

WRBL-TV
EEO PUBLIC FILE REPORT
December 1, 2013 - November 30, 2015

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-3, 5-7, 11-12, 14, 17-19	12
Local Sales Manager	1-3, 5-7, 12, 14-15, 17-19	12
Digital Journalist	1-3, 5-8, 14, 16-20	8
Content Producer	1-3, 5-7, 14, 17-20	20
Weather Anchor, Weekend	1-3, 5-8, 14, 17-20	20
Director	1-3, 5-8, 14, 16-19	8
Digital Journalist	1-3, 5-8, 14, 17-20	20
Digital Journalist	1-3, 5-8, 14, 16-19	16
Sales Assistant	1-3, 5-8, 14, 16-20	16
Digital Sales Manager	1-3, 5-7, 14, 16-19	16
Digital Journalist	1-3, 5-8, 14, 16-20	20
Digital Journalist	1-3, 5-8, 14, 16-19	8
Account Executive	1-3, 5-8, 14-15, 17-20	8
Account Executive	1-3, 5-7, 14-15, 17-20	20
Account Executive	1-3, 5-7, 12, 14-15, 17-19	12
Sales Assistant	1-3, 5-8, 14, 16-19	16
News Director	1-3, 5-7, 14, 16-19	16
Digital Journalist	1-3, 5-7, 12, 14, 17-19	12
Content Producer	1-3, 5-7, 12, 14, 17-19	12
Anchor-Sports, Weekday	1-3, 5-7, 12, 14, 17-19	12
Anchor/Producer, Wkdy Afternoon	1-3, 5-7, 12, 14, 17-19	12
Digital Journalist	1-3, 5-8, 14, 16-19	16
General Sales Manager	1-8, 10, 12-14, 17-19	12
Digital Journalist	1-3, 5-7, 14, 17-20	20
Administrative Assistant	1-3, 5-8, 10-11, 13-14, 17-20	8
Anchor WKDY AM/Noon	1-3, 5-7, 9-10, 13-14, 16-20	16

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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	Alabama St Univ Po Box 271 Montgomery, Alabama 36101 Phone : 334-229-4493 Url : http://www.alasu.edu/ Email : dokeowo@alasu.edu Dr. David Okeowo	N	0
2	Alabama St Univ Po Box 271 Montgomery, Alabama 36101 Phone : 334-229-4156 Url : http://www.alasu.edu/ Email : careerservices@alasu.edu Jeremy Hodge	N	0
3	Art Inst of Atlanta 6600 Peachtree Dunwoody Road Atlanta, Georgia 30028 Phone : 770-394-8300 Url : http://new.artinstitutes.edu/atlanta Email : vbchavez@aia.edu Vivian Chavez	N	0
4	Broadcast Education Assoc 1771 North Street NW Washington, District of Columbia 20036 Phone : 1-202-429-5355 Url : www.beaweb.org User: vholmes@wrbl.com Media General-Corp Membership Manual Posting	N	0
5	Broadcast Employment Svcs Po Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.tvb.org Email : admin@tvjobs.com Mark Holloway	N	0
6	Columbus St Univ 4225 University Ave Columbus, Georgia 31902 Phone : 706-507-8760 Url : http://www.columbusstate.edu Email : careercenter@columbusstate.edu Joyce Sautter	N	0

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7	Columbus Tech 928 Manchester Expressway Columbus, Georgia 31904 Phone : 706-649-7512 Url : http://www.columbustech.edu Email : careerconnections@columbustech.edu Elaine Chester	N	0
8	Employee Referral	N	21
9	Georgia Dept of Labor 700 Veterans Pkwy Columbus, Georgia 31901 Phone : 706-649-7423 Url : www.dol.georgia.gov employer/recruitment service job-order request Manual Posting	N	0
10	Indeed.com 7501 N Capital of Texas Hwy Building B Austin, Texas 78731 Phone : 1-800-462-5842 Url : www.indeed.com pw: recruiter1 user: vholmes@wrbl.com Manual Posting	N	0
11	Indeed.com	N	2
12	Internal Transfer/Promotion	N	9
13	Linkedin 62228 Collections Center Drive Chicago, Illinois 60693-0622 Phone : 212-615-9373 Url : www.linkedin.com Elizabeth Lattanza Manual Posting	N	0
14	NAACP 100 Edgewood Ave Suite 1080 Atlanta, Georgia 30303 Phone : 404-524-0580 Url : http://www.naacpatlanta.org Email : info@naacpatlanta.org Richard Rose	N	0

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15	Spots N Dots 1635 Old Highway 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 1-888-884-2630 Url : www.spotsndots.com Email : ads@spotsndots.com Gene McKay	N	0
16	Station Website	N	23
17	Talent Dynamics 600 E Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-630-9590 Url : http://www.talentedynamics.com/jobs.cfm Email : hedding@talentedynamics.com Christina Hedding	N	0
18	Troy State Univ 104 Eldridge Hall Troy, Alabama 36061 Phone : 334-670-3217 Url : http://www.troy.edu Email : troycareer@troy.edu Laurne Cole	N	0
19	Univ of Alabama Po Box 870293 Tuscaloosa, Alabama 35487 Phone : 205-348-5852 Url : http://www.ua.edu Email : uarecruitment@fa.ua.edu Travis Railsback	N	0
20	Walk In/Self-Referral	N	20
TOTAL INTERVIEWS OVER REPORTING PERIOD:			75

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	3/5/2014	Participation in events or programs sponsored by educational institutions	News Director attended University of Georgia Job Fair at the Zell B. Miller Building in Athens, GA	1	News Director	0.25
2	10/10/2014	Participation in events or programs sponsored by educational institutions	Meteorologist attended Career Day in Science Class at Brookstone High School in Columbus, GA	1	Meteorologist--News Anchor	0.25
3	2/4/2015	Participation in events or programs sponsored by educational institutions	News Director attended University of Georgia Journalism and Mass Communication Career Day in Athens, GA	1	News Director	0.25
4	3/4/2015	Participation in events or programs sponsored by educational institutions	News Anchor attended Media Day Meet at the University of West Georgia in Carrollton, Georgia	1	Senior News Anchor	0.25
5	5/25/2015	Establishment of an intern program designed to assist members of the community	2 Student / Interns from University of Georgia- Athens, GA worked in the Columbus, GA--News Department for the summer semester, May 25, 2015 through August 1, 2015. They received credit from UGA for their internship at our station.	1	News Director	1.00
6	5/27/2015	Provision of training to management	Business Administrator Training Conference provided by Media General, Inc. in Indianapolis, Indiana	1	Business Administrator	1.00
7	9/2/2015	Provision of training to management	Training to ensure equal employment opportunities and preventing discrimination webinar provided by Media General Associate General Counsel. Attended Webinar at our location in Columbus, GA via Internet	1	Business Administrator	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.00