

**EEO PUBLIC FILE REPORT**  
Raycom Media- WFXG  
Reporting period 12/1/10 to 11/30/11

**Recruitment Sources Used For Full-Time Vacancies**

**MASTER LIST OF RECRUITMENT SOURCES**

(Sources with an asterisk(\*) denote organizations that requested notification of full-time job vacancies)

1. Aiken Technical College [slizewst@atc.edu](mailto:slizewst@atc.edu)
2. Aiken Technical College [layfielp@atc.edu](mailto:layfielp@atc.edu)
3. AIU - American InterContinental University  
[dione.scott@buckhead.aiuniv.edu](mailto:dione.scott@buckhead.aiuniv.edu)
4. Asian American Jouranalists Assoc. ([national@aaja.org](mailto:national@aaja.org))  
[national@aaja.org](mailto:national@aaja.org)
5. Auburn University / Dept. of Communications [fitchme@auburn.edu](mailto:fitchme@auburn.edu)
6. Augusta State University (Mdarley@aug.edu.) [Mdarley@aug.edu](mailto:Mdarley@aug.edu).
7. Augusta Technical College ([kmccclendo@augustatech.org](mailto:kmccclendo@augustatech.org))  
[kmccclendo@augustatech.org](mailto:kmccclendo@augustatech.org)
8. Career Placement / Attn. Mary E. Burrus [mburrus@columbustech.edu](mailto:mburrus@columbustech.edu)
9. Clark Atlanta University / Career Services Director [cppc@cau.edu](mailto:cppc@cau.edu)
10. Diversitysearch ([dtadlock@RaycomMedia.com](mailto:dtadlock@RaycomMedia.com))  
[dtadlock@RaycomMedia.com](mailto:dtadlock@RaycomMedia.com)
11. Georgia Department of Labor [vonteice.davis@dol.state.ga.us](mailto:vonteice.davis@dol.state.ga.us)
12. Macon State College [aloyd@mail.maconstate.edu](mailto:aloyd@mail.maconstate.edu)
13. NATIONAL Assn. HISPANIC JOURNALISTS ([jobbank@nahj.org](mailto:jobbank@nahj.org))  
[jobbank@nahj.org](mailto:jobbank@nahj.org)
14. National Minority Business Council Inc [nmbc@msn.com](mailto:nmbc@msn.com)
15. Paine College (Allenw@mail.paine.edu) [Allenw@mail.paine.edu](mailto:Allenw@mail.paine.edu)
16. PROMAX/BDA MANAGING DIRECTOR [jonathan@promaxasia.tv](mailto:jonathan@promaxasia.tv)
17. Spots N Dots Website [ads@spotsndots.com](mailto:ads@spotsndots.com)
18. State University of West Georgia [wmcgukin@westga.edu](mailto:wmcgukin@westga.edu)
19. State University of West Georgia [klingrell@westga.edu](mailto:klingrell@westga.edu)
20. TV Jobs (jobs@tvjobs.com) [jobs@tvjobs.com](mailto:jobs@tvjobs.com)
21. Tvb.org [hope@tvb.org](mailto:hope@tvb.org)
22. Raycom Web-site [dtadlock@RaycomMedia.com](mailto:dtadlock@RaycomMedia.com)
23. WFXG Web-site [sfriedline@wfxg.com](mailto:sfriedline@wfxg.com)
24. Former Employee
25. Word of mouth
26. Station On Air Announcements
27. Employee Referrals
28. WTOC Website
29. Media Recruiters
30. Business Referrals
31. GAB Job Fair
32. WFXG Job Fair

**Full-Time Positions Filled; Recruitment Sources Used (#'s in parenthesis)  
[With Hiree's Recruitment Source In Brackets]**

Receptionist /Office Asst.	[1-32]	(#11) Georgia Department of Labor
Account Executive	[1-32]	(#27) Employee Referral
Internet Sales Director	[1-32]	(# 24) Former Employee
Photographer/ENG truck Operator	[1-32]	(#28 ) WTOC Website
Multi-Media Journalist	[1-32]	(#22 ) Raycom Web-site
Multi-Media Journalist	[1-32]	(#28 ) WTOC Website
Multi-Media Journalist	[1-32]	(#28 ) WTOC Website
Multi-Media Journalist	[1-32]	(#28 ) WTOC Website

**Total Interviewees for all Full-Time Positions**

37

**Number of Referrals From Sources Used**

<u>6</u>	<u>(#11) Georgia Department of Labor</u>
<u>5</u>	<u>(#20) TV Jobs (jobs@tvjobs.com)</u>
<u>11</u>	<u>(#22) Raycom Web-site</u>
<u>6</u>	<u>(#23) WFXG Web-site</u>
<u>1</u>	<u>(#24) Former Employee</u>
<u>2</u>	<u>(#25) Word of mouth</u>
<u>2</u>	<u>(#27) Employee Referral</u>
<u>3</u>	<u>(#28 ) WTOC Website</u>
<u>1</u>	<u>(#30) Business Referrals</u>

**Supplemental Outreach Activities**

**DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES**

**Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.**

Date(s) of Initiative Event(s): 2011

Describe Nature of Initiative:

The Georgia Association Of Broadcasters Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Joined a number of other television and radio Broadcasters to potentially recruit students to our industry. This is an annual GAB joint effort.

Names of Station Personnel involved in Initiative:

VP/GM Barry Barth

**Incorporate into EEO Public File Report and place in station's local public file annually on the anniversary date of the renewal filing due date.**

## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

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Date of Initiative Event: 12/1/10 to 11/30/11

Describe Nature of Initiative:

Announcement for On-Air to disseminate information that we are a Equal Employment Opportunity Employer and to gain more organizations interested in job openings

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

On Air Announcement to be aired periodically to recruit employees and additional organizations interested in being added to our list for full time job openings

Names of Station Personnel involved in Initiative:

Glenn Tomlinson (Marketing/Production Director), Barry Barth (VP/General Manager)

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## DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

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Date of Initiative Event: 2011

Describe Nature of Initiative:

Georgia Association Of Broadcasters Scholarship Participant

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Make monetary contribution to fund scholarship program - E. Lanier (Lanny) Finch Scholarship Foundation originated by the Georgia Association of Broadcasters

Names of Station Personnel involved in Initiative:

Barry Barth obtained information and invoice from foundation to submit funding. VP/GM Barry Barth serves on GAB Board and reviewed candidate's resumes as part of the judging panel for Georgia Association Of Broadcasters.

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## Supplemental Outreach Activities

### DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the Station Employment Unit as part of the supplemental outreach initiatives elected.

Date(s) of Initiative Event(s): 2011

Describe Nature of Initiative:

Internship Program

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

Internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Names of Station Personnel involved in Initiative:

(VP/GM) Barry Barth, (GSM) Paul Brewer, (Marketing Director) Glenn Tomlinson

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