

Explanation of Re-Upload

Due to an internal audit of the FCC website, it was discovered that the 2013 Annual EEO report for WXTX was showing a filing as "pending" on the administrative side of the file. The file was originally uploaded on 12/02/2013.

After contacting the FCC help line, I was issued case #2413392 which stated that I had requested a file to be re-uploaded and see if the FCC could adjust and keep the timely filed date. I was told by the FCC that they cannot correct the issue and that I would need to delete and re-upload the file. I requested that they send me documentation so that I would have proper backup for the re-upload and was issued case #2488474. The FCC emailed me the attached document as confirmation.

Nicole Bussey
EEO Coordinator
WXTX TV

Bussey, Nicole

From: FCC - WTB Support [ARSBelo@fcc.gov]
Sent: Wednesday, March 25, 2015 12:40 PM
To: Bussey, Nicole
Subject: ULS Help Case HD0000002488474 Resolution

The information you requested from the FCC can be found below in the body of the email.

If you have any questions contact us at

(877) 480-3201.

Thank You!

Case Id: HD0000002488474

Summary: Maintaining local public files

Description: OLD CASE: HD0000002413392 She wants to know if we can put something in writing an email it to her regarding this response: The solution used is Please let them know to delete this file and reupload it. and keep this communication as proof that they have uploaded the file timely.

Solution Description: Dear Ms. Bussey,

You will need to delete the file and re-upload it and keep this communication as proof that you have uploaded the filed timely.

Should you have any further questions, or need additional information, please submit a request through <https://esupport.fcc.gov/request.htm> or call the FCC Licensing Support Center at 1-877-480-3201, selecting option 2 after the main menu.

Sincerely,

FCC Licensing Support Center

****Please do not reply back to this message. The e-mail address is configured for outgoing e-mail only.****

WXTX (TV), COLUMBUS, GA
EEO PUBLIC FILE REPORT
(December 1, 2012 thru November 30, 2013)

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 Brackets¹]

Account Executive (## 2, 4-8, 10-14, 17-20, 24-25, 27-34, 37, 39, 41, 44, 46-48, 51-52, 54, 60) [#25]

Account Executive (##2, 4-8, 10-14, 17-20, 27-29, 31-32, 34, 39, 41, 44, 46-48, 51-52, 54, 60) [10]

National Sales Assistant (##2-8, 10-14, 17-20, 27, 29, 31-32, 34, 38-39, 41, 43-44, 46-48, 51-52, 54,60) [38]

General Manager (##2, 4-8, 10-12, 14, 17, 19-20, 25, 27, 29, 31-32, 34, 38-39, 41, 43-44, 46-48, 51-52, 55, 57, 60) [25]

Account Executive (##2, 4-8, 10-14, 17-20, 27, 29, 31-32, 34, 37, 39, 41, 43-44, 46-48, 51-52, 54, 60) [37]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

12 persons

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

#10 (2 persons), #13 (2 persons), #25 (2 persons), #37 (3 persons), #38 (2 persons), #41 (1 person)

¹ The numbers correspond to the numbers in Appendix A.

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.	ccarter@southgatech.edu Cynthia Carter 229-931-2057 (Eng job postings)	9.	
2.	www.tvjobs.com TV Jobs	10.	www.wxtx.com WXTX Website
3.	www.raycommedia.com Raycom Media Inter-Station Website Listed pursuant to its shared services Agreement with Raycom Media.	11.	National Association of Hispanic Journalists (NAHJ) - http://nahj.ihispano.com as of 1/3/11
4.	Native American Journalists Association (NAJA) www.naja.com email job to jharjo@ou.edu as of 4/21/11 mark-dreadfulwater@cherokee.org as of 9/11/12 RebeccaLandsberry@naja.com as of 5/2/13	12.	Asian American Journalists Association (AAJA) http://jobs.aaaja.org/employer/signin_emp.php
5.*	AIU - American InterContinental University 3330 Peachtree Rd, NE Atlanta, GA 30326 (404) 965-5865 office (404) 965-5892 fax tbishop@aiuniv.edu – inactive careerservices@aiuonline.edu	13.*	Columbus State University Director Career Center 4225 University Ave. Columbus, GA 31907-5645 Attn. Lyn Riggsby (706) 569-3198 Riggsby_lyn@colstate.edu http://career.colstate.edu
6.	Troy State University Counseling & Placement Office One University Place Phenix City, AL 36869 Attn. Debbie Lee dwaltman@troy.edu as of 4/17/07	14.*	Media Line Attn. Mark Shilstone, MGR www.medialine.com mark@medialine.com
7.*	Russell County Department of Human Resources Attn. Dorothea Williams & H. Shedrick Dwilliams3@dhr.state.al.us –inactive 10/08 hshedrick@dhr.state.al.us –inactive 10/08 dorothea.williams@dhr.alabama.gov as of 10/08	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 st Avenue Columbus, GA 31901 naacpbranch@bellsouth.net as of 4/17/07 inactive naacpbranch@yahoo.com as of 10/13/08	16.*	

17.	CVCC - Chattahoochee Valley Community College 2602 Savage Drive Phenix City, AL 36867 Cynthia.floyd@cv.edu Lydia.ashmore@cv.edu inactive 10/11/10	29.	University of Missouri / School of Journalism Attn. Mike McKean P.O. Box 838 Columbia, MO 65205 mckeanML@missouri.edu
18.	University of Georgia Attn. Debi Grayson Clark Howell Hall/ Career Planning & Placement Athens, GA 30602 mawells@uga.edu inactive 10/08 www.hireuga.com 10/08	30.	Metro Urban League Inactive Jan 2013
19.	Tuskegee Institute Director of Co Op & Interns Carnegie Hall 2 nd Floor Tuskegee, AL 36088 ssstringer@tuskegee.edu	31.	LaGrange College 601 Broad Street LaGrange, GA 30240 (706) 880-8177 Fax (706) 880-8013 dcelorio@lagrange.edu as of 4/17/07 dgoldwire@lagrange.edu as of 10/08
20.	Auburn University / Dept. of Communications Attn. Ric Smith 6030 Haley Center Auburn, AL 36845 fitchme@auburn.edu -inactive 5/24/13 smithrw@auburn.edu	32.	Columbus Technical College Attn. Mary E. Burrus / Career Placement 928 Manchester Expressway Columbus, GA 31904 mburrus@columbustech.edu 11/06 inactive mail ltr careerconnections@columbustech.edu 4/17/07
21.	State University of West Georgia Carrollton, GA 30118-0001 klimgrell@westga.edu , wmcgukin@westga.edu inactive 8/08 careerweb.westga.edu do not use – charges a fee 5/8/13	33.	Ohio Center for Broadcasting / Denver Campus Attn. Mark Lillie (303) 975-0386 lillie.m@beonair.com – inactive www.funjobsonair.com
22.	Grady College (added 5/31/12) cbentley@uga.edu News positions	34.	National Minority Business Council Inc 25 West 45 th Street, Ste. 301 New York, NY 10036 (212) 997-4753 Fax (212) 997-5102 nmbc@msn.com
23.	Columbus Ledger Enquirer Classified Department P.O. Box 2747 Columbus, GA 31994 (706) 324-5526 Fax (706) 576-6236	35.	Georgia Dept of Labor www.dol.state.ga.us
24.	Floyd-Bryant Agency, Inc nowempoweringwithasource@comcast.net 950 Herrington Road, Suite C#192 Lawrenceville, GA 30044 (678) 924-0750 Cell (770) 601-3593-Inactive	36.	www.careerbuilder.com Career Builder (Ads placed in the Columbus Ledger Enquirer are also listed here at no additional cost)
25.	Walk In/ Word Of Mouth	37.	Employee referral
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 dadams@claytoncsc.org inactive carladams@clayton.edu as of 10/08	39.	Albany State University 504 College Drive Albany, GA 31705 (229) 430-4654 Glorya.Williams@asurams.edu as of 4/17/07 Asurams-csm.symplicity.com as of 7/21/10
28.	Macon State College – www.maconstate.edu Middle Georgia State College (name change 4/13)	40.	Spots N Dots Website dai@spotsndots.com requires a fee (sales position)

41.	Georgia College and State University Attn. Harold Jenkins / Dir. Of Career Center 231 West Hancock Street Milledgeville, GA 31061 (478) 445-5384 Jennifer.cash@gcsu.edu as of 4/17/07 Sarah.schanck@gcsu.edu as of 3/7/13	52.	Clark Atlanta University / Career Services Director Attn. Ernita Hemmitt – ehemmitt@cau.edu 223 James P. Brawley Atlanta, GA 30314 (404) 880-6701 mailto:ehemmitt@cau.edu New email 11/13/06: cppc@cau.edu
42.		53.	University of Georgia Job Fair
43.	Annenberg School for Communication and Journalism Megan Hutaff – assist director career development (213) 821-1514 meganh@asc.usc.edu	54.	Kennesaw State University Career Services Center 1000 Chastain Road #0118 Kennesaw, GA 30144 770-423-6553 careerctr.kennesaw.edu
44.	Spelman College Attn. Harold Bell / Dir. Of Career Planning Dev. 350 Spelman Lane, SW Atlanta, GA 30314-4399 (404) 270-5273 hbelle@spelman.edu as of 4/17/07	55.	New Bay Media Only corporate will post here
45.	Station On Air Announcements	56.	Intern Program
46.	Hillsborough Community College Attn. Dr. Ron Shearer Radio/TV Department 2112 North 15 th Street, PST 134 Tampa, FL 33605 (813) 253-7978 rshearer@hccfl.edu	57.	TV News Check Only corporate will post here
47.	Shorter College 315 Shorter Avenue #2128 Rome, GA 30165 (706) 233-7323 Fax (706) 236-1519 jledbetter@shorter.edu inactive as of Feb 2011 tmcpherson@shorter.edu	58.	National Association of Black Journalists NABJ Only corporate will post here
48.	Valdosta State University 1500 N. Patterson Street, 2 nd Floor Valdosta, GA 31698 (229) 333-5942 Fax (229) 259-5515 wcollins@valdosta.edu as of 4/17/07 dhargett@valdosta.edu as of 4/29/13	59.	
49.	Former Employee		
50.	Roger Williams University https://www.myinterfase.com/rwu/job.aspx	60.	FAMU School of Journalism & Graphic Comm Yanela.gordon@famu.edu (850)412-5395
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 simmonssr@fvsu.edu 11/06 inactive mail letter simmonsr@fvsu.edu as of 4/17/07		

Appendix B

WXTX, COLUMBUS, GA
EEO PUBLIC FILE REPORT
(December 1, 2012 – November 30, 2013)

Date(s) of Initiative Event(s): December 1, 2012 – ongoing

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

Names of Station Personnel involved in Initiative:

Robert Brines (Producer), Tom Post (General Manager), Eddie Bland (Producer), Brian Correll (Marketing Manager) – announcement was done for both stations.

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EEO PUBLIC FILE REPORT
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Date(s) of Initiative Event(s): September 2013

Describe Nature of Initiative:

From FCC Menu Category #14 – Provide training to management level personnel as to the methods of ensuring equal employment opportunity and preventing discrimination.

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

A Federal Law Update on Unlawful Discrimination training session on how to spot and respond to unlawful discrimination and harassment. Conducted by Baker Wyche, Esq. III and Stephen Woods, Esq., Ogletree, Deakins

Names of Station Personnel involved in Initiative:

Paul Eriksen – Affiliate Controller
Brian Correll – Marketing Director
Jennifer Cameron – Regional Staff Accountant

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Date(s) of Initiative Event(s): December 1, 2012 – 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: 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 – placing the job postings in the job banks to recruit candidates for the openings.