

**WTVM (TV), COLUMBUS, GA**  
**EEO PUBLIC FILE REPORT**  
(December 1, 2006 thru November 30, 2007)

**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 Brackets<sup>1</sup>]**

Internet Sales Director (##1-5, 7-14, 16-21, 24-25, 27-35, 39-41, 43-44, 47-52, 54) [#25]

Videographer ( ##1-5, 7-14, 16-20, 24-25, 27-30, 32-35, 38, 40, 49-52, 54-55) [#10]

Videographer (##1-5, 7-14, 16-20, 24-25, 27-30, 32-35, 40, 49-52, 54-55) [#25]

Producer (##1-5, 7-14, 16-21, 24,27, 29-35, 39, 41, 43-44, 47-50, 54) [#10]

Producer (##1-5, 7-14, 16-21, 24, 29-35, 39, 41, 43-44, 47-50, 54) [#49]

Producer (##1-5, 7-14, 16-21, 24, 29-35, 39, 41, 43-44, 47-50, 54) [#10]

Internet Producer (##1-5, 7-14, 16-20, 24, 27-35, 38-44, 47-52, 54) [#38]

Videographer (##1-5, 7-14, 16-20, 24-25, 27-30, 32-35, 40, 49-52, 54-55) [#25]

Master Control Operator ( ##1-5, 7-14, 16-21, 23-25, 27-36, 39-41, 43-44, 47-52, 54) [#25]

Videographer (##1-5, 7-14, 16-20, 24-25, 27-30, 32-35, 40, 49-52, 54-55) [#38]

Videographer (##1-5, 7-14, 16-20, 24-25, 27-30, 32-35, 40, 49-52, 54-55) [#10]

Special Projects Coordinator (##1-5, 7-14, 16-21, 24-25, 27-35, 38-41, 43-44, 46-48, 50-52, 54) [#10]

Technical Director (##1-14, 16-21, 27-34, 38-41, 43-44, 46-48, 50-52, 54) [#38]

Reporter (##1-14, 16-19, 21, 24, 27-35, 39-41, 43-44, 47-52, 54) [#6]

Reporter (##1-14, 16-19, 21, 24, 27-35, 39-41, 43-44, 47-52, 54) [#2]

Producer (##1-5, 7-14, 16-21, 24, 29-35, 39, 41, 43-44, 47-50, 54) [#2]

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<sup>1</sup> The numbers correspond to the numbers in Appendix A.

News Director (##1-14, 16-21, 24-25, 27-34, 39-41, 43-44, 46-48, 50-52, 54) [#25]

Account Executive (##1-3, 5-14, 16-21, 24-25, 27-34, 39-41, 43- 44, 46-48, 50-52) [#25]

Assignment Editor (##1-3, 5-14, 16-21, 24, 27-34, 38-41, 43- 44, 46-48, 50-52) [#10]

Internet Sales Director (##1-3, 5-14, 16-21, 24-25, 27-33, 39-41, 43-44, 46-48, 50-52) [#10]

Front Desk Receptionist (##1-5, 7-14, 16-21, 24-25, 27-35, 39-41, 43-44, 46-48, 50-52, 54) [#25]

Videographer (##1-14, 16-21, 24-25, 27-34, 38-41, 44, 46-48, 50-52) [#39]

Videographer (##1-14, 16-21, 24-25, 27-34, 38-41, 44, 46-48, 50-52) [#3]

Producer (##1-5, 7-14, 16-21, 24-25, 29-35, 39, 41, 43-44, 47-50, 54) [#2]

Executive Producer ( ##1-14, 16-21, 24,27-34,38-41, 44, 46-52) [#3]

Videographer (##1-14, 16-21, 24-25, 27-34, 38-41, 44, 46-48, 50-52) [#10]

Videographer (##1-14, 16-21, 24-25, 27-34, 38-41, 44, 46-48, 50-52) [#38]

## **TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS**

95 persons

## **NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED**

#2 (9 persons), #3 (8 persons), #6 (1 person), #8 (1 person), #10 (32 persons), #23 (6 persons), #25 (24 persons), #38 (11 persons), #49 (1 person)#53 (1 person), #56 (1 person)

## **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.	<a href="http://www.diversitysearch.com">www.diversitysearch.com</a> Diversity Search	9.	<a href="http://careerwomen.com/employer_access">http://careerwomen.com/employer_access</a> Career Women
2.	<a href="http://www.tvjobs.com">www.tvjobs.com</a> TV Jobs	10.	<a href="http://www.wtvm.com">www.wtvm.com</a> WTVM Website
3.	<a href="http://www.raycommedia.com">www.raycommedia.com</a> Raycom Media Inter-Station Website	11.	National Association of Hispanic Journalists (NAHJ) - <a href="http://nahj.org/career/jobbank.html">http://nahj.org/career/jobbank.html</a> <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> (was inactive from 1/1/06-7/15/06)
4.	Native American Journalists Association (NAJA) <a href="http://naja.com/membership/members_section/opportunities/">http://naja.com/membership/members_section/opportunities/</a> unable to sign in website 6/19/07	12.	Asian American Journalists Association (AAJA) <a href="http://jobs.aaaja.org/employer/signin_emp.php">http://jobs.aaaja.org/employer/signin_emp.php</a>
5.*	AIU - American InterContinental University Attn. Dione Scott/Student Employment Coordinator 3330 Peachtree Rd, NE Atlanta, GA 30326 (404) 965-5865 office (404) 965-5892 fax <a href="mailto:dione.scott@buckhead.aiuniv.edu">dione.scott@buckhead.aiuniv.edu</a>	13.*	Columbus State University Director Career Center 4225 University Ave. Columbus, GA 31907-5645 Attn. Lyn Riggsby (706) 569-3198 <a href="mailto:Riggsby_lyn@colstate.edu">Riggsby_lyn@colstate.edu</a>
6.	Troy State University Counseling & Placement Office One University Place Phenix City, AL 36869 Attn. Debbie Lee <a href="mailto:dwaltman@troy.edu">dwaltman@troy.edu</a> as of 4/17/07	14.*	Media Line Attn. Mark Shilstone, MGR <a href="http://www.medialine.com">www.medialine.com</a> <a href="mailto:mark@medialine.com">mark@medialine.com</a>
7.*	Russell County Department of Human Resources Attn. Dorothea Williams & H. Shedrick <a href="mailto:Dwilliams3@dhr.state.al.us">Dwilliams3@dhr.state.al.us</a> <a href="mailto:hshedrick@dhr.state.al.us">hshedrick@dhr.state.al.us</a>	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 <sup>st</sup> Avenue Columbus, GA 31901 <a href="mailto:naacpbranch@bellsouth.net">naacpbranch@bellsouth.net</a> as of 4/17/07	16.*	Tvb.org <a href="mailto:hope@tvb.org">hope@tvb.org</a> Hope Etheridge

## APPENDIX A

17.	CVCC - Chattahoochee Valley Community College Attn. Cynthia Floyd / Job Placement Counselor 2602 Savage Drive Phenix City, AL 36867 <a href="mailto:Cynthia.floyd@cv.edu">Cynthia.floyd@cv.edu</a>	29.	University of Missouri / School of Journalism Attn. Mike McKean P.O. Box 838 Columbia, MO 65205 <a href="mailto:mckeanML@missouri.edu">mckeanML@missouri.edu</a>
18.	University of Georgia Attn. Debi Grayson Clark Howell Hall/ Career Planning & Placement Athens, GA 30602 <a href="mailto:DebiG@uga.edu">DebiG@uga.edu</a> inactive 12/07/06 <a href="mailto:mawells@uga.edu">mawells@uga.edu</a>	30.	Metro Urban League Attn. La Fini Mosby 802 First Avenue Columbus, GA 31901 (706) 323-3687 Fax (706) 596-2144 <a href="mailto:lmosby@columbusurbanleague.org">lmosby@columbusurbanleague.org</a>
19.	Tuskegee Institute Director of Co Op & Interns Carnegie Hall 2 <sup>nd</sup> Floor Tuskegee, AL 36088 <a href="mailto:ssstringer@tuskegee.edu">ssstringer@tuskegee.edu</a>	31.	LaGrange College Attn. Dr. Lyn Schenbeck/ Career Development 601 Broad Street LaGrange, GA 30240 (706) 880-8177 Fax (706) 880-8013 <a href="mailto:dcelorio@lagrange.edu">dcelorio@lagrange.edu</a> as of 4/17/07
20.	Auburn University / Dept. of Communications Attn. Dr. Margaret Fitch-Hauser 6030 Haley Center Auburn, AL 36845 <a href="mailto:fitchme@auburn.edu">fitchme@auburn.edu</a>	32.	Columbus Technical College Attn. Mary E. Burrus / Career Placement 928 Manchester Expressway Columbus, GA 31904 <a href="mailto:mburrus@columbustech.edu">mburrus@columbustech.edu</a> 11/06 inactive mail ltr <a href="mailto:careerconnections@columbustech.edu">careerconnections@columbustech.edu</a> 4/17/07
21.	State University of West Georgia Attn. Karen Lingrell / Career Services Office Carrollton, GA 30118-0001 (770) 836-6431 – Heidi Leonard (inactive 11/1/06) <a href="mailto:klingrell@westga.edu">klingrell@westga.edu</a> <a href="mailto:wmcgukin@westga.edu">wmcgukin@westga.edu</a>	33.	Ohio Center for Broadcasting / Denver Campus Attn. Dan Smith (303) 975-0386 <a href="mailto:danplacementocb@hotmail.com">danplacementocb@hotmail.com</a>
22.	Talent Dynamics 8828 Stemmons Freeway, Suite 510 Dallas, TX 75247 (972) 351-9018	34.	National Minority Business Council Inc 25 West 45 <sup>th</sup> Street, Ste. 301 New York, NY 10036 (212) 997-4753 Fax (212) 997-5102 <a href="mailto:nmbc@msn.com">nmbc@msn.com</a>
23.	Columbus Ledger Enquirer Classified Department P.O. Box 2747 Columbus, GA 31994 (706) 324-5526 Fax (706) 576-6236	35.	TV Newz <a href="mailto:mail@tvnewz.com">mail@tvnewz.com</a> no longer active 2/23/07
24.	Floyd-Bryant Agency, Inc <a href="mailto:nowempoweringwithasource@comcast.net">nowempoweringwithasource@comcast.net</a> 950 Herrington Road, Suite C#192 Lawrenceville, GA 30044 (678) 924-0750 Cell (770) 601-3593	36.	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a> Career Builder (Ads placed in the Columbus Ledger Enquirer are also listed here at no additional cost)
25.	Walk In/ Word Of Mouth	37.	PROMAX & BDA Boards <a href="http://forums.promax.tv/incex.php?act=ST&amp;f=6&amp;t=995">http://forums.promax.tv/incex.php?act=ST&amp;f=6&amp;t=995</a> <a href="mailto:gnewel@staff.vault.com">gnewel@staff.vault.com</a>
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 <a href="mailto:dadams@claytoncrc.org">dadams@claytoncrc.org</a>	39.	Albany State University Attn. Gloria Williams/ Director Career Services 504 College Drive Albany, GA 31705 (229) 430-4654 <a href="mailto:Gloria.Williams@asurams.edu">Gloria.Williams@asurams.edu</a> as of 4/17/07

28.	Macon State College aloyd@mail.maconstate.edu	40.	Spots N Dots Website <a href="mailto:dai@spotsndots.com">dai@spotsndots.com</a>
41.	Georgia College and State University Attn. Harold Jenkins / Dir. Of Career Center 231 West Hancock Street Milledgeville, GA 31061 (478) 445-5384 <a href="mailto:Jennifer.cash@gcsu.edu">Jennifer.cash@gcsu.edu</a> as of 4/17/07	52.	Clark Atlanta University / Career Services Director Attn. Ernita Hemmitt – <a href="mailto:ehemmitt@cau.edu">ehemmitt@cau.edu</a> 223 James P. Brawley Atlanta, GA 30314 (404) 880-6701 New email 11/13/06: <a href="mailto:cppc@cau.edu">cppc@cau.edu</a>
42.	TV Newz <a href="mailto:mail@tvnewz.com">mail@tvnewz.com</a> no longer active 2/23/07	53.	University of Georgia Job Fair
43.	Morehouse College Human Resources 830 Westview Drive SW Atlanta, GA 30314 (404) 681-2800 x2656	54.	Columbus Online Ads <a href="http://www.columbusonlineads.com/">http://www.columbusonlineads.com/</a> inactive 05/07
44.	Spelman College Attn. Harold Bell / Dir. Of Career Planning Dev. 350 Spelman Lane, SW Atlanta, GA 30314-4399 (404) 270-5273 <a href="mailto:hbelle@spelman.edu">hbelle@spelman.edu</a> as of 4/17/07	55.	<a href="http://www.funjobsonair.com">www.funjobsonair.com</a> <a href="mailto:gary@beonair.com">gary@beonair.com</a>
45.	Station On Air Announcements	56.	Intern Program
46.	Hillsborough Community College Attn. Dr. Ron Shearer Radio/TV Department 2112 North 15 <sup>th</sup> Street, PST 134 Tampa, FL 33605 (813) 253-7978 <a href="mailto:rshearer@hccfl.edu">rshearer@hccfl.edu</a>	57.	TV News Gigs Attn: Stacey Chaloux 318 SE Jackson St. Lee's Summit, MO 64063 <a href="http://www.tvnewsgigs.com">www.tvnewsgigs.com</a>
47.	Shorter College Attn. Christy Alexander/ Student Support Svcs 315 Shorter Avenue #2128 Rome, GA 30165 (706) 233-7323 Fax (706) 236-1519 <a href="mailto:mturner@shorter.edu">mturner@shorter.edu</a> as of 4/17/07		
48.	Valdosta State University Attn. Winifred Collins / Exec Dir of Career Svcs 1500 N. Patterson Street, 2 <sup>nd</sup> Floor Valdosta, GA 31698 (229) 333-5942 Fax (229) 259-5515 <a href="mailto:wcollins@valdosta.edu">wcollins@valdosta.edu</a> as of 4/17/07		
49.	Former Employee		
50.	Roger Williams University <a href="https://www.myinterfase.com/rwu/job.aspx">https://www.myinterfase.com/rwu/job.aspx</a>		
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 <a href="mailto:simmonssr@fvsu.edu">simmonssr@fvsu.edu</a> 11/06 inactive mail letter <a href="mailto:simmons@fvsu.edu">simmons@fvsu.edu</a> as of 4/17/07		

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**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** February 28, 2007

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:

Lee Brantley, General Manager  
Rick Moll, News Director

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**Date(s) of Initiative Event(s):** December 1, 2006 – ongoing

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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 – Feb 07 and Nov 07

Names of Station Personnel involved in Initiative:

Robert Brines (Producer), Lee Brantley (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, 2006 – 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: hirediversity.com, diversitysearch.com, careerwomen.com, aaja.com (Asian American Journalists Association), nahj.com (National Hispanic Journalists Association) and naja.com (sponsored by the Native American Journalist Association).

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):** March 22, 2007

Describe Nature of Initiative:

From FCC Menu Category #1, 2 – Participation in Job Fair and co-sponsoring of job fair

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

Columbus State University Career Expo-To have representatives on hand to recruit for job openings at our station – other participants include A – Alarm, AIG Amercian General, AFLAC, BCBS, Callaway Gardens, Columbus Consolidated Government, WLGA, and many more

Names of Station Personnel involved in Initiative:

Adelaide Kirk – General Sales Manager, Brian Correll - Marketing Director

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**Date(s) of Initiative Event(s):** December 1, 2006 - 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- one intern from Columbus Tech, one intern from Columbus State University, and one intern from Auburn University

Names of Station Personnel involved in Initiative:

Rick Moll, Former News Director  
Anne Holmes, News Director

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**Date(s) of Initiative Event(s):** March 8-10, 2007

Describe Nature of Initiative:

From FCC Menu Category #1, 2 – Participation in Job Fair and co-sponsoring of job fair

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

Region III NABJ Bridging the Gap Career Development, Technology, and Cultural Understanding Conference and Job Fair – Montgomery, AL – Sponsors included Raycom Media, WTVM, WSFA, WAFF to sponsor students from Alabama State University and Tuskegee University

Names of Station Personnel involved in Initiative:

Lee Brantley – General Manager

