

Total Number of Persons Interviewed During Applicable Period:

Section 2: Recruitment Source Information		
Recruitment Source Company, Address, Phone #, Contact Person	Total Number of Interviewees	Full-time Positions for Which Source Was Utilized
Heather McIntosh Middle Georgia State University Via Handshake.com	0	Acct Exec/Media Specialist
Debi Grayson University of Georgia Via Handshake.com	1	Acct Exec/Media Specialist
Ramona Simien Georgia State University Via Handshake.com	1	Acct Exec/Media Specialist
Diane Farrell University of North Georgia Via Handshake.com	1	Acct Exec/Media Specialist
Indeed Job Search Indeed.com	43	All Positions
Linked In www.linkedin.com	1	Acct Exec/Media Specialist
TOTAL NUMBER OF INTERVIEWEES	47	

Section 3: Supplemental Outreach Activities

1. Community speaking engagements regarding career opportunities in broadcasting

General outreach efforts are bolstered by public speaking engagements by staff which includes, but is not limited to schools, civic and church organizations, and area colleges. This year's engagements include:

- 08/06/2019 GM and Sales Research Coordinator spoke at Duluth Business Network meeting
- 09/28/2019 GM, Sales Manager and AEs staffed booth at Duluth Fall Festival

2. Internship Program

The station provides spring and summer internship programs for college students. These programs are designed to assist students interested in pursuing a career in broadcasting. During this year, we accepted students from University of Georgia. Our internships are "for credit only".

- Spring 2019 1 student – Sales & Research
- Summer 2019 1 student – Video Production & Website

3. Job Fairs

The station participates in job fairs at colleges and high schools as requested/available. We provide materials that outline career opportunities in broadcasting as well as information on specific openings.

- 02/07/2019 University of Georgia Career Day attended by GM and Sales Research Coordinator
- 05/23/2019 Georgia Association of Broadcasters/Graduate Athens attended by GM

4. Training regarding equal employment opportunities and discrimination prevention

The station provides on-going training to all station personnel, including those at management level, designed to ensure equal employment opportunities and to prevent discrimination and harassment.

All employees are required to view a video on sexual harassment during their onboarding process.

Additionally, GM and Sales Manager attended webinar "Employee Recruitment Methods" on 12/13/2018.

5. Staff Training

The station provides introductory and on-going training for all positions. It is our policy to promote from within when possible and we work to strengthen staff skills and knowledge in preparation for advancement opportunities. Here are some examples of the training made available to staff:

- 02/02/2019 AdConnections Sales Training
- 03/08/2019 Nielsen Research Training
- 03/12/2019 Internet Marketing Webinar
- 03/26/2019 Internal Internet Product Training
- 04/19/2019 CRM Training
- 08/21/2019 New AE Webinar
- 09/12/2019 NAB Small Market Conference in Austin, TX attended by GM and GSM
This 2-day conference has sessions on training, management, and recruitment.

On Air Notice: Organizations that regularly distribute information about employment opportunities to job seekers or refer job seekers to employers may request WGTA to provide them with information about full-time openings at the station. Such requests must include the organization's name, mailing address, email address if applicable, telephone number and contact person, and identify the category or categories of job openings for which it requests notices.

Requests should be directed to:
General Sales Manager
WGTA-TV
626 Suite F Scenic Highway
Lawrenceville, Georgia 30046

We appreciate your organization's help in publicizing our job openings. WGTA-TV is an Equal Opportunity Employer.