

**WXTX (TV), COLUMBUS, GA**  
**EEO PUBLIC FILE REPORT**  
(December 1, 2005 thru November 30, 2006)

**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. 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]**

Sales Assistant (##1-3, 5, 7-10, 13-14, 16-21, 24-25, 27-31, 33-35, 37-44, 47-52) [#13]

Director (## 1-5, 7-20, 24, 27-35, 38-44, 47-52) [#38]

**TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS**

8 persons

**NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED**

#13 (2 persons), #25 (4 persons), #38 (2 persons)

**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.wctx.com">www.wctx.com</a> WCTX 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>	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:dlee@troyst.edu">dlee@troyst.edu</a>  Contact no longer employed 7/1/06	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	16.*	Tvb.org <a href="mailto:hope@tvb.org">hope@tvb.org</a> Hope Etheridge

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>	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
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>
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 No longer using as of December 31, 2006	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>
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.	AWRT National Headquarters 8405 Greensboro Drive, Suite 800 McLean, VA 22102 (703) 506-3290 Fax (703) 506-3266 ++ NOW REQUIRING MEMBERSHIP FEE REMOVE FROM LIST 4/25/06	39.	Albany State University Attn. Gloria Williams/ Director Career Services 504 College Drive Albany, GA 31705 (229) 430-4654
28.	Clayton State University	40.	Clark Atlanta University / Career Services Director

	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>		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>
41.	Georgia College and State University Attn. Harold Jenkins / Dir. Of Career Center 231 West Hancock Street Milledgeville, GA 31061 (478) 445-5384	53.	Spots N Dots Website <a href="mailto:dai@spotsndots.com">dai@spotsndots.com</a>
42.	Georgia Department of Labor Attn. Mikell Fryer 700 Veterans Parkway Columbus, GA 31901 (706)649-7423 * not using as of 7/12/06	54.	Columbus Online Ads <a href="http://www.columbusonlineads.com/">http://www.columbusonlineads.com/</a>
43.	Morehead College Human Resources 830 Westview Drive SW Atlanta, GA 30314 (404) 681-2800 x2656	55.	<a href="http://www.funjobsonair.com">www.funjobsonair.com</a> <a href="mailto:gary@beonair.com">gary@beonair.com</a>
44.	Spelman College Attn. Harold Bell / Dir. Of Career Planning Dev. 350 Spelman Lane, SW Atlanta, GA 30314-4399 (404) 270-5273		
45.	Station On Air Announcements		
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>		
47.	Shorter College Attn. Christy Alexander/ Student Support Svcs 315 Shorter Avenue #2128 Rome, GA 30165 (706) 233-7323 Fax (706) 236-1519		
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		
49.	University of West Georgia Amy Kent (678) 839-6431 <a href="http://careerweb.westga.edu">http://careerweb.westga.edu</a> <a href="mailto:klingrell@westga.edu">klingrell@westga.edu</a> or <a href="mailto:akent@westga.edu">akent@westga.edu</a> – new contact 7/12/06		
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>		
52.	Macon State College <a href="mailto:aloyd@mail.maconstate.edu">aloyd@mail.maconstate.edu</a>		

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EEO PUBLIC FILE REPORT  
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**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** February 21, 2006

**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. WXTX 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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**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2005 – 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), Lee Brantley (General Manager), Eddie Bland (Producer), Paul Robinson (Marketing Manager) – announcement was done for both stations.

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**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2005 – 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, and naja.com (sponsored by the Native American Journalist Association).

**Names of Station Personnel involved in Initiative:**

Jennifer Cameron – placing the job postings in the job banks to recruit candidates for the openings.



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**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** April, 14 2006

**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):**

Career Expo-To have representatives on hand to recruit for job openings at our station – other participants include WRBL, AFLAC, BCBS, Synovus, Columbus Consolidated Government, etc.

**Names of Station Personnel involved in Initiative:**

Adelaide Kirk - National Sales Manager, Rick Moll – News Director, Cory O'Donnell - Marketing

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**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2005 - 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

**Names of Station Personnel involved in Initiative:**

Rick Moll, News Director

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**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** December 1, 2005 - ongoing

**Describe Nature of Initiative:**

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

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

Utilized training program set up by corporate office for management level personnel on Equal Opportunities and how to prevent Discrimination.

**Names of Station Personnel involved in Initiative:**

Christopher Robinson (Production Manager), Brian Correll (Marketing Manager), David Williams (Chief Engineer)

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**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Date(s) of Initiative Event(s):** February 2, 3, & 6, 2006

**Describe Nature of Initiative:**

From FCC Menu Category #14 – Provision of training to all personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

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

Training program set up by Lee Brantley with the Pastoral Institute of St. Francis for Promoting, Understanding, and Valuing Diversity in the work force

**Names of Station Personnel involved in Initiative:**

It was mandatory that all employees and Management attended this training session on one of the dates, it was made a mandatory course.