Kennesaw State University Career Services Center 1000 Chastain Road #0118 Kennesaw, GA 30144 https://app.joinhandshake.com	N	
10	University of Georgia Debi Grayson Clark Howell Hall/Career Planning & Placement Athens, GA 30602 www.hireuga.com	N	

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11	Auburn University Career Placement Services 303 Mary Martin Hall Auburn University Auburn, AL 36849 www.auburn.edu/career/trl/	N	
12	Georgia College and State University Attn: Dir of Career Center 231 West Hancock Street Milledgeville, GA Career.center@gcsu.edu	N	
13	Spelman College Harold Bell Dir of Career Planning Dev. 350 Spelman Lane SW Atlanta, GA 30314-4399 hbell@spelman.edu	N	
14			
15	Valdosta State University Darius Anthony and Carla Jordan 1500 N.Patterson, Street, 2 nd Floor Valdosta, GA 31698 www.purplebriefcase.com	N	
16	Fort Valley State University Romelda Simmons Dir. Of Career Development Center 1005 State University Drive Fort Valley, GA 31030 Simmonsr@fvsu.edu	N	
17	Clark Atlanta University Career Services Director 223 James P. Brawley Atlanta, GA 30314 cppc@cau.edu	N	
18	Chattahoochee Valley Community College Debbie Boone Debbie.boone@cv.edu Danielle Ondrusek Danielle.ondrusek@cv.edu Melissa Summers Melissa.summers@cv.edu	N	
19	Tuskegee Institute Career Development & Placement Services Carnegie Hall 3 rd Floor Tuskegee, AL 36088 rburden@tuskegee.edu https://app.joinhandshake.com	N	
20	Clayton State University Dan Adams Career Resource Center 5900 N. Lee Street Morrow, GA 30260 carladams@clayton.edu	N	

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21	LaGrange College Caitlin Sutton 601 Broad Street LaGrange, GA 30240 www.collegecentral.com/lagrange	N	
22	South GA Tech Cynthia Carter ccarter@southgatech.edu	N	
23	West Georgia Technical College https://westgatech-csm.symplicity.com/employers	N	
24	Columbus Technical College Career Placement 928 Manchester Expressway Columbus, GA 31904 careerconnections@columbustech.edu	N	
25	Auburn University Dept of Communications Ric Smith 6030 Haley Center Auburn, AL 36845 smithrw@auburn.edu	N	
26	Grady College C. Bentley cbentley@uga.edu	N	
27	University of Missouri School of Journalism Mike McKean PO Box 838 Columbia, MO 65205 mckeanML@missouri.edu	N	
28	Annenberg School for Communication and Journalism Megan Hutaft – Assist Director Career Dev meganh@asc.usc.edu	N	
29	FAMU School of Journalism & Graphic Comm sigc@famuc.edu	N	
30	Hillsborough Community College Radio/TV Department 2112 North 15 th Street, PST 134 Tampa, FL 33605 icanalejo@hccfl.edu	N	
31	National Minority Business Council Inc. 25 West 45 th Street, Ste. 301 New York, NY 10036 nmbc@msn.com	N	
32	Native American Journalists Association www.naja.com B. Pollard bpollard@naja.com NO LONGER AVAILABLE EFF 1/14/19	N	
33	National Association of Hispanic Journalists www.nahjcareers.org NO LONGER AVAILABLE EFF 1/14/19	N	

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34	Asian American Journalists Association http://www.aaaja.org/job-board NO LONGER AVAILABLE EFF 3/1/19	N	
35	Employee Referral	N	5
36	Internal	N	
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 www.tvjobs.com	N	
42	Spots N Dots dai@spotsndots.com	N	
43	Linked In www.linkedin.com	N	4
44	Indeed.com www.indeed.com	N	4
45	Monster.com www.monster.com	N	
46	TV News Check	N	
47	Corporate Recruiter Ty Carver James Baylor	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in events or programs sponsored by educational institutions relating to careers in broadcasting	On October 14, 2019 News Director and MMJ/Reporter participated in Journalism Day at Auburn University. They were on a panel who spoke to students about a variety of journalism topics and gave one-on-one critiques with students to prepare them for future careers in broadcasting
2	Participate in event and training program to advance current employees careers in broadcasting	On September 27 -29, 2019 General Manager, Creative Services Manager, and Promotions Manager participated in Georgia Association of Broadcasters Conference which included training and education in management and sales
3	Provide training to ensure equal employment opportunities and preventing discrimination	On June 20, 2019 EEO coordinator participated in a webinar on The FCC's Equal Employment Opportunity Rules
4	Internship Program	WTVM has an established on-going internship program designed to assist students from local colleges in obtaining skills and experience working in a broadcast career. Fall 2019 Semester – 1 (Troy University) Spring 2019 Semester – 1 (University of Georgia)

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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>