

**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2015 - November 30, 2016**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Meteorologist Open Date: 4/14/2015 Hire Date: 12/28/2015	1-2, 4-7, 10-12, 14, 17, 20-21, 23-24, 26-28, 30-32, 35-36, 39, 44-50, 52, 54- 62	45
Account Executive Open Date: 5/21/2015 Hire Date: 2/16/2016	1-2, 4-7, 11-14, 16-17, 20, 23-24, 26- 32, 35-37, 39-40, 42-44, 46, 48-50, 52, 54, 56-62	40
Account Executive Open Date: 5/21/2015 Hire Date: 2/3/2016	1-2, 4-7, 11-14, 16-17, 20, 23-24, 26- 32, 35-37, 39-40, 42-44, 46, 48-50, 52, 54, 56-62	23
Executive Producer Open Date: 8/5/2015 Hire Date: 8/8/2016	1-2, 4-7, 11-12, 14-16, 20, 22-24, 26- 32, 34-36, 39, 42, 46, 48-54, 57-62	22
Maintenance/IT Engineer Open Date: 8/14/2015 Hire Date: 3/14/2016	1-9, 11-12, 14-16, 18, 20, 23-24, 26-33, 35-37, 39, 42-43, 46, 48-50, 52-54, 56- 62	23
Director of Engineering Open Date: 9/10/2015 Hire Date: 1/27/2016	2-9, 11-12, 14-16, 18-20, 24, 26-33, 35- 36, 39, 42, 46, 48-50, 52-54, 56-62	14
Master Control Operator Open Date: 1/14/2016 Hire Date: 3/21/2016	2-9, 11, 14-16, 18, 20, 23-24, 26, 28, 30 -33, 35-39, 42, 46, 48-50, 52-54, 56-62	23
Research Director/Programming Coordinator Open Date: 3/2/2016 Hire Date: 5/23/2016	4-7, 11, 14, 16, 20, 24, 26-32, 35-36, 38 -42, 46, 48-50, 52, 54, 56-62	57
Account Executive Open Date: 3/7/2016 Hire Date: 5/23/2016	4, 6-7, 11, 14, 16, 20, 24, 26-32, 35-36, 38-39, 41-42, 46, 48-52, 54, 56-62	14
Photographer Open Date: 4/28/2016 Hire Date: 7/18/2016	4-7, 9, 11, 14, 16, 20, 23-32, 35-36, 38- 39, 41-42, 46, 48-50, 52, 54, 56-62	25
Anchor Open Date: 6/2/2016 Hire Date: 8/1/2016	4-7, 9, 11, 14, 16, 20, 24, 26-28, 30-32, 35-36, 38-39, 42, 46-50, 52, 54, 56-62	47
Photographer Open Date: 6/2/2016 Hire Date: 7/11/2016	4-7, 9, 11, 14, 16, 20, 23-24, 26-28, 30- 32, 35-36, 38-39, 42, 46, 48-50, 52, 54, 56-62	14
News Producer Open Date: 8/29/2016 Hire Date: 10/3/2016	4-7, 9, 11, 14, 16, 19-20, 23-24, 26-32, 35-42, 46, 48-50, 52, 56-62	19

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

<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>
1	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 912-233-6563 Url : <a href="http://secondafrican.org/index.php?nid=36064&amp;s=au">http://secondafrican.org/index.php?nid=36064&amp;s=au</a> Email : <a href="mailto:rkirkland@secondafrican.org">rkirkland@secondafrican.org</a> Rosalyn Kirkland	N	0
2	Albany State University ACAD Building 291 504 College Drive Albany, Georgia 31705 Phone : 229-430-4668 Url : <a href="http://www.asurams.edu/current-students/career-ser">http://www.asurams.edu/current-students/career-ser</a> Email : <a href="mailto:earnest.brown@asurams.edu">earnest.brown@asurams.edu</a> Earnest Brown	N	0
3	Albany Technical College 1704 S. Slappey Blvd., Albany, Georgia 31707 Phone : 229-430-0516 Url : <a href="http://albanytech.edu/index.php?option=com_content">http://albanytech.edu/index.php?option=com_content</a> Email : <a href="mailto:jpettyway@albanytech.edu">jpettyway@albanytech.edu</a> Julie Pettway	N	0
4	Armstrong Atlantic State University 11935 Abercorn St. Memorial College Center, Room 101 Savannah, Georgia 31419 Phone : 912-344-2563 Url : <a href="http://www.armstrong.edu/departments/career_servic">http://www.armstrong.edu/departments/career_servic</a> Email : <a href="mailto:careers@armstrong.edu">careers@armstrong.edu</a> Career Services	N	0
5	Asian American Journalist Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://aaja.org">http://aaja.org</a> Career Services Manual Posting	N	0
6	Atlanta Association of Black Journalists P.O. Box 54128 Atlanta, Georgia 30309 Url : <a href="http://aabj.org/">http://aabj.org/</a> Email : <a href="mailto:aabj.org@gmail.com">aabj.org@gmail.com</a> Career Services	N	0

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7	Atlanta Broadcast Institute 1355 Terrill Mill Road Building 1372-100 Marietta, Georgia 30067 Phone : 404-929-0523 Url : <a href="http://www.atlantabroadcastinstitute.com/ask_thea">http://www.atlantabroadcastinstitute.com/ask_thea</a> . Email : <a href="mailto:jeff@completegame.tv">jeff@completegame.tv</a> Jeff Batten	N	0
8	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4146 Url : <a href="http://www.augustatech.edu/career_services.html#em">http://www.augustatech.edu/career_services.html#em</a> Email : <a href="mailto:dwendt@augustatech.edu">dwendt@augustatech.edu</a> Career Services	N	0
9	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : <a href="mailto:kwitkoe@bates.ctc.edu">kwitkoe@bates.ctc.edu</a> Ken Witkoe	N	0
10	BGA Talent Agent PO BOX 550807 Atlanta, Georgia 30355 Phone : 404-861-3456 Url : <a href="http://www.bgatalent.com">www.bgatalent.com</a> Garry Dinnerman Manual Posting	N	1
11	Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 770-534-6265 Url : <a href="http://intranet.brenau.edu/dnn/studentdevelopment/">http://intranet.brenau.edu/dnn/studentdevelopment/</a> Email : <a href="mailto:gbagel@brenau.edu">gbagel@brenau.edu</a> George Bagel	N	0
12	Brewton Parker College US Highway 280 Mount Vernon, Georgia 30445 Phone : 912-583-3219 Url : <a href="http://www.bpc.edu/studentlife/counseling/career.h">http://www.bpc.edu/studentlife/counseling/career.h</a> Email : <a href="mailto:tspaulding@bpc.edu">tspaulding@bpc.edu</a> Career Services	N	0

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<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>
13	Broadcasting & Cable 28 East 28th Street 12th Floor New York, New York 10016 Phone : 212-378-0400 Url : <a href="http://www.broadcastingcable-jobs.com">www.broadcastingcable-jobs.com</a> Broadcasting & Cable	N	1
14	Careers.HearstTelevision.com 214 N Tryon St 29th Floor Charlotte, North Carolina 28202 Phone : 704-208-2342 Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> Career Services	N	20
15	Central Georgia Technical College 330 Macon Tech Drive Macon, Georgia 31206 Phone : 478-757-3431 Url : <a href="http://www.centralgatech.edu/studserv/career_servi">http://www.centralgatech.edu/studserv/career_servi</a> Email : <a href="mailto:jobsinc@centralgatech.edu">jobsinc@centralgatech.edu</a> Career Services	N	0
16	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-523-5148 Url : <a href="https://aucenter.experience.com/er/security/login">https://aucenter.experience.com/er/security/login</a> Email : <a href="mailto:cpcc@cau.edu">cpcc@cau.edu</a> Career Services	N	0
17	Columbus State University 4225 University Ave Columbus, Georgia 31907 Phone : 706-507-8764 Url : <a href="http://career.columbusstate.edu/">http://career.columbusstate.edu/</a> Email : <a href="mailto:jes@columbusstate.edu">jes@columbusstate.edu</a> Joy Sautter	N	0
18	Columbus Technical College 382 Manchester Expressway Columbus, Georgia 31904 Phone : 706-649-1055 Url : <a href="http://www.columbustech.edu/career-connections/pos">http://www.columbustech.edu/career-connections/pos</a> Career Services Manual Posting	N	0
19	Current Employee	N	2

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<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>
20	Darton College 2400 Gillionville Road Albany, Georgia 31707 Phone : 229-317-6449 Url : <a href="http://www.darton.edu/career/jobad.php">http://www.darton.edu/career/jobad.php</a> Email : <a href="mailto:gloria.ridgeway@darton.edu">gloria.ridgeway@darton.edu</a> Career Services	N	0
21	David Brunner & Associates PO BOX 353 Neffs, Pennsylvania 18065 Phone : 610-767-6183 David Brunner Manual Posting	N	1
22	Dolan Media Management 3 N Court St Ste1 Frederick, Maryland 21701 Phone : 301-668-1511 Url : <a href="http://smartrecruit.com">smartrecruit.com</a> Tom Dolan	N	1
23	Employee Referral	N	9
24	Equality Magazines 13351 Riverside Dr #514 Sherman Oaks, California 91423 Phone : 818-654-0879 Url : <a href="http://www.equalitymagazines.com/index.php/contact">http://www.equalitymagazines.com/index.php/contact</a> Career Services Manual Posting	N	0
25	Former Intern	N	1
26	Fort Valley State College 1005 State University Dr. Fort Valley, Georgia 31030 Phone : 478-825-6350 Url : <a href="http://www.fvsu.edu/campus_life/student_services/c">http://www.fvsu.edu/campus_life/student_services/c</a> Email : <a href="mailto:simmonsrs@fvsu.edu">simmonsrs@fvsu.edu</a> Romelda Simmons	N	0
27	Georgia Association of Broadcasters 8010 Roswell Road Atlanta, Georgia 30350 Phone : 770-395-7200 Url : <a href="http://gab.org/jobs/post-a-position/">http://gab.org/jobs/post-a-position/</a> Career Services Manual Posting	N	0

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28	Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478-445-5384 Url : <a href="http://www.gcsu.edu/career/careerpostingjobs.htm">http://www.gcsu.edu/career/careerpostingjobs.htm</a> Email : <a href="mailto:career.center@gcsu.edu">career.center@gcsu.edu</a> Career Services	N	0
29	Georgia Department of Labor 5520 White Bluff Rd Savannah, Georgia 31405 Phone : 912-356-2773 Url : <a href="https://www.dol.state.ga.us/ws4-mw5/cics.jsp?trans">https://www.dol.state.ga.us/ws4-mw5/cics.jsp?trans</a> Gail Bundy Manual Posting	N	0
30	Georgia Regents University- Augusta Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706-737-1604 Url : <a href="http://www.gru.edu/careerservices/">http://www.gru.edu/careerservices/</a> Email : <a href="mailto:careercenter@gru.edu">careercenter@gru.edu</a> Career Services	N	0
31	Georgia Southern University Box 8069 Statesboro, Georgia 30458 Phone : 912-478-5197 Url : <a href="http://students.georgiasouthern.edu/career/">http://students.georgiasouthern.edu/career/</a> Email : <a href="mailto:careersv@georgiasouthern.edu">careersv@georgiasouthern.edu</a> Career Services	N	0
32	Goodwill Job Connection 5171 Eisenhower Pkwy Macon, Georgia 31217 Phone : 912-373-7037 Url : <a href="http://goodwillsavannah.org/jobconnection/">http://goodwillsavannah.org/jobconnection/</a> Email : <a href="mailto:cbarnes@goodwillsavannah.org">cbarnes@goodwillsavannah.org</a> Career Services	N	0
33	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 678-226-6252 Url : <a href="http://www.gwinnettech.edu/content.cfm?pagecode=c">http://www.gwinnettech.edu/content.cfm?pagecode=c</a> Email : <a href="mailto:csreceptionist@gwinnettech.edu">csreceptionist@gwinnettech.edu</a> Career Services	N	0

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34	HeadHunter.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 866-438-1485 Career Services Manual Posting	N	3
35	Hillside Chapel and Truth Center Organization 2450 Cascade Road SW Atlanta, Georgia 30311 Phone : 404-758-6811 Url : <a href="http://www.hillsidechapel.org/contactus.htm">http://www.hillsidechapel.org/contactus.htm</a> Email : <a href="mailto:mbillups@hillsidechapel.org">mbillups@hillsidechapel.org</a> Micahel Billups	N	0
36	Hundred Black Men of Savannah P.O. Box 14606 Savannah, Georgia 31416 Phone : 912-303-8006 Url : <a href="http://www.100blackmensav.org/contact">http://www.100blackmensav.org/contact</a> Email : <a href="mailto:info@100blackmensav.org">info@100blackmensav.org</a> Career Services	N	0
37	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Career Services Manual Posting	N	5
38	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : <a href="mailto:contact@journalismjobs.com">contact@journalismjobs.com</a> For Applicants	N	2
39	Kennesaw State University 1000 Chastain Road #0118 Kennesaw, Georgia 30144 Phone : 470-578-6555 Url : <a href="https://careerctr.kennesaw.edu/">https://careerctr.kennesaw.edu/</a> Career Services Manual Posting	N	0
40	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Career Services Manual Posting	N	4

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41	MediaRecruiter.com 20453 E. Orchard Place Centennial, Colorado 80016 Phone : 303-400-5150 Career Services Manual Posting	N	0
42	Mercer University 1400 Coleman Avenue Macon, Georgia 31207 Phone : 678-547-6023 Url : <a href="https://mercercsm.symplicity.com/employers/">https://mercercsm.symplicity.com/employers/</a> Career Services Manual Posting	N	0
43	Monster.com 133 Boston Post Road Weston, Massachusetts 02493 Phone : 978-461-8000 Url : <a href="http://www.monster.com">www.monster.com</a> Monster Worldwide Manual Posting	N	2
44	Morehouse College 830 Westview Drive SW Atlanta, Georgia 30311 Phone : 404-215-2672 Url : <a href="http://www.morehouse.edu/careerplanning/recruiters">http://www.morehouse.edu/careerplanning/recruiters</a> Email : <a href="mailto:harry.wright@morehouse.edu">harry.wright@morehouse.edu</a> Harry Wright	N	0
45	Napoli Management Group 8844 West Olympic Blvd. Suite 100 Beverly Hills, California 90211 Phone : 310-492-4488 Url : <a href="http://www.tvtalent.com">www.tvtalent.com</a> Gary Brown Manual Posting	N	2
46	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, District of Columbia 20036 Phone : 888-975-1386 Url : <a href="http://www.nahjcareercenter.com/login">http://www.nahjcareercenter.com/login</a> Career Services Manual Posting	N	0



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47	No Whining Talent 2110 Elmwood Bryan, Texas 77802 Phone : 817-987-3600 Url : <a href="http://www.nowhiningtalent.com">www.nowhiningtalent.com</a> Cathy Younkin Manual Posting	N	2
48	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706-821-8307 Url : <a href="http://www.paine.edu/career">http://www.paine.edu/career</a> Email : <a href="mailto:careerservices@paine.edu">careerservices@paine.edu</a> Career Services	N	0
49	Point University 2605 Ben Hill Road East Point, Georgia 30344 Phone : 404-460-2423 Url : <a href="http://pointuniversity.collegejc.com/">http://pointuniversity.collegejc.com/</a> Career Services Manual Posting	N	0
50	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
51	Savannah College of Art & Design 342 Bull Street Savannah, Georgia 31402 Url : <a href="https://scad-csm.symplicity.com/employers/">https://scad-csm.symplicity.com/employers/</a> Email : <a href="mailto:careers@scad.edu">careers@scad.edu</a> Career Services	N	0
52	Savannah State University P.O. Box 20524 Savannah, Georgia 31404 Phone : 912-358-3128 Url : <a href="https://savannahstate-csm.symplicity.com/">https://savannahstate-csm.symplicity.com/</a> Email : <a href="mailto:rileys@savannahstate.edu">rileys@savannahstate.edu</a> Shaunce Riley	N	0

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53	South Georgia Tech. College 1583 South Ridge Rd Americus, Georgia 31709 Phone : 229-931-2057 Url : <a href="http://www.southgatech.edu/index.cfm?pageid=257">http://www.southgatech.edu/index.cfm?pageid=257</a> Email : <a href="mailto:ccarter@southgatech.edu">ccarter@southgatech.edu</a> Cynthia Carter	N	0
54	SSU-Department of Mass Communications P.O. Box 20236 Savannah, Georgia 31404 Phone : 912-358-3378 Url : <a href="http://www.savannahstate.edu/class/departments-mas">http://www.savannahstate.edu/class/departments-mas</a> Email : <a href="mailto:lloydw@savannahstate.edu">lloydw@savannahstate.edu</a> Wanda Lloyd	N	0
55	The David Crane Agency 124 Ammons Dr. Raleigh, North Carolina 27615-6501 Phone : 919-870-9121 Url : <a href="http://www.dctalent.com">www.dctalent.com</a> Steve Swienckowski Manual Posting	N	1
56	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a> Career Services Manual Posting	N	5
57	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	1
58	University Of Georgia UGA Career Center 2nd floor, Clark Howell Hall Athens, Georgia 30602 Phone : 706-542-3375 Url : <a href="http://career.uga.edu/resources/">http://career.uga.edu/resources/</a> Email : <a href="mailto:career@uga.edu">career@uga.edu</a> Career Services	N	0

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59	University of West Georgia 1600 Maple Street Carrollton, Georgia 30118 Phone : 678-839-6431 Url : <a href="https://westgacareerweb.experience.com/emp/login">https://westgacareerweb.experience.com/emp/login</a> Email : <a href="mailto:careers@westga.edu">careers@westga.edu</a> Career Services	N	0
60	Urban League of Greater Atlanta 100 Edgewood Drive Atlanta, Georgia 30303 Phone : 404-659-1150 Url : <a href="http://ulgatl.org/employment-career-services/emplo">http://ulgatl.org/employment-career-services/emplo</a> Email : <a href="mailto:jobs@ulgatl.org">jobs@ulgatl.org</a> Career Services	N	0
61	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-5942 Url : <a href="http://www.collegecentral.com/valdosta">http://www.collegecentral.com/valdosta</a> Email : <a href="mailto:dhargett@valdosta.edu">dhargett@valdosta.edu</a> Delois Hargett	N	0
62	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478-757-5224 Url : <a href="http://www.wesleyancollege.edu/studentlife/careers">http://www.wesleyancollege.edu/studentlife/careers</a> Email : <a href="mailto:kcrownover@wesleyancollege.edu">kcrownover@wesleyancollege.edu</a> Kathleen Crownover	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>63</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>
1	1/11/2016	Establishment of an intern program designed to assist members of the community	Winter/Spring Internship	1	News Director
2	2/17/2016	Participation in Job Fairs	JMC Job Fair	2	Anchor Digital Media Manager
3	2/18/2016	Participation in events or programs sponsored by educational institutions	Savannah State University 65th Annual Southern Regional Press Institute	1	General Manager
4	2/23/2016	Participation in Job Fairs	Spring 2016 Career Fair Registration-Armstrong Atlantic State University	2	Creative Services Director General Sales Manager
5	8/15/2016	Establishment of an intern program designed to assist members of the community	Fall Internship Program	1	News Director
6	9/20/2016	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station on September 20th, 2016, to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	4	General Manager Business Manager News Director General Sales Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	10/20/2016	Provision of training to management	On October 20, 2016, the station's Director of Engineering attended, in person, a training session in Omaha, Nebraska, held by the station's corporate parent. At the session, Hearst's Director of Veteran Recruiting provided training relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	1	Director of Engineering