

**WXIA/WATL**  
**EEO PUBLIC FILE REPORT**  
**November 21, 2012 - November 20, 2013**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Writer/Producer/Editor	1, 5-9, 13-15, 19-20, 22-30, 32, 34-40, 42-43, 47, 49, 51, 53-55, 57, 60, 62, 66-69, 72-73, 76-77, 79-80, 82-84, 88	37
Sales Asssitant	1-5, 7-8, 10, 12-15, 17, 19, 22-27, 29, 31, 33-35, 37, 39-41, 45, 49-50, 52-54, 56, 58, 61-62, 65-68, 70, 74-75, 78-79, 81, 83, 85, 87	41
Digital Marketing Service Account Mgr	1-5, 7-8, 10, 12-15, 17, 19, 21-27, 29, 31, 33-35, 37, 39-40, 44-45, 49-50, 52-54, 56, 58, 61-68, 70, 75-76, 78-79, 81, 83, 85, 87	21
Multi Media Video Producer	1-3, 5, 7-8, 10, 12-15, 17, 19, 22-27, 29, 33-35, 37, 39-41, 45, 49-50, 52-54, 56, 58, 61-65, 67-68, 70, 74-76, 78-79, 81, 83, 85, 87	76
Photojournalist	1-5, 7-8, 10, 12-15, 17-19, 21-27, 29, 31, 33-35, 37, 39-40, 44-45, 49-50, 52-54, 56, 58, 61-65, 67-68, 70, 74-76, 78-79, 81, 83, 85, 87	21
Photojournalist	1-5, 7-8, 10, 12-15, 17-19, 21-27, 29, 31, 33-35, 37, 39-40, 44-45, 49-50, 52-54, 56, 58, 61-65, 67-68, 70, 74-76, 78-79, 81, 83, 85, 87	83
News Producer	1-5, 7-8, 10, 12-15, 17, 19, 21-27, 29, 31, 33-35, 37, 39-42, 44-45, 48-50, 52-54, 56, 58-59, 61-68, 70, 74-76, 78-79, 81, 83, 85-87	21
News Producer	1-5, 7-8, 10, 12-15, 17, 19, 21-27, 29, 31, 33-35, 37, 39-42, 44-45, 48-50, 52-54, 56, 58-59, 61-68, 70, 74-76, 78-79, 81, 83, 85-87	59
News Producer	1-5, 7-8, 10, 12-15, 17, 19, 21-27, 29, 31, 33-35, 37, 39-42, 44-45, 48-50, 52-54, 56, 58-59, 61-68, 70, 74-76, 78-79, 81, 83, 85-87	86
News Producer	1-5, 7-8, 10, 12-15, 17, 19, 21-27, 29, 31, 33-35, 37, 39-42, 44-45, 48-50, 52-54, 56, 58-59, 61-68, 70, 74-76, 78-79, 81, 83, 85-87	41
Digital Content Producer	1-5, 7-8, 10, 12-15, 17-19, 22-27, 29, 31, 33-35, 37, 39-41, 44-45, 48-50, 53-54, 56, 58, 61-65, 67-68, 70, 74-76, 78-79, 81, 83, 85-87	86

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Sales Manager	1-5, 7-8, 10, 12-15, 17, 19, 21-27, 29, 31, 33-35, 39-40, 44-46, 49-50, 53-54, 56, 58, 61-62, 64-65, 67-68, 70, 74-75, 78-79, 81, 83, 85, 87	21
Morning Manager of Content/Executive Producer	1-5, 8, 10-15, 17-19, 21-27, 29, 31, 33-35, 37, 39-40, 44-45, 48-50, 53-54, 56, 58, 61-65, 67-68, 70-71, 74-76, 78-79, 81, 83, 85-87	71
Multi Media Journalist	1, 3-5, 7, 11-13, 15-17, 19, 22-27, 29, 31, 33-35, 37, 39-40, 44-45, 49-50, 52-54, 56, 58, 61-65, 67-68, 70, 74-76, 78-79, 81, 83, 85, 87	76
Digital Media Sales Consultant	3, 5, 7-8, 11-13, 15-16, 19, 21, 23-27, 29, 31, 33-35, 37, 39-40, 44-45, 48-50, 52-54, 56, 58, 61-62, 65, 67-68, 70, 74-76, 78, 81, 83, 85-87	21
Digital Sales Specialist	1, 3-5, 8, 10-13, 15-17, 21, 23-27, 29, 31, 33-35, 37, 39-41, 44-45, 49-50, 52-54, 56, 58, 61-65, 67-68, 70, 75-76, 78-79, 81, 83, 85, 87	41

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## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 233-6163 Email : jholmes3166@hotmail.com Fax : 1-912-233-2949 CMegill Brown	N	0
2	Albany State University 504 College Drive Albany, Georgia 3175 Phone : 912-430-4654 Email : kimber@asurams.edu Fax : 1-229-430-2867 kimber@asurams.edu jdent@asurams.edu	N	0
3	Americus County Branch NAACP 217 Forrest Street Americus, Georgia 31709 Phone : (229) 924-0880 Email : obsrj@bellsouth.net Fax : 1-229-924-7080 Tonya Argo	N	0
4	Armstrong Atlantic State University 11935 Abercorn St. Savannah, Georgia 31419 Phone : 912- 927-5267 Email : myersbar@mail.armstrong.edu Fax : 1-912-344-3475 Barbara Myers	N	0
5	Army Career Alumni Program Building 253 Suite 2056 Fort Stewart, Georgia 31314 Phone : 912-767-2611 Fax : 1-912-767-8689 Transition Services	N	0
6	Art Institute of Atlanta 6600 Peachtree Dunwoody Road 100 Embassy Row Atlanta, Georgia 30328 Phone : 770-689-4808 Email : vlittle@aii.edu Fax : 1-770-394-9798 Vivian Little	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Atlanta Christian College 2605 Ben Hill Road East Point, Georgia 30344 Phone : 404-669-2088 Url : www.acc.edu Email : kwagner@acc.edu Fax : 1-404-460-2451 Keith Wagner	N	0
8	Augusta State University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Fax : 1-706-731-7097 THOMAS GENTRY	N	0
9	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4146 Email : dwendt@augustatech.edu Fax : 1-706-771-4034 Donna Wendt	N	0
10	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : kcharles@augustatech.edu Fax : 1-706-771-4034 Kerry Charles	N	0
11	Authorize Magazine 901 Sterling Ridge Dr. Augusta, Georgia 30909 Phone : 888.858.2410 Url : authorize.com Email : cmajor@authorizemag.com Fax : 1-888-858-2410 Charles Major	N	0
12	Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 800.252.5119 Email : gbagel@brenau.edu Fax : 1-770-534-6236 George Bagel	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	1
14	Central Georgia Technical College 330 Macon Tech Drive Macon, Georgia 31206 Phone : 478 757-3400 Fax : 1-478-757-6617 Elizabeth Hibbett	N	0
15	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cppo@cau.edu Andre' McKinney	N	0
16	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
17	COLUMBUS TECHNICAL COLLEGE 382 MANCHESTER EXPRESSWAY COLUMBUS, Georgia 31904 Phone : 706 649 7512 Email : <a href="mailto:echerster@columbustech.edu">echerster@columbustech.edu</a> Fax : 1-706-649-1054 Elaine Chester	N	0
18	Corporate Office	N	3
19	Dougherty County DFACS 600 Canoe Court Albany, Georgia 31701 Phone : (229) 430-3247 Email : <a href="mailto:cjwheelere@dhr.state.ga.us">cjwheelere@dhr.state.ga.us</a> Fax : 1-229-430-0460 Calvin Wheeler	N	0

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20	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : <a href="http://www.emmabowenfoundation.com/">http://www.emmabowenfoundation.com/</a> Email : <a href="mailto:sbrice@cbs.com">sbrice@cbs.com</a> Fax : 1-212-975-5884 Sandra Rice	N	0
21	Employee Referral	N	11
22	Fort Valley State University 1005 State University Drive Ft. Valley, Georgia 30130 Phone : 478-825-6350 Email : <a href="mailto:simmons@fvsu.edu">simmons@fvsu.edu</a> Fax : 1-478-825-6471 Romelda Simmons	N	0
23	GA Dept of Labor -Brunswick 2517 Tara Lane Brunswick, Georgia 31520-2758 Phone : 912-264-7244 Email : <a href="mailto:Ronnie.Bivins@dol.state.ga.us">Ronnie.Bivins@dol.state.ga.us</a> Fax : 1-912-262-3334 Ronnie Bivins	N	0
24	GA Dept of Labor-Hinesville 740 General Stewart Way Suite 202 Hinesville, Georgia 31313-3217 Phone : 912-370-2595 Email : <a href="mailto:Gary.Varner@dol.state.ga.us">Gary.Varner@dol.state.ga.us</a> Fax : 1-912-370-2598 Gary Varner	N	0
25	GA Dept of Labor-Jesup 263 N. Brunswick St. Jesup, Georgia 31545-2840 Phone : 912-427-5842 Email : <a href="mailto:Donna.McCullough@dol.state.ga.us">Donna.McCullough@dol.state.ga.us</a> Fax : 1-912-427-5881 Donna McCullough	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	GA Dept of Labor-Savannah 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Kimberly.Brown@dol.state.ga.us Fax : 1-912-351-3800 Kimberly Brown	N	0
27	GA Dept of Labor-Statesboro 62 Packinghouse Rd Statesboro, Georgia 30458-4116 Phone : 912-681-5156 Email : Monty.Craft@dol.state.ga.us Fax : 1-912-681-5228 Monty Craft	N	0
28	GA. Department of Labor-Albany Branch 1608 S. Slappey Blvd. Albany, Georgia 31706 Phone : (229) 430-5010 Fax : 1-229-430-5027 Lynne Jones	N	0
29	Ga. Dept of Labor-Valdosta office P.O. Box 1008 221 S. Ahsley Street Valdosta, Georgia 31603 Phone : (229) 333-5211 Email : richard.ramsey@dol.state.ga.us Fax : 1-229-333-5301 Richard Ramsey	N	0
30	Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478 445-5384 Fax : 1-478-445-5818 Lanette McGhee	N	0
31	Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478 445-5384 Email : sara.schanck@gcsu.edu Fax : 1-478-445-5818 Sara Schanck	N	0

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## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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32	Georgia Department of Labor Carter Center, Suite 16 Vidalia, Georgia 30474 Phone : 538-3231 Email : angela.paine@dol.state.ga.us Fax : 1-912-538-3238 Angela Paine	N	0
33	Georgia Department of Labor Carter Center, Suite 16 Vidalia, Georgia 30474 Phone : 538-3231 Email : bruce.medderse@dol.state.ga.us Fax : 1-912-538-3238 Bruce Medders	N	0
34	Georgia Department of Labor-Savannah 5520 WHITE BLUFF ROAD Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : DaisyMae.Washington@dol.state.ga.us DaisyMae Washington	N	0
35	Georgia Dept. of Labor Placement Office 601 Greene Street Augusta, Georgia 30901 Phone : 706.721.2165 Email : gregory.criste@dol.state.ga.us Fax : 1-706-721-7680 Gregory Criste	N	0
36	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
37	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Phone : (602) 954-8373 Url : www.vault.com. Email : slizik@602communications.com Sandy Lizik	N	1



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38	Greater Augusta Chamber of Commerce 600 Broad Street Plaza Augusta, Georgia 30902 Phone : 706 396 7000 Fax : 1-706-821-1330 Mark Haddon	N	0
39	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 770-962-7580 X 6252 Email : drichards@gwinnettech.edu Delvalyn Richards	N	0
40	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : carlose@hispaniclink.org Carlos Ericksen-Mendoza	N	0
41	Indeed.com	N	7
42	Interdenominational Ministerial Alliance P.O. Box 2083 Savannah, Georgia 31402 Phone : 912-659-9573 Email : hslcsavbusiness@peoplepc.com Fax : 1-912-233-5354 James Nelson	N	0
43	Jerome Personnel 306 10th Street Augusta, Georgia 30901 Phone : 706.823.6235 Carol Van	N	0
44	Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Email : jobpros@jobshopstaffing.com Fax : 1-706-860-4871 Rob Eichner	N	0

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45	LAGRANGE COLLEGE 601 BROAD ST. LAGRANGE, Georgia 30240 Phone : 706-880-8177 Fax : 1-706-880-8013 Career Development Center	N	0
46	Linked In	N	1
47	Macon State College & University 1000 College State Drive Macon, Georgia 31206 Phone : 478 471-2700 Ann Loyd	N	0
48	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
49	Mercer University 3001 Mercer University Drive Atlanta, Georgia 30308 Phone : 678-547-6023 Email : johnson_em@mercer.edu Fax : 1-678-547-6373 Betsy Johnson	N	0
50	Middle Georgia State College 1000 College State Drive Macon, Georgia 31206 Phone : 478 471-2700 Email : barbara.warren@maconstate.edu Barbara Warren	N	0
51	NAACP P.O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Fax : 1-912-233-3088 Prince Jackson	N	0

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52	NAACP 1204 MArtin Luther King Jr Blvd Savannah, Georgia 31415-6355 Phone : 912-233-4161 Email : savnaacp@bellsouth.net Fax : 1-912-233-3088 Al Scott	N	0
53	National Academy of TV Arts & Sciences P.O. Box 225159 Atlanta, Georgia Phone : 770-414-8777 Email : emmysuncst@aol.com Career Service	N	0
54	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : lojelks@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
55	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : cwint@ncnw.org Cassandra Wint	N	0
56	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : mhill@ncnw.org Melody Hill	N	0
57	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlja.org Email : info@nlja.org Career Service	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
58	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlaja.org Matthew Rose	N	0
59	Non-Employee Referral	N	1
60	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706.821.8307 Email : allenw@mail.paine.edu Fax : 1-706-432-0708 Anthony Holland	N	0
61	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706.821.8307 Email : aewing@paine.edu Fax : 1-706-774-1564 April Ewing	N	0
62	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : Mamasky07@aol.com Gale Sky Edeawo	N	0
63	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 202-725-8318 Url : http://www.rtnda.org Katie Switchenko Manual Posting	N	0
64	Richmond/Burke County Job Training Authority 209 7th Street Augusta, Georgia 30901 Phone : 706.722.3001 Fax : 1-706-721-7395 Array Darden	N	0

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## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
65	Savannah State University-Career Counseling King-Frazier Student Center Room 244 Savannah, Georgia 31404 Phone : 912-358-3128 Email : rileys@savannahstate.edu Fax : 1-912-356-2464 Shaunce Riley	N	0
66	Savannah State University-Human Resources Office of Human Resources 3219 College Street-Colston Adm Bld #120 Savannah, Georgia 31404 Phone : 912-358-4194 Url : www.savstate.edu Email : bestsm@savstate.edu Fax : 1-912-691-6284 Dr. Sandra Best	N	0
67	Savannah State University-Student Affairs King-Frazier Complex, Ste 247 P.O. Box 20521 Savannah, Georgia 31404 Phone : 912-358-3118 Email : saffairs@savannahstate.edu Fax : 1-912-358-3159 Dr. Irvin Clark	N	0
68	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
69	Southeastern Technical College East First Street Vidalia, Georgia 30474 Phone : 538-3100 Email : alively@southeasterntech.edu Fax : 1-912-538-3156 Amanda Lively	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
70	SSU-Department of Mass Communications P.O. Box 20236 Savannah, Georgia 31404 Phone : 912.358.3376 Email : manningc@savannahstate.edu Fax : 1-912-351-6588 Dr. Carmen Manning-Miller	N	0
71	Station Website	N	1
72	Television Bureau of Advertising 3 East 54th Street, 10th Floor New York, New York Phone : (212) 486-1111 Url : <a href="http://www.tvb.org/">http://www.tvb.org/</a> Email : tiphany@tvb.org Tiphany Jones	N	0
73	Troy State University 2743 Perimeter Parkway Suite 201 Augusta, Georgia 30909 Phone : 706.210-2554 Email : frankenj@troyst.edu Fax : 1-706-210-3803 James Franken	N	0
74	Troy State University 2743 Perimeter Parkway Suite 201 Augusta, Georgia 30909 Phone : 706.210-2828 Email : bertramj@troy.edu Fax : 1-706-210-3803 James Bertram	N	0
75	Turner Job Corp 2000 Schilling Avenue Albany, Georgia 31705-1524 Phone : 229-883-8500 Email : business@jobcorp.gov Fax : 1-229-434-0383 Vince Andrews	N	0

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## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
76	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : info@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	5
77	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
78	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia 20001 Phone : 202-238-4622 Url : www.upo.org Email : upojobs@upo.org Fax : 1-202-319-3237 Chantel Harris-Npji	N	0
79	University Of Georgia UGA Career Center 2nd floor, Clark Howell Hall Athens, Georgia 30602-3332 Phone : 706-542-2006 Email : cecilb@uga.edu Fax : 1-706-542-8431 Cecil Bentley	N	0
80	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Fax : 1-229-249-2602 Frank Barnas	N	0
81	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Email : dbogart@valdosta.edu Fax : 1-229-249-2602 Dr. Denise Bogart	N	0

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82	Valdosta State University Career Services Powell West-Second floor Valdosta, Georgia 31698 Phone : (229) 333-5942 Email : dhargett@valdosta.edu Fax : 1-229-259-5515 Winifred Collins	N	0
83	WATL/WXIA-TV Website One Monroe Place Atlanta, Georgia 30324 Phone : (404) 892-1611 Url : http://www.11Alive.com Career Service Manual Posting	N	6
84	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478 477-1110 Fax : 1-478-757-4030 Wendy Stanley	N	0
85	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478- 757-5224 Email : tbates@wesleyancollege.edu Fax : 1-478-757-4030 Tom Bates	N	0
86	Word of Mouth Referral	N	10
87	WTOC TV P O BOX 8086 Savannah, Georgia 31412 Phone : 912-234-1111 Email : charney@wtoc.com Fax : 1-912-232-4945 Craig Harney	N	0
88	WTOC.com 11 The News Place Savannah, Georgia 31405 Phone : 912-238-8456 Email : awalls@wtoc.com Fax : 1-912-232-4945 Ashley Walls	N	0



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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>47</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	11/20/2013	Establishment of an intern program designed to assist members of the community	<p>WXIA internship program offers college students active participation in a professional broadcast organization so they gain the work skills needed to later obtain employment in the broadcast industry. Internships are available in the Atlanta &amp; Company, Community Relations, News, Sports, Marketing/Promotion, Production, and Sales departments.</p> <p>Interns are selected based on their application, relevant coursework, work experience, and references. Students earn academic credit for their participation in the program. Internships are available year-round and generally last one semester.</p> <p>During the reporting period, the 22 students in the program were from the University of Georgia, Georgia State University, Spelman College, Savannah College of Art &amp; Design, Georgia Southern University, College of William and Mary, Boston University College of Communication, Chattahoochee Technical College, University of Alabama, Lenoir Rhyne University, College of Charleston, Auburn University, Elon University, Savannah State University and University of Miami.</p>	22		1.00

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2	11/20/2013	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, WXIA/WATL posted four upper-level category openings with media trade groups and other organizations and websites whose membership and/or audience includes substantial participation of women and minorities such as Emma Bowen Foundation for Minority Interests in Media, the Latin American Association, the National Association of Black College Broadcasters (NABCB), Atlanta Association of Black Journalists, National Academy of Television Arts and Sciences (NATAS), National Lesbian and Gay Journalist Association, South Asian Journalists Association, Spelman College Career Planning Center, the University of Georgia Placement Office, and Hispanic Link News Service..	4		1.00

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3	11/20/2013	Establishment of training programs for station personnel	<p>Training is available to employees in all departments and requests for training are solicited by human resources and department heads on a regular basis. Our goal is to provide training both on-site and off-site to allow employees the opportunity to improve their job skills and to qualify for career advancement.</p> <p>We also allow job shadowing for employees to learn new skills by cross training and observing different jobs.</p> <p>In May and September, 2013, the entire WXIA staff received training in the nine areas of great journalism to support and promote great news through content, promotion and brand.</p> <p>The morning news team (15) participated in Strengths Finder/Strengths Based Leadership, a course to provide team members with an assessment of their strengths along with the strengths and gaps of the team.</p> <p>The entire WXIA sales staff attended a two day Digital Integrated Solutions seminar facilitated by Gannett Director of Digital Development and Training.</p> <p>During the reporting period many training classes were attended by employees in Sales, News, Accounting, Marketing, Operations and Engineering, as follows including the number trained in parentheses:</p> <p>Investigative Reporters and Editors Conference (5); IRE Training for news staff (43); Computer Assisted Reporting (3); Integrated Solutions Training (25); Online News Association Conference (3); WSI Max Weather Training (10); Accuweather Social Media Training (6); Graphics Upgrade Training (60); Newsticker Training (26); Best Websites for Reporting (40); Lushin</p>	102		1.00

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			<p>Sales Training (Quarterly) (25); Digital Sales Training (25); Grabix Training (2); WideOrbit Media Sales Training (1); Nielsen Local Custom Toolbox, Fundamentals, Daily &amp; Minute Reports, Advanced Reporting (1); TVB/NAB AE Sales Seminar: Selling to the QSR Category (6); Beginner Facebook (45); Sales Management Training with Allen Dent (8); Nielsen Client Reference Verification (2); Matrix training (12); Research and Digital Training (2); Leigh Stowell &amp; Company Qualitative Research Training (8); Lushin DISC Profile Training for Traffic Department (2); The Marketing Muscle of Sports Olympics (1); Gannett comScore Media Metrix Training (1); Digital Product &amp; Positioning (20); Sharebuilders Training (7); Gannett Ideas and Insights (23); Social Media Story "Lifecycle" (45); Adobe Photoshop (4)</p> <p>Three sales managers attended training sessions in Phoenix on SEO, SEM and Social Media, plus an introduction to Gannett Local's process and personnel</p>			
4	11/20/2013	Participation in scholarship programs	WXIA/WATL awarded six "Kids Who Care" \$1,100 cash awards to high school students who excelled in school and were outstanding citizens in their communities. Students spent time at the station and observed numerous positions within a broadcast facility and learned about careers within the industry.	6		1.00

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5	11/20/2013	Provision of training to management	<p>WXIA's Local Sales Manager and Quality Control Director participated in the 2012-2013 Gannett Leadership Program. The program is designed to provide managers with leadership knowledge and skills in four key areas: Building Gannett Leadership Competencies, Engaging Employees, Leading Change, and Leading Innovation. The program provides the opportunity to network and build strong career-based relationships.</p> <p>General Manager/President, Marketing Director, News Director and Human Resources attended the Gannett Market Makers four-day conference. Topics included: staffing, employee relations, change management, organizational development and succession planning.</p> <p>Vice President of Community Relations participated in the Leadership Atlanta program, providing classes and workshops in effective management. A two-day race relations workshop was also part of the program. Additionally, the VP/Community Relations attended the (co)Lab Summit designed to help make the Atlanta region a better place to live, work and thrive by attracting and retaining talent, cultivating innovation and transforming education.</p> <p>The General Manager and News Director attended the Gannett GM/News Director meeting. Topics included training in the nine areas of news focus, digital sales and leadership.</p> <p>Executive Committee members attended a two-day management training session in December 2012. Topics included leadership traits, active listening, coaching, team building and mentoring.</p>	13		1.00

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6	11/20/2013	Participation in events sponsored by community groups	<p>WXIA participated in the Atlanta Business League 9th Annual Student-Business Shadow Project. The program is designed to encourage high school minorities to explore careers and foster the development of entrepreneurship during their junior and senior year. Students toured the station, shadowed employees and had discussions with the General Manager and members of the production, sales, promotion, digital and news teams to learn about their roles and career opportunities in the broadcast industry. The project involved 11 minority students interested in journalism and broadcasting.</p> <p>WXIA, in conjunction with the United Way and the Atlanta Community Foundation, is involved in a middle school business center at the Georgia World Congress Center. The center teaches students how to budget, save and invest so they can take control of their finances. In addition, a Philanthropy Store teaches the importance of business involvement in the community and giving back to the community.</p>	5		0.25
7	11/20/2013	Participation in other activities designed by the station employment unit	WXIA/WATL through the Gannett Foundation granted funds to the United Negro College Fund to enable historic African American colleges to fulfill their mission through increased access to technology for the four member schools in the Atlanta University System which provide academic programs in Communication and Mass Media Arts.	0		1.00

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8	11/20/2013	Participation in scholarship programs	<p>As a part of our commitment to grow the next generation of broadcasters and to create a diverse workforce, we supported the Emma J. Bowen Foundation with a grant from the Gannett Foundation Media Fund in 2013. This grant is for the Emma Bowen Foundation for Minority Interests in Media for general support of media diversity initiatives including on-the-job training, mentoring, scholarships and work/study programs. The Emma L. Bowen Foundation was established by the media industry to increase access to permanent job opportunities for minority students.</p> <p>WXIA/WATL with a grant from the Gannett Foundation provided funds to Atlanta Technical College Foundation, Inc. to support students in financial need with the cost of tuition and books.</p>	0		1.00



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9	11/20/2013	Participation in events or programs sponsored by educational institutions	<p>WXIA/WATL news anchors, reporters, meteorologists and producers spoke to students at local schools (50 elementary schools, six middle schools, eight high schools, and three colleges) about jobs in the broadcast industry and shared their career paths with the students. They explained the process of creating news programs, discussed digital journalism, social platforms and careers in meteorology and broadcasting.</p> <p>In addition, staff spoke to other community programs about the broadcast industry with an emphasis on minority participation such as the Atlanta Business League, United Way Women's Leadership, American Cancer Society, Urban League Young Professionals, Junior League Board of Education Forum, University of Georgia National Association of Black Journalists, Drum Major for Justice, Georgia Independent School Association, UNCF National Alumni Conference, Regional Council of Churches Dialogue, Carter Center trip to Ethiopia, Food to the Poor, True Colors Theatre, Building Bridges, 100 Black Women of Atlanta, Piedmont Hospital Women's Auxiliary, Key to the Cure.</p>	12		0.25
10	11/20/2013	Participation in Job Fairs	<p>WXIA and Gannett hosted 80 participants from the Online News Association in October 2013 to discuss digital opportunities in the company and the 14 best digital tools that are used in newsrooms throughout Gannett. The news director and station managers recruited for Gannett and WXIA at the event and one employee was hired at WXIA from the group. Also, the news director recruited at the Investigative Reporters and Editors Convention and spoke with many attendees at the convention regarding careers at WXIA.</p>	4		0.25

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11	11/20/2013	Establishment of a mentoring program	February-September 2013: The Local Sales Manager participated as a mentor in the Gannett Mentoring Program. The mentoring program was designed by the Leadership and Diversity Council to develop and retains top talent. As a mentee, participants have the opportunity to build a relationship with a trusted executive within the company focused on providing guidance on business issues and developmental goals. As a mentor or peer, they have the opportunity to perform a valuable role in building a relationship with a talented manager within the company and assisting them as they work on their leadership development. The program is a six-month commitment.	1		1.00
12	11/20/2013	Establishment of a mentoring program	WXIA participated in the 2013 Gannett Talent Development Program. This internship program offers selected college students and recently-hired students real-world experience and valuable learning opportunities. The TDP offers participants robust training and development and prepares them to enter the job market with Gannett. The TDP offers internships/mentorships, on-the-job experiences and upon completion of the 10-week program, a career coach. Areas include: multimedia journalism, digital operations such as web and mobile development, digital and multimedia sales, marketing, multimedia journalism, broadcast production and other disciplines. Most participants remain with the company after the program in full-time positions with the company.	1		1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>9.75</b>