

**WTVM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2022 - November 30, 2023**

**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
NEWS PRODUCER	1, 3-5, 7-12, 15-21, 23-24, 27, 29-30, 32-39	15
ACCOUNT EXECUTIVE	1, 3-5, 7-12, 15-18, 20-21, 23-24, 27, 29-30, 32-39	15
DIGITAL PRODUCER/REPORTER	1-12, 16-21, 23-25, 27, 30, 32-39	20
MMJ/REPORTER	1-5, 9-12, 15-21, 23, 25-27, 30, 32-39	25
DIGITAL PRODUCER/REPORTER	1, 3-5, 7-12, 16-23, 25, 27, 30, 32-39	22
TECHNICAL MEDIA PROD. (PRIMARY) - WTVM	1, 3-5, 7-12, 14-21, 23-24, 27, 30-41	14
TECHNICAL MEDIA PROD. (PRIMARY) - WTVM	1, 3-5, 7-12, 14-21, 23-24, 27, 30-41	15
METEOROLOGIST (W/END/WEEKDAYS) - WTVM	1, 3-5, 7-12, 15-21, 23-25, 27-28, 30- 39, 41	20
NEWS PRODUCER (PRIMARY) - WTVM	1, 3-5, 7-12, 15-21, 23, 25, 27, 30-39, 41	15
NEWS PRODUCER (PRIMARY) - WTVM	1, 3-5, 7-12, 15-21, 23, 25, 27, 30-39, 41	25
TECHNICAL MEDIA PROD. (PRIMARY) - WTVM	1, 3-5, 7-12, 15-21, 23-24, 27, 30-39, 41	20
DIGITAL SALES ASSISTANT - WTVM	1, 3-5, 7-12, 15-18, 20-21, 23-24, 27, 30-39, 41	15
MARKETING SALES ASSISTANT - WTVM	1, 3-5, 7-13, 16-18, 20-21, 23-24, 27, 30-39, 41	13
ADVERTISING SALES ACCOUNT EXECUTIVE - WTVM	1, 3-12, 15-18, 20-21, 23-25, 27, 30-39, 41	25
NEWS ANCHOR/REPORTER - WTVM	1, 3-5, 7-13, 16-21, 23-24, 27, 30-39, 41	13
NEWS ANCHOR/REPORTER (EVENING) - WTVM	1, 3-5, 7-13, 16-21, 23-24, 27-28, 30, 32-39, 41	13
DIGITAL NEWS PRODUCER/REPORTER - WTVM	1, 3-5, 7-12, 15-21, 23-25, 27, 30, 32- 39, 41	15

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

<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	American InterContinental University 3330 Peachtree Rd, NE Atlanta, Georgia 30326 Phone : 404-965-6500 Email : careerservices@aiuonline.edu Career Placement	Y	0
2	Annenberg School for Communication and Journalism 3502 Watt Way Los Angeles, California 90089 Phone : 213-740-6180 Url : <a href="https://annenberg-usc-csm.symplicity.com/employe">https://annenberg-usc-csm.symplicity.com/employe</a> Megan Hutaff Manual Posting	N	0
3	Auburn Chamber of Commerce 714 E. Glenn Ave Auburn, Alabama 36830 Phone : 334-501-3292 Email : ritney@auburnchamber.com Career Placement	N	0
4	Auburn University 303 Mary Martin Hall Auburn, Alabama 36849 Phone : 334-844-4000 Url : <a href="http://www.auburn.edu/career/tr/">http://www.auburn.edu/career/tr/</a> Career Placement Manual Posting	N	0
5	Auburn University Dept of Communications 6030 Haley Center Auburn, Alabama 36845 Phone : 334-844-2727 Email : smithrw@auburn.edu Ric Smith	N	0
6	Career or Job Fair - See Section III	N	2
7	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1

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8	Chattahoochee Valley Community College 2602 College Dr Phenix City, Alabama 36869 Phone : 334-294-4900 Debbie Boone Manual Posting	N	0
9	Clark Atlanta University 223 James P. Brawley Atlanta, Georgia 30314 Phone : 404-880-8000 Email : cppc@cau.edu Career Placement	N	0
10	Clayton State University 5900 N. Lee Street Morrow, Georgia 30260 Phone : 678-466-4000 Email : carladams@clayton.edu Career Placement	N	0
11	Columbus State University 4225 University Ave Columbus, Georgia 31907 Phone : 706-507-8800 Career Placement Manual Posting	Y	0
12	Columbus Technical College 928 Manchester Expressway Columbus, Georgia 31904 Phone : 706-649-1800 Email : careerconnections@columbustech.edu Career Placement	N	0
13	Current Employee	N	3
14	Current Employee - Transfer/Promotion	N	1
15	Employee Referral	N	26
16	FAMU School of Journalism & Graphic Communication 1601 S Martin Luther King Jr Blvd Tallahassee, Florida 32307 Phone : 850-599-3000 Email : sjgc@famuedu Career Placement	N	0

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17	Fort Valley State University 1005 State University Drive Fort Valley, Georgia 31030 Phone : 877-462-3878 Email : simmons@fvsu.edu Romelda Simmons	N	0
18	Georgia College and State University 231 West Hancock Street Milledgeville, Georgia 31061 Phone : 478-445-5004 Career Placement Manual Posting	N	0
19	Grady College 120 Hooper St Athens, Georgia 30602 Phone : 706-542-1704 Email : cbentley@uga.edu C Bentley	N	0
20	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	22
21	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	8
22	Internship Program	N	1
23	Kennesaw State University 1000 Chastain Road Kennesaw, Georgia 30144 Phone : 470-578-4636 Career Placement Manual Posting	N	0

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24	LaGrange College 601 Broad Street LaGrange, Georgia 30240 Phone : 706-880-8000 Career Placement Manual Posting	N	0
25	Linked In - Not Directly Contacted by SEU	N	11
26	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	0
27	Middle Ga State University 100 University Pkwy Macon, Georgia 31206 Phone : 478-471-2700 Url : <a href="http://www.mga.edu">http://www.mga.edu</a> Heather McIntosh Manual Posting	N	0
28	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0
29	National Minority Business Council Inc 25 West 45th Street Ste. 301 New York, New York 10036 Phone : 347-289-7620 Email : <a href="mailto:nmbc@msn.com">nmbc@msn.com</a> Career Placement	N	0
30	Russell County Dept of Human Resources 1003 25th Ave Phenix City, Alabama 36869 Phone : 334-214-5780 Email : <a href="mailto:Fannie.Ashley@dhr.alabama.gov">Fannie.Ashley@dhr.alabama.gov</a> Fannie Ashley	Y	0

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31	South Georgia Technical College 900 S Ga Tech Pkwy Americus, Georgia 31709 Phone : 229-931-2394 Email : ccarter@southgatech.edu Cynthia Carter	N	0
32	Spelman College 350 Spelman Lane SW Atlanta, Georgia 30314 Phone : 404-681-3643 Harold Bell Manual Posting	N	0
33	The Housing Authority of Columbus, Georgia 1000 Wynnton Road Columbus, Georgia 31906 Phone : 706-571-2873 Email : tfoster@columbushousing.org Treanna Foster	Y	0
34	The Housing Authority of Columbus, Georgia 1000 Wynnton Road Columbus, Georgia 31906 Phone : 706-571-2873 Email : jevans@columbushousing.org Jonathan Evans	Y	0
35	Troy State University One University Place Phenix City, Alabama 36869 Phone : 800-414-5756 Career Placement Manual Posting	N	0
36	Tuskegee University 1200 W. Montgomery Rd 3rd Floor Tuskegee, Alabama 36088 Phone : 334-727-8011 Career Placement Manual Posting	N	0

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37	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 Placement Manual Posting	N	0
38	University of Georgia 825 Clark Howell Hall Athens, Georgia 30602 Phone : 706-542-3000 Url : <a href="http://www.hireuga.com">http://www.hireuga.com</a> Career Placement Manual Posting	N	0
39	Valdosta State University 1500 N. Patterson Street 2nd Floor Valdosta, Georgia 31698 Phone : 229-333-5800 Career Placement Manual Posting	N	0
40	West Georgia Technical College 1 College Circle 1302 Orchard Hill Rd LaGrange, Georgia 30240 Phone : 770-824-5241 n/a n/a Manual Posting	N	0
41	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>75</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	Ongoing Event	Establishment of an intern program designed to assist members of the community	Our internship program for spring semester included 2 students from Auburn University. Our internship program for summer semester included 3 students from Auburn University and 1 student from Louisiana State University. Our internship program for fall semester included 1 student from Georgia Southwestern State and 1 student from Auburn University.	1	News Director
2	1/19/2023	Participation in Job Fairs	Participated in Troy University's School of Journalism Career Day. The event's purpose was to connect communications organizations with students seeking internships and employment in broadcast journalism.	1	News Director
3	Ongoing Event	Participation in other activities designed by the station employment unit	On Air Announcement to be aired periodically to recruit additional organizations interested in being added to our list for full time job openings. Script: WTVM, A GRAY TELEVISION STATION, IS COMMITTED TO A BROAD APPLICANT RECRUITING OUTREACH PROGRAM IN OUR CONTINUING EFFORTS TO REPRESENT OUR DIVERSE COMMUNITY. WE ENCOURAGE QUALIFIED COMMUNITY ORGANIZATIONS TO BECOME PART OF THIS FULL-TIME JOB OPPORTUNITY NOTIFICATION MAILING LIST. IF YOUR ORGANIZATION IS INTERESTED IN BECOMING PART OF THIS LIST, AND YOU DISTRIBUTE JOB INFORMATION OR CAN PROVIDE REFERRALS AS PART OF YOUR REGULAR ACTIVITY, WE WOULD LIKE TO HEAR FROM YOU. SEND YOUR REQUEST TO: HUMAN RESOURCES, 1909 WYNNTON ROAD COLUMBUS GEORGIA 31906	2	Creative Services Director Creative Services Producer



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4	2/8/2023	Participation in Job Fairs	Participated in GAB/Grady College career fair at University of Georgia. The event's purpose was to connect communication organizations with students seeking internships and employment in digital, print and broadcast journalism, media sales, advertising and public relations.	1	News Director
5	2/15/2023	Participation in Job Fairs	Participated in Shaw High School's College and Career Fair. The event's purpose was to connect students with career professionals.	1	News Director
6	3/23/2023	Hosting of Job Fair	WTVM hosted a regional job fair at Columbus State University's Cunningham Center. Station was responsible for organizing event, selecting location, and recruiting other participants. Participants included Vectorply, AFLAC, Aramark, Columbus Police Department, Duracell, Georgia State Patrol, Goodwill Industries of the Southern Rivers, Pine Mountain Safari, Prat & Whitney, Realtree (Jordan Outdoors), Safeguard, St. Francis Hospital, US Army, West Rock and others.	14	Managers, AE, Sales Assist creative services manager office manager digital content manager
7	4/20/2023	Provision of training to management	EEO Coordinator participated in a training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein, LLP	1	Office Manager
8	9/21/2023	Hosting of Job Fair	WTVM hosted a regional job fair at Columbus State University's Cunningham Center. Station was responsible for organizing event, selecting location, and recruiting other participants. Participants included Sons Automotive, Aflac, Alliance Specialty Contractor, Duracell, Goodwill of Southern Rivers, Kinetic Credit Union, Russell County Sheriff Office, St. Francis-Emory Healthcare, U.S Army, U.S. Marines, U.S. Navy, West Rock, Worksource Georgia and others	14	Managers, AEs, Sales Asst Creative Services Manager Office Manager Digital Content Manager