

WJCL-TV
EEO PUBLIC FILE REPORT
December 1, 2018 - November 30, 2019

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
Account Executive Open Date: 10/25/2018 Hire Date: 1/28/2019	1-3, 5-7, 9, 11, 15, 17-24, 26-31, 33-34, 36-39, 41, 43-51	29
Sports Reporter/Anchor Open Date: 10/25/2018 Hire Date: 4/8/2019	1-3, 5-7, 9, 11, 14-15, 17-24, 26-28, 30- 31, 33-34, 36-39, 41, 43-51	14
Digital Client Specialist Open Date: 10/25/2018 Hire Date: 1/2/2019	1-3, 5-7, 9, 11, 15, 17-24, 26-27, 30-31, 33-34, 36-39, 41, 43-51	7
Photographer Open Date: 10/31/2018 Hire Date: 1/14/2019	1-3, 5-7, 9, 11, 15, 17-24, 26-28, 30-31, 33-34, 36-39, 41, 43-48, 50-51	7
Anchor Reporter Open Date: 12/6/2018 Hire Date: 6/1/2019	1-3, 6-7, 9-11, 13, 15, 17-24, 26-27, 30- 31, 33-34, 36-39, 41-48, 50-51	13
Sales Account Associate Open Date: 1/3/2019 Hire Date: 1/2/2019	1-3, 6-7, 9, 11-12, 15, 17-24, 26-27, 29- 31, 33-34, 36-39, 41-48, 50-51	29
Producer Open Date: 2/22/2019 Hire Date: 6/17/2019	1-3, 5-9, 11, 15-24, 26-28, 30-31, 33- 34, 36-48, 50-51	16
Photographer Open Date: 2/22/2019 Hire Date: 7/22/2019	1-3, 5-7, 9, 11, 13, 15, 17-28, 30-31, 33 -34, 36-48, 50-51	13
Reporter Open Date: 4/16/2019 Hire Date: 9/9/2019	1-3, 5-7, 9, 11, 13-24, 26-27, 30-31, 33- 34, 36-41, 43-48, 50-51	13
Weekend Weather Anchor Open Date: 4/19/2019 Hire Date: 7/1/2019	1-9, 11-12, 14-15, 17-27, 30-31, 33-34, 36-48, 50-51	14
Business Manager Open Date: 5/17/2019 Hire Date: 7/15/2019	1-9, 11-12, 15, 17-28, 30-31, 33-34, 36- 48, 50-51	28
Sales Assistant Open Date: 6/4/2019 Hire Date: 8/12/2019	1-9, 11-15, 17-28, 30-34, 36-48, 50-51	28
Reporter Open Date: 6/7/2019 Hire Date: 9/23/2019	1-9, 11-12, 14-15, 17-27, 30-31, 33-34, 36-48, 50-51	14
Technical Director Open Date: 7/3/2019 Hire Date: 7/28/2019	1-9, 11-13, 15, 17-28, 30-31, 33-34, 36- 48, 50-51	13

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Master Control Operator Open Date: 8/7/2019 Hire Date: 9/9/2019	1-4, 6-9, 11-12, 15-28, 30-31, 33-34, 36-48, 50-51	28
Producer Open Date: 8/12/2019 Hire Date: 9/15/2019	1-4, 6-9, 11-13, 15, 17-31, 33-48, 50-51	28
Producer Open Date: 8/12/2019 Hire Date: 11/4/2019	1-4, 6-9, 11-13, 15, 17-31, 33-48, 50-51	13
Account Executive Open Date: 9/13/2019 Hire Date: 11/11/2019	1-2, 4, 6-7, 9, 11, 15, 17-24, 26-28, 30-34, 36-41, 43-48, 50-51	32

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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	Asian American Journalist Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://aaja.org Career Services Manual Posting	N	0
2	Atlanta Association of Black Journalists P.O. Box 54128 Atlanta, Georgia 30309 Url : http://aabj.org/ Email : aabj.org@gmail.com Career Services	N	0
3	Atlanta Broadcast Institute 1355 Terrill Mill Road Building 1372-100 Marietta, Georgia 30067 Phone : 404-929-0523 Url : http://www.atlantabroadcastinstitute.com/ask_thea Email : jeff@completegame.tv Jeff Batten	N	0
4	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4146 Url : http://www.augustatech.edu/career_services.html#em Email : dwendt@augustatech.edu Career Services	N	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
6	Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 770-534-6265 Url : http://intranet.brenau.edu/dnn/studentdevelopment/ Email : gbagel@brenau.edu George Bagel	N	0

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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	Careers.HearstTelevision.com 214 N Tryon St 29th Floor Charlotte, North Carolina 28202 Phone : 704-208-2342 Email : htv.careers@hearst.com Career Services	N	34
8	Central Georgia Technical College 330 Macon Tech Drive Macon, Georgia 31206 Phone : 478-757-3431 Url : http://www.centralgatech.edu/studserv/career_servi Email : jobsinc@centralgatech.edu Career Services	N	0
9	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-523-5148 Url : https://aucenter.experience.com/er/security/login . Email : cpcc@cau.edu Career Services	N	0
10	Collective Talent 5134 Sandy Beach Avenue Sarasota, Florida 34242 Phone : 813-254-9695 Michael Bille Manual Posting	N	1
11	Columbus State University 4225 University Ave Columbus, Georgia 31907 Phone : 706-507-8764 Url : http://career.columbusstate.edu/ Joy Sautter Manual Posting	N	0
12	Columbus Technical College 382 Manchester Expressway Columbus, Georgia 31904 Phone : 706-649-1055 Url : http://www.columbustech.edu/career-connections/pos Career Services Manual Posting	N	0
13	Current Employee	N	6
14	Employee Referral	N	10

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15	Equality Magazines 13351 Riverside Dr #514 Sherman Oaks, California 91423 Phone : 818-654-0879 Url : http://www.equalitymagazines.com/index.php/contact Career Services Manual Posting	N	0
16	Former Employee	N	3
17	Fort Valley State College 1005 State University Dr. Fort Valley, Georgia 31030 Phone : 478-825-6350 Url : http://www.fvsu.edu/campus_life/student_services/c Email : simmons@fvsu.edu Romelda Simmons	N	0
18	Georgia Association of Broadcasters 8010 Roswell Road Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://gab.org/jobs/post-a-position/ Email : mlewis@gab.org McKenzie Lewis	N	0
19	Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478-445-5384 Url : http://www.gcsu.edu/career/careerpostingjobs.htm Email : career.center@gcsu.edu Career Services	N	0
20	Georgia Department of Labor 5520 White Bluff Rd Savannah, Georgia 31405 Phone : 912-356-2773 Url : https://www.dol.state.ga.us/ws4-mw5/cics.jsp?trans Gail Bundy Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Georgia Regents University- Augusta Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706-737-1604 Url : http://www.gru.edu/careerservices/ Career Services Manual Posting	N	0
22	Georgia Southern University Box 8069 Statesboro, Georgia 30458 Phone : 912-478-5197 Url : http://students.georgiasouthern.edu/career/ Career Services Manual Posting	N	0
23	Goodwill Job Connection 5171 Eisenhower Pkwy Macon, Georgia 31217 Phone : 912-373-7037 Url : http://goodwillsavannah.org/jobconnection/ Email : cbarnes@goodwillsavannah.org Career Services	N	0
24	Goodwill Southeast Georgia 7220 Sallie Mood Drive Savannah, Georgia 31406 Phone : 912-354-6611 Email : cnoble@goodwillsega.org Christian Noble	Y	0
25	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 678-226-6252 Url : http://www.gwinnettech.edu/content.cfm?pagecode=c Email : csreceptionist@gwinnettech.edu Career Services	N	0
26	Hillside Chapel and Truth Center Organization 2450 Cascade Road SW Atlanta, Georgia 30311 Phone : 404-758-6811 Url : http://www.hillsidechapel.org/contactus.htm Email : mhillups@hillsidechapel.org Micahel Billups	N	0

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27	Hundred Black Men of Savannah P.O. Box 14606 Savannah, Georgia 31416 Phone : 912-303-8006 Url : http://www.100blackmensav.org/contact Email : info@100blackmensav.org Career Services	N	0
28	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Career Services Manual Posting	N	16
29	Job Fair	N	5
30	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : contact@journalismjobs.com For Applicants	N	0
31	Kennesaw State University 1000 Chastain Road #0118 Kennesaw, Georgia 30144 Phone : 470-578-6555 Url : https://careerctr.kennesaw.edu/ Career Services Manual Posting	N	0
32	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Career Services Manual Posting	N	2
33	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Mercer University 1400 Coleman Avenue Macon, Georgia 31207 Phone : 678-547-6023 Url : https://mercercsm.symplicity.com/employers/ Career Services Manual Posting	N	0
35	NABJ 8701-A Adelphi Road Aldelphi, Maryland 20783 Phone : 301-445-7100 Career Services Manual Posting	N	1
36	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, District of Columbia 20036 Phone : 888-975-1386 Url : http://www.nahjcareercenter.com/login Career Services Manual Posting	N	0
37	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706-821-8307 Url : http://www.paine.edu/career Email : careerservices@paine.edu Career Services	N	0
38	Point University 2605 Ben Hill Road East Point, Georgia 30344 Phone : 404-460-2423 Url : http://pointuniversity.collegejc.com/ Email : career.center@point.edu Natalie Brown	N	0
39	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0

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40	Savannah College of Art & Design 342 Bull Street Savannah, Georgia 31402 Url : https://scad-csm.symplicity.com/employers/ Email : careers@scad.edu Career Services	N	0
41	Savannah State University P.O. Box 20524 Savannah, Georgia 31404 Phone : 912-358-3128 Url : https://savannahstate-csm.symplicity.com/ Email : rileys@savannahstate.edu Shaunce Riley	N	0
42	South Georgia Tech. College 1583 South Ridge Rd Americus, Georgia 31709 Phone : 229-931-2057 Url : http://www.southgatech.edu/index.cfm?pageid=257 Email : ccarter@southgatech.edu Cynthia Carter	N	0
43	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com/ Career Services Manual Posting	N	3
44	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
45	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0

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46	University Of Georgia UGA Career Center 2nd floor, Clark Howell Hall Athens, Georgia 30602 Phone : 706-542-3375 Url : http://career.uga.edu/resources/ Email : career@uga.edu Career Services	N	0
47	University of West Georgia 1600 Maple Street Carrollton, Georgia 30118 Phone : 678-839-6431 Url : https://westgacareerweb.experience.com/emp/login Career Services Manual Posting	N	0
48	Urban League of Greater Atlanta 100 Edgewood Drive Atlanta, Georgia 30303 Phone : 404-659-1150 Url : http://ulgatl.org/employment-career-services/emplo Email : jobs@ulgatl.org Career Services	N	0
49	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-5942 Url : http://www.collegecentral.com/valdosta Email : syjones@valdosta.edu Sandra Jones	N	0
50	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478-757-5224 Url : http://www.wesleyancollege.edu/studentlife/careers Email : kcrownover@wesleyancollege.edu Kathleen Crownover	N	0
51	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			81

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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	1/2/2019	Establishment of a mentoring program	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development Program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	1	General Sales Manager
2	1/22/2019	Provision of training to management	Hearst's Director of Human Resources, Kristin Hansen, visited the station on January 22nd, 2019, to provide training to hiring managers relating to discrimination and harassment awareness and prevention. Among the topics covered in the training session were: reviewing federal and state laws, reviewing the definitions of discrimination and harassment, reviewing different types of harassment, how to identify and prevent harassment, recognizing abusive conduct in the workplace and how to handle and/or report allegations of harassment.	4	General Manager General Sales Manager News Director Chief Engineer
3	1/24/2019	Participation in Job Fairs	Georgia Southern Job Fair-Georgia Southern Campus	1	Creative Services Director
4	4/11/2019	Participation in Job Fairs	Georgia Southern Spring Career Fair	2	Local Sales Manager Business Manager
5	4/17/2019	Participation in Job Fairs	Job and Internship Fair at Savannah State University (HBCU).	1	Business Manager
6	8/8/2019	Co Sponsoring Job Fair	The event was for active duty soldiers who were leaving the Army and looking for employment.	2	Local Sales Manager Director of Vereran Recruiting

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7	11/13/2019	Establishment of a mentoring program	WJCL's booth was set up in the gallery where 400 student's were directed at each booth over two sessions. Our three meteorologist attended to answer the students questions along with our creative services director.	4	Chief Meteorologist Meteorologist Meteorologist Creative Services Director