

WCNN/WFOM/WIFN

EEO PUBLIC FILE REPORT

Dec 1, 2012 - November 30, 2013

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" for recruitment source data

Job Title	Recruitment Sources Used to Fill Vacancy	Recruitment Source Referring Hiree
1. Sports Account Executive: 1/22/13	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16, 17,18,19,20,22,23,29,30,33	20
2. Sports Show Host: 1/1/13	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,30,33	30
3. Show Producer: 1/21/13	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16, 17,18,19,20,21,22,23,30,33	23
4. Sports Account Executive: 8/12/13	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16, 17,18,19,20,23,29,30,34	30
5. Sports Account Executive: 9/03/13	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16, 17,18,19,20,23,29,30,34	30
6. Sports Account Executive: OPEN	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16, 17,18,19,20,23,30	
7. Sports Show Host: 9/2/13	N/A	exigent circumstance
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II. MASTER RECRUITMENT SOURCE LIST

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
1	The Pennsylvania State University Robert Martin-Assistant Dean Internship & Career Placement College of Communications 208D Carnegie Building University Park, PA 16802 814.863.6081	
2	Hampton University Janice Robinson-Career Center 114 Wigwan Bldg Hampton, VA 23688 757.727.5000	
3	University of North Carolina at Chapel Hill Jay Eubank- Director Of Career Services Campus Box # 3365 Chapel Hill, NC 27599 919.962.2211	
4	University of North Dakota Native American Media Center P.O. Box 7169 Grand Forks, ND 58202-7169 701.777.2011	
5	Southern Illinois University Department of Radio-Television Mail Code 6609 Carbondale, IL 62901-6609 618.536.7555	
6	San Francisco State University Stephanie Johnston- Department of Broadcast Comm. 1600 Holloway Ave BECA Dept San Francisco, CA 94132 415.338.1787	
7	The Atlanta Business League Reginald Diamond 931 Martin Luther King Jr. Blvd Atlanta, GA 30314 404.584.8126	

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
8	Atlanta Journal & Constitution Attn: Ad 72 Marietta St. NW. Atlanta, GA 30303 404.526.5127	
9	Atlanta Metro College Regina Simmon Career Services 1630 Stewart Ave. SW Atlanta, GA 30310 404.756.4047	
10	Atlanta Urban League Rashid Brown 100 Edgewood Ave. NE, Suite 600 Atlanta, GA 30312 404.659.1150 404.659.5771 - Fax	
11	Georgia Department of Labor Susan Sawyer Atlanta Job Service 148 International Blvd NE Atlanta, GA 30303 404.679.5200	
12	Atlanta University Center Kay Green 156 Mildred Street Atlanta, GA 30314 404.523.5157	
13	Georgia Association of Broadcasters Donna Highberger 8046 Roswell Rd Suite 100A Atlanta, GA 30350 770.395.7206	
14	Georgia State University Melanie Jauch, M.A., NCC Job Location and Development Specialist PO BOX 3972 Atlanta, GA 30303-3972 404.651.2223	
15	The King Center 449 Auburn Ave Atlanta, GA 30312 404.526.8900	

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
16	Latin American Association Fernando Escalante 2665 Buford Highway NE Atlanta, GA 30324 404.638.1860	
17	NAACP Yvonne Finnie 970 Martin Luther King Jr. Drive, Suite 203 Atlanta, GA 30312 404.688.8868	
18	The National Council of Negro Women Dorothy Height P.O. Box 55158 Atlanta, GA 30312 404.633.6625	
19	University of Georgia Marian Andree Higgins Career Planning & Placement Clark Howell Hall 825 S. Lumpkin St Athens, GA 30602 706.542.3375	
20	Dickey Broadcasting Company 780 Johnson Ferry Road NE, 5 th Floor Atlanta, GA 30342 404.688.0068	2
21	www.staatalent.com	
22	www.All-Access.com	
23	www.680thefan.com	6
24	www.atlanta.craigslist.org	
25	www.radioandrecords.com	
26	www.ajcjobs.com	
27	www.insideradio.com	
28	www.tdga.org	
29	www.myinterfase.com/famu/employer	
30	Employee Referral	5
31	Complete Game Broadcasting	
32	Atlanta Braves – Turner Field	
33	Cumulus Media	2
34	Citycareerfair.com	

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
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Total Number of Interviews: 15

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1 <i>#5 – establishes an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	<p>For this reporting period DBC had interns for promotions, intern for Production and interns for programming department.</p> <p>Supervisor of this program: Scott McFarlane Promotions Director, Rob Jenners Production Director, and Jim Mahanay Operations Manager</p>
2 <i>#7 – Participate in scholarship programs directed to students desiring to pursue a career in broadcasting (although it is not necessary for the employment unit to be involved in every aspect of the program, they must provide meaningful involvement)</i>	<p>Station Partnership with the Connecticut School of Broadcasting scholarship program:</p>
3 <i>#3 – Cosponsor at least one job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities.</i>	<p>Sponsor of Atlanta's 13th Annual Diversity Employment Day Career Fair. Career fair Wednesday, May 22, 2013 11:00 – 3:00, at Holiday Inn Atlanta Capitol Conference Center 450 Capitol Avenue S.E., Atlanta GA 30312.</p> <p>Promotions: Colan Wheat, Frankie Torchia & Barbara Jones</p>
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