

WXIA/WATL
EEO PUBLIC FILE REPORT
November 21, 2010 - November 20, 2011

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
Operations Technician	1, 4-27, 29, 31-42, 44, 46-48, 50-56, 58-59, 61-63, 65-68, 70, 73-76, 78-86	62
Multi Media Journalist	1, 4-12, 14-18, 20-27, 29, 31-42, 44, 46-61, 65-68, 70, 73-76, 78-86	79
Multi Media Journalist	1, 4-12, 14-18, 20-27, 29, 31-42, 44, 46-61, 65-68, 70, 73-76, 78-86	61
Sales Assistant	1-2, 4-8, 10-12, 14-18, 20-21, 23-26, 28, 30-38, 40-42, 44, 46, 48-60, 65, 67-70, 72-76, 78-86	57
Copy and Continuity Coordinator-Traffic	1-8, 10-12, 14-18, 20-26, 28, 30-38, 40-42, 44, 46, 48-52, 55-59, 61, 65, 67-70, 72-76, 78-79, 81-86	61
Commercial Producer/Editor	1, 4-8, 10-12, 14-18, 20-26, 28, 30-33, 35-38, 40-43, 46, 48-52, 54-56, 58-59, 65, 67-68, 70, 73-76, 78-86	16
Promotion Writer/Producer/Editor	1, 4-8, 10-12, 14-18, 20-26, 28, 30-33, 35-38, 40-43, 46, 48-52, 54-56, 58-59, 63, 65, 67-68, 70, 73-76, 78-86	63
Traffic/Feature Reporter	1, 5-6, 8, 11-12, 15-20, 22, 24-26, 28, 30-38, 40-43, 46-56, 58-59, 61, 65, 68, 70, 73, 75, 78-81, 83-86	61
Operations Technician	1, 5-6, 8, 11-12, 15-16, 18-19, 22-26, 28, 30-33, 35-38, 40-43, 46-48, 50-52, 54-55, 57-59, 65, 68, 70, 73, 75, 77-81, 83-87	85
Nightside Promotion Writer/Producer/Editor	1, 5-6, 8, 11-12, 16, 18, 22-26, 28, 30-33, 35-43, 46-52, 54-56, 58-59, 61, 65, 70, 73, 75, 78-81, 83-86	61
Inside Sales Account Executive	1, 5-6, 8, 11-12, 16, 18, 20, 22-26, 28, 30-33, 35-43, 46-48, 50-51, 53-56, 58-59, 65, 70-71, 73, 75, 78-81, 83-87	85
Field Meteorologist	1, 5-6, 8, 11-12, 16, 18, 22-26, 28, 30-43, 46-51, 54-56, 58-59, 64-65, 70-71, 73, 75, 78-81, 83-87	64
Anchor/Reporter	1, 5-6, 8, 11-12, 16, 18, 20, 22-26, 28, 30-43, 46-51, 54-59, 61, 64-65, 70-71, 73, 75, 78-81, 83-87	61
Sales Assistant	1, 5-6, 8, 11-12, 16, 18, 20, 22-26, 28, 30-33, 35-38, 40-42, 46-51, 54-56, 58-59, 61, 63, 65, 70-71, 73, 75, 78-81, 83-87	61

WXIA/WATL
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Sales Assistant	1, 5-6, 8, 11-12, 16, 18, 20, 22-26, 28, 30-33, 35-38, 40-42, 46-51, 54-59, 65, 70-71, 73, 75, 78-81, 83-87	57
Digital Sales Manager	1, 5-6, 8, 11-12, 16-18, 22-26, 28, 30-33, 35-43, 45-51, 53-59, 64-65, 70-71, 73, 75, 78-81, 83-87	64
Multi-Media Video Associate Producer	57, 61	57

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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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 ACAD Building 291 504 College Drive Albany, Georgia 31705 Phone : (229) 430-4654 Email : gewms@asurams.edu Fax : 1-229-430-3826 Gloria Williams	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 : 927-5267 Email : chaomatt@mail.armstrong.edu Fax : 1--- Barbara Myers	N	0
5	Army Career Alumni Program Building 253 Suite 2056 Fort Stewart, Georgia 31314 Phone : 912-767-2611 Email : 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@aia.edu Fax : 1-770-394-9798 Vivian Little	N	0

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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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 Broadcast Institute 1355 Terrill Mill Road Building 1372-100 Marietta, Georgia 30067 Phone : 770-951-0033 Email : cyndit@radioschool.com Fax : 1-770-984-9113 Cyndi Todd	N	0
8	Atlanta Christian College 2605 Ben Hill Road East Point, Georgia 30344 Phone : 404-669-2088 Email : kwagner@acc.edu Fax : 1-404-460-2451 Keith Wagner	N	0
9	Atlanta Institute of Music 5985 Financial Drive Suite 200 Norcross, Georgia 30071 Phone : 770-242-7717 Email : Fax : 1-770-242-9384 Chris Fragale	N	0
10	Atlanta Urban League 100 Edgewood Drive Atlanta, Georgia 30303 Phone : 404-659-1150 Email : aharrison@atlul.org Fax : 1-404-659-5326 Alvin Harrison	N	0
11	Augusta State University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Email : Fax : 1-706-731-7097 THOMAS GENTRY	N	0
12	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : Fax : 1-706-771-4034 Kim McClendon	N	0

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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13	Authorize Magazine 901 Sterling Ridge Dr. Augusta, Georgia 30909 Phone : 888.858.2410 Email : cmajor@authorizemag.com Fax : 1-888-858-2410 Charles Major	N	0
14	Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 800.252.5119 Email : kgardner@brenau.edu Fax : 1-770-534-6236 Ken Gardner	N	0
15	Brewton Parker College US Highway 280 Mount Vernon, Georgia 30445 Phone : 583-2241 Email : kcunningham@bpc.edu Fax : 1-912-583-3218 Kathy Cunningham	N	0
16	Career Builder 5550-A Peachtree Parkway Atlanta, Georgia Phone : Email : Fax : Manual posting Career Service	N	7
17	Central Georgia Technical College 330 Macon Tech Drive Macon, Georgia 31206 Phone : 478 757-3400 Email : Fax : 1-478-757-6617 Elizabeth Hibbett	N	0
18	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cppc@cau.edu Fax : 1--- Ernita B. Hemmitt	N	0

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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19	Columbus Ledger-Enquirer 17 W 12th St. Columbus, Georgia 31901 Phone : 706-322-4500 ext 315 Email : asilberman@ledger-enquirer.com Fax : 1-706-576-6236 Amanda Silberman	N	0
20	Columbus State University 4225 University AVE Columbus, Georgia 31907 Phone : 706-569-3198 Email : Riggsby_lyn@colstate.edu Fax : Lyn Riggsby	N	0
21	Connecticut School of Broadcasting 1117 Perimeter Center West STE 301 Atlanta, Georgia 30338 Phone : 770-522-8803 Email : Fax : 1-770-522-9672 John Walsh	N	0
22	Dougherty County DFACS 600 Canoe Court Albany, Georgia 31701 Phone : (229) 430-3247 Email : cjwheelere@dhr.state.ga.us Fax : 1-229-430-0460 Calvin Wheeler	N	0
23	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Email : Fax : 1-212-975-5884 Sandra Rice	N	0
24	Fort Valley State University 1005 State University Drive Ft. Valley, Georgia 30130 Phone : 478-825-6350 Email : simmons@fvsu.edu Fax : 1-478-825-6471 Romelda Simmons	N	0

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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25	GA Dept of Labor -Brunswick 2517 Tara Lane Brunswick, Georgia 31520-2758 Phone : 912-264-7244 Email : Ronnie.Bivins@dol.state.ga.us Fax : 1-912-262-3334 Ronnie Bivins	N	0
26	GA Dept of Labor-Hinesville 740 General Stewart Way Suite 202 Hinesville, Georgia 31313-3217 Phone : 912-370-2595 Email : Gary.Varner@dol.state.ga.us Fax : 1-912-370-2598 Gary Varner	N	0
27	GA Dept of Labor-Jesup 263 N. Brunswick St. Jesup, Georgia 31546-4373 Phone : 912-427-5842 Email : Ted.Buford@dol.state.ga.us Fax : 1-912-427-5881 Ted Buford	N	0
28	GA Dept of Labor-Jesup 263 N. Brunswick St. Jesup, Georgia 31545-2840 Phone : 912-427-5842 Email : Donna.McCullough@dol.state.ga.us Fax : 1-912-427-5881 Donna McCullough	N	0
29	GA Dept of Labor-Savannah 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Patti.Fort@dol.state.ga.us Fax : 1-912-351-3800 Patti Fort	N	0
30	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

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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31	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
32	GA. Department of Labor-Albany Branch 1608 S. Slappey Blvd. Albany, Georgia 31706 Phone : (229) 430-5010 Email : Fax : 1-229-430-5027 Lynne Jones	N	0
33	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
34	Georgia Association of Broadcasters 8010 Roswell Road Suite 150 Atlanta, Georgia Phone : 770.395.7200 Email : becks@gab.org Fax : 1-770-395-7235 Stephanie Becks	N	0
35	Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478 445-5384 Email : Fax : 1-478-445-5818 Lanette McGhee	N	0
36	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

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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37	Georgia Department of Labor-Savannah 5520 WHITE BLUFF ROAD Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : DaisyMae.Washington@dol.state.ga.us Fax : DaisyMae Washington	N	0
38	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
39	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Phone : Email : slizik@602communications.com Fax : 1--- Career Services	N	0
40	Greater Augusta Chamber of Commerce 600 Broad Street Plaza Augusta, Georgia 30902 Phone : 706 396 7000 Email : Fax : 1-706-821-1330 Mark Haddon	N	0
41	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 770-962-7580 Email : drichards@gwinnetttech.edu Fax : Delvalyn Richards	N	0
42	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : carlose@hispaniclink.org Fax : 1--- Carlos Ericksen-Mendoza	N	0

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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43	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
44	Interdenominational Ministerial Alliance P.O. Box 2083 Savannah, Georgia 31402 Phone : 912-233-4161 Email : Fax : 1-912-443-9870 Willie Ferrel	N	0
45	Internal Candidate	N	2
46	Jerome Personnel 306 10th Street Augusta, Georgia 30901 Phone : 706.823.6235 Email : Fax : 1-706-823-6242 Carol Van	N	0
47	Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Email : Fax : 1-706-860-4871 Amy Gray	N	0
48	Macon State College & University 1000 College State Drive Macon, Georgia 31206 Phone : 478 471-2700 Email : Fax : 1-478-471-5730 Ann Loyd	N	0

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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49	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Email : medialine@medialine.com Fax : 1--- Mark Shilstone	N	0
50	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
51	NAACP P.O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Email : Fax : 1-912-233-3088 Prince Jackson	N	0
52	Nat'l Federation of Filipino American Associations 1322 18th Street, NW Washington, District of Columbia Phone : 202-986-1153 Email : admin@naaffaa.org Fax : 1--- Mr. Jon Melegrito	N	0
53	National Academy of TV Arts & Sciences P.O. Box 225159 Atlanta, Georgia Phone : 770-414-8777 Email : emmysuncst@aol.com Fax : 1--- Career Service	N	0
54	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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55	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Email : cwint@ncnw.org Fax : 1--- Cassandra Wint	N	0
56	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Email : info@nljga.org Fax : 1--- Career Service	N	0
57	Outside Networking - Word of Mouth	N	14
58	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
59	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : Mamasky07@aol.com Fax : 1--- Gale Sky Edeawo	N	0
60	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 800-80-RTNDA Email : Fax : 1-202-223-4007 Karen Gregory	N	0
61	Referred by Employee	N	15
62	Referred by Former Employee	N	1
63	Referred by Friend	N	4
64	Referred by Recruiter	N	13

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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65	Richmond/Burke County Job Training Authority 209 7th Street Augusta, Georgia 30901 Phone : 706.722.3001 Email : Fax : 1-706-721-7395 Array Darden	N	0
66	Savannah College of Art and Design P.O. Box 3146 Savannah, Georgia 31402 Phone : 912-525-4653 Email : csanders@scad.edu Fax : 1-912-525-4651 Patricia Helbig	N	0
67	Savannah State University P.O. Box 20524 Savannah, Georgia 31404 Phone : 912-356-2285 Email : brownt@savstate.edu Fax : 1-912-356-2285 Contact Contact	N	0
68	Savannah State University-Career Counseling P.O. Box 20254 Savannah, Georgia 31404 Phone : 912-356-2202 Email : rileys@savannahstate.edu Fax : 1-912-356-2464 Shaunce Riley	N	0
69	Savannah State University-Career Counseling P.O. Box 20254 Savannah, Georgia 31404 Phone : 356-2285 Email : harperk@savstate.edu Fax : Karla Harper	N	0
70	Savannah State University-Human Resources Human Resources P.O. Box 20601 Savannah, Georgia 31404 Phone : 912-356-2180 Email : bestsm@savstate.edu Fax : 1-912-691-6284 Sandra Best	N	0

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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71	Savannah State University-Student Affairs P.O. Box 20521 Savannah, Georgia 31404 Phone : 912-356-2194 Email : saffairs@savannahstate.edu Fax : 1-912-358-3159 Dr. Irvin Clark	N	0
72	Savannah State University-Student Affairs P.O. Box 20521 Savannah, Georgia 31404 Phone : 912-356-2194 Email : Fax : 1-912-356-2464 Randy Gunter	N	0
73	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Email : saja@columbia.edu Fax : 1--- Career Service	N	0
74	South Georgia Tech. College 1583 South Ridge Rd Americus, Georgia 31709 Phone : 912-931-2057 Email : malissa@southga.tec.us Fax : Malissa South GA	N	0
75	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
76	SSU-Department of Mass Communications P.O. Box 20236 Savannah, Georgia 31404 Phone : (912)356-2747 Email : holmesn@savstate.edu Fax : Novella Holmes	N	0

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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77	Television Bureau of Advertising 3 East 54th Street, 10th Floor New York, New York Phone : (212) 486-1111 Email : tiphany@tvb.org Fax : 1--- Tiphany Jones	N	0
78	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
79	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	1
80	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Email : rparker@upo.org Fax : 1--- Regina Parker	N	0
81	University Of Georgia Clark Howell Hall Athens, Georgia 30602 Phone : 706-542-2006 Email : Fax : 1-706-542-8431 Terry Baker	N	0
82	University of West Georgia 355 Parker Hall Carrollton, Georgia 30118 Phone : 678-839-6431 Email : Fax : 1-678-839-6432 Heidi Leonard	N	0

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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83	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Email : Fax : 1-229-249-2602 Frank Barnas	N	0
84	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
85	WATL/WXIA-TV Website One Monroe Place Atlanta, Georgia 30324 Phone : (404) 892-1611 Email : Fax : Manual posting Career Service	N	22
86	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478 477-1110 Email : Fax : 1-478-757-4030 Wendy Stanley	N	0
87	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			79

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	12/2/2010	Establishment of training programs for station personnel	<p>WATL/WXIA offers numerous training opportunities both on-site and off-site to allow employees the opportunity to improve their job skills and to qualify for higher level positions. During the reporting period November 21, 2010 to November 20, 2011, we promoted seven (7) employees to higher level positions.</p> <p>We also allow job shadowing for employees to learn new skills by cross training and observing different jobs. One studio specialist trained under the supervising director to become a director on the weekend. Employees in Information Center and Marketing/Promotion were trained on the Edious/ENPS/BitCentral system. The Engineering staff was trained on the new Harris Encoders</p> <p>Examples of the training provided to the staff of WATL/WXIA include:</p> <p>December 2010 Wide Orbit Training – 1 employee Gannett Leadership Training Webinar – Harvard Business Review - 1 employee</p> <p>January 2011 Miranda Master Control Switcher Training – 5 employees Skillpath Seminar – 1 employee</p> <p>February 2011 Gannett Leadership Meeting – 1 employee Traffic Training – 2 employees On-Air Metro Traffic Training - 1 employee Leigh Stowell rollout meeting – 35 employees</p> <p>March 2011 Wide Orbit/Traffic training – 2 employees</p>	136		1.00

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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			<p>Hyper-Local Training – 3 employees Yahoo APT/Migration Training – 3 employees Hyper-Local training – 20 employees Gannett Community for Website – 3 employees Gannett Nine Function Meeting – Denver – 1 employee Gannett South by Southwest meeting – 1 employee</p> <p>April 2011 Boyd Huppert Seminar for MMJ/Photojournalist writing seminar – 5 employees VIBES Training – Digital Sales – 2 employees Leigh Stowell Training - 26 employees Gannett Security Policies and Procedures - 3 employees Zero Share Report Meeting – Sales – 35 employees Gannett Digital Sales Brainstorming – 1 employees</p> <p>May 2011 BCFM seminar – Accounting procedures - 4 employees</p> <p>June 2011 Talent Coaching sessions –Reporter/Anchors – 4 employees Excel Training – 1 employee Photographer training – new equipment/editing - 22 employees Promax – 2 employees TDP Professional Development Conference – 1 employee</p> <p>July 2011 Talent Coaching sessions – training for Reporter/Anchors – 8 employees SEO/Social Media Training – 15 employees Gannett Nine Function Meeting – Washington and Phoenix – 1 employee</p>			

WXIA/WATL

EEO PUBLIC FILE REPORT

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			<p>August 2011 Sales Training for Success – R.C. Lushin Training for Sales – 35 employees Gannett ASE Training for relaunch – 1 Employee G3 Graphics Training – News – 60 employees</p> <p>September 2011 TVB Webinar Training – 1 employee</p> <p>October 2011 Edius Training for Marketing/Production – 12 employees Harris Encoder Training – 9 employees Georgia State Strategic Innovation Training Marketing Research – 1 employee</p> <p>November 2011 NABEF Leadership Development Program - 1 employee</p>			

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
2	12/6/2010	Participation in events or programs sponsored by educational institutions	<p>WATL/WXIA news anchors and reporters spoke to students at 70 local schools about their jobs in the television industry, including 52 elementary schools, 6 middle schools, 10 high schools, and 2 colleges. In addition, they spoke to other community programs with an emphasis on minority participation such as the: American Cancer Society, DeKalb County Schools, March of Dimes, Heritage Celebration in honor of Black History Month, Salvation Army, Senior Citizens Services of Metro Atlanta, Piedmont Hospital Women's Auxiliary, Atlanta Business League, Atlanta Education Fund's Student Forum, Rotary Club of Metro Atlanta, Buckhead Business Association, and United Negro College Fund Masked Ball, KIPP Charter School, Atlanta Technical College.</p> <p>Students from Westwood Technical College took part in three station meetings. Students sat in on a weekly Sales meeting providing them with business forums. They had a tour of the station and watched a newscast. Their last meeting was with the graphic artist, master control operators and the operations manager to learn the availability of technical jobs in broadcasting.</p>	12		0.25

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
3	1/10/2011	Provision of training to management	<p>In March 2011, Mid level managers and Executive Committee members attended a Wage and Hour and Performance and Misconduct Issues seminar facilitated by legal. - 21 employees</p> <p>The Executive Committee had a two-day staff development meeting off-site with Clearwater Collaborative. The meeting including team building exercises to assist the committee in working together and with their staff. 10 employees</p> <p>June 2011 Gannett GM/News Directors – 2 employees attended sessions at McLean. Topics included the nine areas of news focus and training in digital sales.</p>	21		1.00
4	2/7/2011	Establishment of a mentoring program	WXIA/WATL had 9 employees involved as Mentors/Mentees in the Gannett Mid-Level Manager Mentoring Program from February - July. The southern region mentor meeting was hosted at The Networks of 11Alive for broadcast and publishing employees.	9		1.00
5	4/11/2011	Participation in other activities designed by the station employment unit	WATL/WXIA 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
6	4/21/2011	Participation in scholarship programs	WXIA-TV awarded five (5) "Kids Who Care" \$1100 awards to high school students who excelled in school and are outstanding citizens in their communities. They were given the opportunity to witness first hand several positions within a broadcast facility and to ask questions about the many careers within the industry.	0		1.00

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
7	6/6/2011	Establishment of an intern program designed to assist members of the community	The internship program offers college juniors and seniors active participation in a professional broadcast organization so they gain the necessary work skills needed to later obtain employment in the broadcast industry. Internships are available in the Atlanta & Company, Community Relations, News, Promotions, and Sports departments. Interns are selected based on their application, relevant coursework, work experience, and references. In order to be eligible, students must earn academic credit for their participation in the program. Internships are available year-round and generally last one semester. Our interns attend many different colleges including: University of Georgia, Morehouse College, Clark-Atlanta University, University of Alabama and Ohio State University. During the reporting period, November 21, 2010 to November 20, 2011 we had 9 interns.	9		1.00
8	11/1/2011	Provision of training to management	Gannett Leadership Program (GLP) November 1-3, 2011 GLP is designed to program managers with the 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. Other topics include: HBR case study, the Orange Book, and Micheal Roberto's book, Know What You Don't Know: How Great Leaders Prevent Problems Before They Happen.	1	Local Sales Manager	1.00

WXIA/WATL

EEO PUBLIC FILE REPORT

November 21, 2010 - November 20, 2011

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
9	11/14/2011	Participation in scholarship programs	<p>As a part of our commitment to grow the next generation of broadcasters and to create a diverse workforce, in 2011 we supported the Emma L. Bowen Foundation with a grant from the Gannett Foundation Media Fund in 2011. 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.</p> <p>The Emma L. Bowen Foundation was established by the media industry to increase access to permanent job opportunities for minority students.</p>	1	Gannett Foundation	1.00
10	11/14/2011	Participation in other activities designed by the station employment unit	<p>Supported by WXIA during the reporting period through a grant from the Gannett Foundation:</p> <p>Vox Teen Communications Inc Youth media educational program for upcoming school year.</p>	1	Gannett Foundation	1.00
TOTAL POINTS OVER REPORTING PERIOD:						9.25