

# WXTX

## EEO PUBLIC FILE REPORT

December 1, 2019 to November 30, 2020

### 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>
Local Sales Manager	1-20, 23-24, 26-30, 32-33, 40, 43	43
Account Executive	1-20, 23-24, 26, 28-33, 40, 43	43
Account Executive	1-20, 23-24, 26, 28-34, 40, 43	43

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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	WXTX	Whitney Wingate	<a href="mailto:wwingate@wtvm.com">wwingate@wtvm.com</a>	<a href="http://www.wxtx.com">www.wxtx.com</a>	334-206-1417	
*2	Media Line	Mark Shilstone	<a href="mailto:jobs@medialinetalent.com">jobs@medialinetalent.com</a>			
*3	Russell County Dept of Human Resources	Dorothea Williams	<a href="mailto:dorothea.williams@dhr.alabama.gov">dorothea.williams@dhr.alabama.gov</a>			
*4	NAACP		514 1st Avenue Columbus, GA 31901 naacpbranch@yahoo.com			
*5	Columbus State University		Director Career Center 4225 University Ave. Columbus, GA 31907	<a href="http://collegecentral.com/columbusstate/">collegecentral.com/columbusstate/</a>		
*6	American InterContinental University		<a href="#">3330 Peachtree Rd, NE3330 Peachtree RD, Ne Atlanta, GA 30326 careerservices@aiuonline.edu</a>		404-965-5865 404-965-5892 fx	

7	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>		
8	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	
9	University of Georgia	Debi Grayson	Clark Howell Hall/Career Planning & Placement Athens, Ga 30602	<a href="http://www.hireuga.com">www.hireuga.com</a>		
10	Auburn University		Career Placement Services 303 Mary Martin Hall Auburn University Auburn, Al 36849	<a href="http://auburn.edu/career/trl/">auburn.edu/career/trl/</a>		
11	Georgia College and State University		Attn:Dir of Career Center 231 West Hancock Street Milledgeville, career.center@gcsu.edu	<a href="https://gcsu.joinhandshake.com/">https://gcsu.joinhandshake.com/</a>	478-445-5384	
12	Spelman College	Harold Bell	Dir of Career Planning Dev. 350 Spelman Lane SW Atlanta, GA 30314-4399 hbell@spelman.edu		404-270-5273	
13	Middle Ga State University	Heather McIntosh	<a href="mailto:Heather.mcintosh@mga.edu">Heather.mcintosh@mga.edu</a>	<a href="http://www.mga.edu">www.mga.edu</a>		
14	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	
15	Fort Valley State University	Romelda Simmons	Dir. Of Career Development Center 1005 State University Drive Fort Valley, GA 31030 <a href="mailto:simmonsr@fvsu.edu">simmonsr@fvsu.edu</a>		478-825-6315 478-825-6471 fx	
16	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	
17	Chattahoochee Valley Community College	Debbie Boone, Daniell e Ondrusek, & Melissa Summers	2602 Savage Drive Phenix City, Al 36867 debbie.boone@cv.edu <a href="mailto:danielle.ondrusek@cv.edu">danielle.ondrusek@cv.edu</a> <a href="mailto:melissa.summers@cv.edu">melissa.summers@cv.edu</a>			

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

29	Hillsborough Community College		Radio/TV Department 2112 North 15th Street, PST 134 Tampa, FL 33605 lcanalejo@hccfl.edu		813-253-7978	
30	National Minority Business Council Inc.		25 West 45th Street, Ste. 301 New York, NY 10036 nmbsc@msn.com		212-997-4753 212-997-5102 fx	
31	Auburn Chamber of Commerce	Payton Beck	714 E. Glenn Ave. Auburn, AL 36830 payton@auburnchamber.com		334-501-3290	
*32	Housing Authority of Columbus, Georgia	Pamela Farley	<a href="#">1000 Wynnton Road Columbus, GA 31906 pfarley@columbushousing.org</a>			
33	WXTX Facebook	Whitney Wingate	<a href="#">wwingate@wtvm.com</a>			
34	Employee Referral					1
35	Internal					
36	Intern Program					
37	Job Fair- Columbus State Career Day					
38	Job Fair- UGA Career Day					
39	Word Of Mouth					
40	TV Jobs			<a href="#">www.tvjobs.com</a>		
41	Spots N Dots		<a href="#">dai@spotsndots.com</a>			
42	Linked In			<a href="#">www.linkedin.com</a>		
43	Indeed.com			<a href="#">www.indeed.com</a>		13
44	Monster.com			<a href="#">www.monster.com</a>		
45	TV News Check					
46	Corporate Recruiter	Ty Carver, Steve Morris				
47	Station on Air Announcements	Brian Correll				
<b>TOTAL:</b>						<b>14</b>

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2019 – 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:

WXTX FOX54 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), Jeff Guilbert (General Manager), Brian Correll (Marketing Director)

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**III. SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2019 – 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: NAACP (National Association for the Advancement of Colored People) and National Minority Business Council Inc

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):** November 19, 2020

Describe Nature of Initiative:

Provide training to ensure equal employment opportunities and preventing discrimination

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

EEO Coordinator participated in a webinar on the FCC's Equal Employment Opportunity Rules present by Wiley Rein, LLP.

Names of Station Personnel involved in Initiative:

Nicole Bussey – EEO Coordinator