

WJBF-TV
EEO PUBLIC FILE REPORT
December 1, 2014 - 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-JBF 000396	1-12, 14-34, 36-37, 39-50, 52-57, 60-61, 63, 65-66, 68, 71	15
Photojournalist-JBF-000398	2-5, 9-10, 12, 14, 16-18, 27-31, 33-35, 37, 39-40, 43-45, 47-52, 58, 60-61, 63, 65-66	51
Inventory Control Supervisor-Sales JBF000401	2-5, 9-10, 12, 14-18, 27-31, 34-35, 37, 39-40, 43-45, 47-50, 52, 58, 60-67, 69	15
Brand Manager JBF000402	2-5, 9-10, 12-14, 16-18, 27-31, 34-35, 37, 39-40, 43-44, 47-49, 52, 58, 60-67, 69	13
Regional National Sales Mgr-JBF000404	2-5, 9-10, 12, 14, 16-18, 27-30, 33-35, 37, 39-40, 43-45, 47-52, 58, 60-67, 69	51
Digital Journalist-JBF000405	2-5, 9-10, 12, 14, 16-18, 27-30, 33-35, 37, 39-40, 43-45, 47-50, 52, 58, 60-67, 69	39
Web/Social Media Content Producer-JBF406	2-5, 9-10, 12-14, 16-18, 27-30, 33-35, 39-40, 43-45, 47-50, 52, 58-67, 69-70	13
Digital Journalist-JBF 000407	2-5, 9-10, 12-14, 16-18, 27-30, 33-35, 38-40, 43-45, 47-50, 52, 58-64, 66-67, 69	13

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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 College 504 College Dr Albany, Georgia 31710 Phone : 229-430-4920 Email : correcia.edmondson@asurams.edu Fax : 1-229-430-2867 Jobs Listings	N	0
3	Albany State University 504 College Drive Albany, Georgia 31701 Phone : 229-430-4646 Url : http://www.asurams.edu Email : careers@asurams.edu Virginia Stewart	N	0
4	Allen University 1530 Harden St Columbia, South Carolina 29204 Phone : 803-376-5758 Email : humanresources@allenuniversity.edu Arnett Hall	N	0
5	Annenberg School for Communications 3502 Watt Way Ste 140 Los Angeles, California Phone : 213-740-5297 Url : http://www.annenberg.usc.edu Email : suzannea@usc.edu Jobs Listings	N	0
6	Armstrong Atlantic State University 11935 Abercorn St. Savannah, Georgia 31419 Phone : 912-344-3248 Email : elizabeth.wilson@armstrong.edu Fax : 1-912-344-3475 Elizabeth Wilson	N	0

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7	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
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 : 706-771-4000 Email : dwendt@augustatech.edu Donna Wendt	N	0
10	Chinese Consolidated Assoc 548 Walker St Augusta, Georgia 30901 Phone : 706-250-0683 Email : ccbaaugusta@gmail.com Jobs Listings	N	0
11	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404 880-8000 Email : cppc@cau.edu Ernita Hemmitt	N	0
12	Clemson University Box 344007 Clemson, South Carolina Phone : 864-656-2000 Url : http://www.clemson.edu Jobs Listings Manual Posting	N	0
13	Current Employee/Internal Promotion	N	3

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14	Devry University 250 North Arcadia Avenue Decatur, Georgia 30030 Phone : 404-292-7900 Url : http://www.atl.devry.edu Email : kdenenberg@devry.edu Andrew Jeon	N	0
15	Employee Referral	N	2
16	Entertainment Employment Journ PO Box 60163 Corpus Christi, Texas 78472 Phone : 316-986-0118 Url : http://www.eej.com Jobs Listings Manual Posting	N	0
17	GA Assoc of Broadcasters 8046 Roswell Road Ste 100A Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.gab.org Jobs Listings Manual Posting	N	0
18	GA Dept of Labor 601 Greene St Augusta, Georgia 30903 Phone : 706-721-3131 Email : augusta_cc@gdol.ga.gov Michael Armstrong	N	0
19	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
20	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

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21	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
22	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
23	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
24	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
25	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
26	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

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27	Georgia Department of Veteran Services Floyd Veterans Memorial Building Suite E-970 Atlanta, Georgia Phone : 404-656-2300 Email : gavetsvc@vs.state.ga.us Jobs Listings	N	0
28	Georgia Dept of Labor Career Center 2517 Tara Ln Brunswick, Georgia 31520 Phone : 912-264-7244 Url : http://www.dol.state.ga.us/find_career_centers.htm Tamela Shirah Manual Posting	N	0
29	Georgia Dept of Labor Savannah Career Center 5520 White Bluff Road Savannah, Georgia 31403 Phone : 912-353-3168 Url : http://www.dol.state.ga.us/find_career_centers.htm Cecil Wilkerson Manual Posting	N	0
30	Georgia Dept of Labor Valdosta 2808 N Oak Street Valdosta, Georgia 31602 Phone : 229-249-2733 Url : http://www.dol.state.ga.us/find_career_centers.htm Susan Dukes Manual Posting	N	0
31	Georgia Dept of Labor/ Rehabilitative Services 106 Shoppers Way Suite Brunswick, Georgia 31525 Phone : 912-264-7287 Url : http://www.vocrehabga.org/ Email : rehab@dol.state.ga.us Kathy Clemens-Votau	N	0
32	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

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33	Georgia Southern University Landrum PO Box 8104 Statesboro, Georgia 30460 Phone : 912-478-5468 Fax : 1-912-478-0325 Rosenwald Building	N	0
34	Georgia State University 33 Gilmer St SE Atlanta, Georgia 30303 Phone : 404-413-2000 Belinda Lindsey Manual Posting	N	0
35	Goodwill Career Center 3120 Peach Orchard Rd Augusta, Georgia 30906 Phone : 706-790-8500 Fax : 1-706-772-9045 Marcell Margaret	N	0
36	Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Fax : 1-706-860-4871 Amy Gray	N	0
37	Korean-American Coalition 3421 W Eighth St Los Angeles, California 90005 Phone : 213-365-5999 Fax : 1-213-380-7990 T.S. Chung	N	0
38	LinkedIn 2029 Stierlin Ct Mountain View, California 94043 Phone : 212.615.9373 Url : www.linkedin.com/in/lizlattanza Liz Lattanza Manual Posting	N	0

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39	Media General Website 333 E Franklin St Richmond, Virginia 23219 Phone : 804-887-5000 Url : http://www.mediageneral.com Jobs Listings Manual Posting	N	1
40	Military.com Veteran Employment Center Florence, South Carolina 29506 Phone : 843-773-7404 Url : http://www.military.com Jobs Listings Manual Posting	N	0
41	Monster.com 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 800-666-7837 Url : http://www.monster.com Email : elaine.ostrander@monster.com Jobs Listings	N	0
42	NAACP P.O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Fax : 1-912-233-3088 Prince Jackson	N	0
43	NAB 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Url : http://broadcastcareerlink.nabef.org/employers Email : nmann@nab.org Nate Mann	N	0
44	National Black MBA Association 1 E Wacker Dr Ste 3500 Chicago, Illinois Phone : 312-236-2622 Url : http://www.nbmbaa.org Barbara Thomas Manual Posting	N	0

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45	National Council of LaRaza 1126 16th St NW Washington, District of Columbia 20036 Phone : 202-785-5993 Url : http://www.nclr.org Email : hrmail@nclr.org Fax : 1-202-776-1792 Janet Murquia	N	0
46	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
47	Savannah Technical College 5717 White Bluff Road Savannah, Georgia 31405 Phone : 912-443-5880 Url : http://www.savannahtech.edu/ Connie Ellis Manual Posting	N	0
48	SC Employment Security Comm PO Box 567 Columbia, South Carolina 29202 Phone : 803-737-2400 Url : http://www.sces.org Jobs Listings Manual Posting	N	0
49	SC State Conference-NAACP PO Box 1148 Columbia, South Carolina 29202 Phone : 803-754-4584 Email : info@scnaacp.org Dwight Jones	N	0
50	SC State University PO Box 7068 Orangeburg, South Carolina 29117 Phone : 803-533-3995 Email : jobs@scsu.edu Joseph Thomas	N	0
51	Self Referral	N	2

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52	Southern Univ & A&M College PO Box 9820 Baton Rouge, Louisiana 70813 Phone : 225-771-2200 Email : careerservices@subr.edu Tamara Montgomery	N	0
53	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
54	The Albany Herald 126 N. Washington Street Albany, Georgia 31701 Phone : 229 888-9344 Url : www.albanyherald.com Fax : 1-229-438-3200 Classified Department Albany Herald	N	0
55	The Columbus Times 2230 Buena Vista Road Classified Advertising Columbus, Georgia 31906 Phone : 706-324-2404 Fax : 1-706-596-0657 Carol Gerdes	N	0
56	The Valdosta Daily News 201 N. Troup Street5 Valdosta, Georgia 31602 Phone : 229 244-1880 Fax : 1-229-244-4479 Tina News	N	0
57	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

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58	University of Florida PO Box 118505 Gainesville, Florida 32611 Phone : 352-392-1601 Url : http://www.crc.usf.edu Email : hsrccommunications@ufl.edu Phyllis Pema	N	0
59	University Of Missouri Columbia MO, Missouri 65211 Phone : 573-882-7701 Url : www.HireMizzouTigers.com Diane Felton Manual Posting	N	0
60	University of NC Campus Box 5140 Haynes Hall Chapel Hill, North Carolina 27599 Phone : 919-843-9886 Fax : 1-919-962-2658 Kelly Kosuda	N	0
61	University of SC 6th Fl-H William Close Bldg Columbia, South Carolina 29208 Phone : 803-777-7280 Url : http://www.sccp.sc.edu Email : uscjobs@sc.edu Michael Cantelmi	N	0
62	University of SC-Aiken 171 University Pkwy Aiken, South Carolina 29803 Phone : 803-641-3280 Corey Feraldi Manual Posting	N	0
63	Valdosta State College 1500 N Patterson Street Valdosta, Georgia 31698 Phone : 229-333-5709 Url : http://www.valdosta.edu Fax : 1-229-259-5030 Jobs Listings	N	0

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64	Veterans Employment and Training 61 Forsyth St SW Suite 6T85 Atlanta, Georgia 30303 Phone : 404-562-2313 Url : http://www.dol.gov/vets/ Email : augustacc@dol.state.ga.us Fax : 1-706-721-5038 William Bolls	N	0
65	Veterans Empowerment Organization of Georgia 1599 Memorial Drive SE Suite E-7 Atlanta, Georgia 30317 Phone : 404-451-5117 Url : http://www.veteransempowerment.org/ Email : joann@veteransempowerment.org Wayne Lewis	N	0
66	Vietnam Veterans of America 1760 Rogers Ave SW Atlanta, Georgia 30310 Phone : 770-896-9586 Email : vvachapter883@yahoo.com Edison McGhee	N	0
67	Vorhees College PO Box 678 Denmark, South Carolina 29042 Phone : 803-780-1234 Email : humanresources@voorhees.edu Jobs Listings	N	0
68	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478 477-1110 Fax : 1-478-757-4030 Wendy Stanley	N	0
69	West Georgia College 355 Parker Hall Carrollton, Georgia 30118 Phone : 678-839-6431 Email : vhardin@westga.edu Fax : 1-678-839-6432 Vicki Hardin	N	0

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70	WJBF Employee Referral 1336 Augusta West Parkway Augusta, Georgia 30909 Phone : 706-722-6664 Url : http://www.wjbf.com Email : hr@wjbf.com Jobs Listings	N	0
71	WTOC.com 11 The News Place Savannah, Georgia 31405 Phone : 912-238-8375 Fax : 1-912-231-9109 Tom Wichman	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/1/2014	Sponsorship of events in the community designed to increase public awareness	To promote public awareness about reporting news media and help viewers understand the concept of how television stations operate.	1	Marketing Coordinator
2	2/4/2015	Co Sponsoring Job Fair	The Georgia Association of Broadcasters Career Day	2	Director of Digital Journalism & Production Local Sales Manager
3	2/6/2015	Participation in Job Fairs	Joined other vendors in participation in the GRU Employer Expo. Met with students and spoke with them employment opportunities at WJBF and WAGT. The GRU-AU) Employee Expo is not limited to students. Anyone can attend the Expo that is hosted by (GRU-AU) and sponsored by WJBF. This is a day long event that we promote on TV and support with our staff attending to take resumes from potential employees.	2	Dir of Journalism & Production Dir of Revenue
4	5/18/2015	Establishment of an intern program designed to assist members of the community	7 interns participated in WJBF Intern program. The interns attended the following colleges: UGA, Savannah State Univ., Georgia Southern, Paine College, University of Missouri and Augusta University. The interns received credit hours for their participation. They worked in the News & Production Departments supervised by Director of Journalism, News Operations Managers and Sports Director.	4	Dir. of Digital Journalism & Production Dir. of Revenue Sales News Operations Manager Sports Director
5	5/26/2015	Establishment of training programs for station personnel	At the Media General Business Administrator Summit in Indianapolis, our BA attended a two-day training sessions. The Business Administrators received training in HR compliance, employment & labor law relations, and other business matters.	2	Business Administrator Business Administrator
6	9/3/2015	Provision of training to management	At least 75-125 employees received continuous training and cross training to ensure learning and growth for expanding their potential capacity in the Augusta GA Market. This enhancing the maximum potential for all employees at WJBF.	6	Dir of Digital Journalism WAGT News Operations Mgr WJBF News Operations Mgr Chief Engineer