

WGCL-TV AND WPCH EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WGCL-TV & WPCH submit the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WGCL-TV & WPCH website and in the WGCL-TV & WPCH

Public File and consists of of three (3) parts as follows:

1. A form for each job vacancy filled by the station from December 1, 2013 through November 30, 2014 entitled the "**Recruitment Sources Report**" which includes the following information:

*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

*The Recruitment Sources used to fill those job vacancies, identified by name.

*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

*Each Recruitment Source listed by name, contact name, address and phone number.

*The total number of persons interviewed for job vacancies between December 1, 2013 through November 30, 2014.

3. A brief description of Recruitment Initiatives.

**WGCL-TV/WPCH
Recruitment Sources Report**

For the period of December 1, 2013, through November 30, 2014 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	Traffic Coord WGCL		Local Sales Manager WGCL		Photographer/ Reporter WGCL		Sales Assist WGCL		Creative Services Dir WGCL		Anchor/Reporter Weather		Anchor/Reporter Sports		Maintenance Eng WGCL		Anchor/Reporter News		Photographer/ Reporter WGCL		Digital Producer WGCL		Photographer WGCL		
	12/2/2013		12/2/2013		12/2/2013		12/2/2013		12/3/2013		12/10/2013		12/16/2013		1/13/2014		1/13/2014		3/17/2014		3/21/2014		3/28/2014		
	BRDG6869		WGCL6607		WGCL6684		WGCL6870		WGCL6803		WGCL6320		WGCL5477		WGCL6521		WGCL6730		WGCL7166					WGCL7292	
	X	HS	X	HS	X	HS	X	HS	X	HS	X	HS	X	HS	X	HS	X	HS	X	HS	X	HS	X	HS	
602 Communications (Marketing Positions Only)	X		X		X		X		X		X		X		X		X		X		X		X		
Agnes Scott College	X		X		X		X		X		X		X		X		X		X		X		X		
American Sportscasters Association Inc. (S)																									
America's Job Exchange																									
Art Institute of Atlanta, The	X		X		X		X		X		X		X		X		X		X		X		X		
Atlanta Press Club																									
Atlanta Urban League																									
Briggs & Assoc*																									
Broadcast Engineering (\$)																									
B-Roll.net (\$)																									
Collective Talent (S)*	X		X		X		X		X		X		X		X		X		X		X		X		
Connecticut School of Broadcasting Atlanta, LLC	X		X		X		X		X		X		X		X		X		X		X		X		
Craigslist.org (phished source)																									
Creative Hot List.com (S\$)																									
Cynopsis (Research-\$)																									
DeKalb EOA, Inc	X		X		X		X		X		X		X		X		X		X		X		X		
EntertainmentCareers																									
Full Sail University*																									
GA Dept of Labor/South Metro Career Center	X		X		X		X		X		X		X		X		X		X		X		X		
GA State University	X		X		X		X		X		X		X		X		X		X		X		X		
Georgia Assn. of Broadcasters	X		X		X		X		X		X		X		X		X		X		X		X		
Google.com (phished source)																									
Herzing University-Atlanta Campus*																									
Hoojobs (\$)																									
Indeed.com (phished source)																									
Industry/Employee Referral																									
Internal Candidates																									
IRE: Investigative Reporters and Editors																									
Jewish Family Career Service	X		X		X		X		X		X		X		X		X		X		X		X		
Kennesaw State University	X		X		X		X		X		X		X		X		X		X		X		X		
Latin American Association	X		X		X		X		X		X		X		X		X		X		X		X		
Linked in (phished source/TalentFinder)																									
Lost Remote (also media bistro)																									
Media Recruiter																									
Medialine.com (Talent-focusted)																									
Meredith.com	X		X		X		X		X		X		X		X		X		X		X		X		
Meredith Other Website		HS																							
MFM;Media Financial Management (Finance)																									
Monster (\$)																									
Natl Press Photographers Association (S)																									
Salesjobs.com																									
Spellman College	X		X		X		X		X		X		X		X		X		X		X		X		
Spots n Dots (\$)																									
Talent Dynamics	X		X		X		X		X		X		X		X		X		X		X		X		
TDGA- Traffic Director's Guild of America																									
The Art Institute of Atlanta-Decatur*	X		X		X		X		X		X		X		X		X		X		X		X		
TVJobs.com	X		X	HS	X		X		X		X		X		X		X		X		X		X	HS	
University of Georgia	X		X		X		X		X		X		X		X		X		X		X		X		
Walk ins/mail ins																									
West GA Technical College																									
WGCL TV Website/CBSAtlanta.com	X		X		X		X	HS	X		X		X		X		X		X		X		X		

Key:

X= Represents All Recruiting Sources that received the job vacancy notice.

HS = Recruitment Source that referred the Hiree.

IR/ER= Hiree was referred by an Industry Referral/Employee Referral.

IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

*Collective Talent is the only source requesting notice of job vacancies and only those job vacancies for on-air talent

**WGCL-TV/WPCH
Recruitment Sources Report**

For the period of December 1, 2013, through November 30, 2014 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	Promotion Mgr WGCL	Traffic Coord WGCL	Traffic Coord WGCL	Centralcast Operator	Technical Producer WGCL	Multimedia Journalist Sports	Producer WGCL	Producer WGCL	Investigative Reporter Consumer	Exec Asst/Program Coord WGCL	Reporter WGCL	Photographer WGCL
	4/7/2014	4/17/2014	4/17/2014	4/15/2014	4/15/2014	5/5/2014	5/12/2014	5/19/2014	6/16/2014	6/16/2014	6/23/2014	6/30/2014
	WGCL7301	BRDG7387	BRDG7498	BRDG7263	WGCL7303	WGCL7164	WGCL7528	WGCL6735	WGCL7407	WGCL7668	WGCL7718	WGCL7560
	<u>X</u> HS	<u>X</u> HS	<u>X</u> HS	<u>X</u> HS	<u>X</u> HS	<u>X</u> HS	<u>X</u> HS	<u>X</u> HS	<u>X</u> HS	<u>X</u> HS	<u>X</u> HS	<u>X</u> HS
602 Communications (Marketing Positions Only)	X	X	X	X	X	X	X	X	X	X	X	X
Agnes Scott College	X	X	X	X	X	X	X	X	X	X	X	X
American Sportscasters Association Inc. (S)												
America's Job Exchange												
Art Institute of Atlanta, The	X	X	X	X	X	X	X	X	X	X	X	X
Atlanta Press Club												
Atlanta Urban League												
Briggs & Assoc*										X	X	
Broadcast Engineering (\$)												
B-Roll.net (\$)												
Collective Talent (S)*	X	X	X	X	X	X	X	X	X	X	X	X
Connecticut School of Broadcasting Atlanta, LLC	X	X	X	X	X	X	X	X	X	X	X	X
Craigslist.org (phished source)												
Creative Hot List.com (S\$)												
Cynopsis (Research-\$)												
DeKalb EOA, Inc	X	X	X	X	X	X	X	X	X	X	X	X
EntertainmentCareers												
Full Sail University*												
GA Dept of Labor/South Metro Career Center	X	X	X	X	X	X	X	X	X	X	X	X
GA State University	X	X	X	X	X	X	X	X	X	X	X	X
Georgia Assn. of Broadcasters	X	X	X	X	X	X	X	X	X	X	X	X
Google.com (phished source)												
Herzing University-Atlanta Campus*												
Hoojobs (\$)												
Indeed.com (phished source)								HS		HS		
Industry/Employee Referral		IR/ER			IR/ER							
Internal Candidates												
IRE: Investigative Reporters and Editors												
Jewish Family Career Service	X	X	X	X	X	X	X	X	X	X	X	X
Kennesaw State University	X	X	X	X	X	X	X	X	X	X	X	X
Latin American Association	X	X	X	X	X	X	X	X	X	X	X	X
Linked in (phished source/TalentFinder)												
Lost Remote (also media bistro)												
Media Recruiter												
Medialine.com (Talent-focusted)												
Meredith.com	X	X	HS	X	HS	X	X	HS	X	X	X	X
Meredith Other Website											HS	
MFM:Media Financial Management (Finance)												
Monster (\$)												
Natl Press Photographers Association (S)												
Salesjobs.com												
Spellman College	X	X	X	X	X	X	X	X	X	X	X	X
Spots n Dots (\$)												
Talent Dynamics	X	X	X	X	X	X	X	X	X	X	X	X
TDGA- Traffic Director's Guild of America												
The Art Institute of Atlanta-Decatur*	X	X	X	X	X	X	X	X	X	X	X	X
TVJobs.com	X	X	X	X	X	X	X	X	X	X	X	X
University of Georgia	X	X	X	X	X	X	X	X	X	X	X	X
Walk ins/mail ins												
West GA Technical College												
WGCL TV Website/CBSAtlanta.com	X	X	X	X	X	HS	X	HS	X	X	X	X

Key:

X= Represents All Recruiting Sources that received the job vacancy notice.

HS = Recruitment Source that referred the Hiree.

IR/ER= Hiree was referred by an Industry Referral/Employee Referral.

IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

*Collective Talent is the only source requesting notice of job vacancies and only those job vacancies for on-air talent

**WGCL-TV/WPCH
Recruitment Sources Report**

For the period of December 1, 2013, through November 30, 2014 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

	AR Specialist I	Account Executive WGCL	Traffic Coord WGCL	Graphic Designer WGCL	Centralcast Operator	Account Executive WGCL	Marketing Mgr	Maintenance Eng WGCL	Ntl Sales Asst WGCL	Commrc'l Prod Producer/Editor	Traffic Coord WGCL	Sales Asst WGCL
	7/1/2014	7/16/2014	8/18/2014	8/18/2014	8/25/2014	9/15/2014	9/15/2014	9/22/2014	9/29/2014	10/8/2014	10/20/2014	10/20/2014
Recruitment Sources	BRDG7690	WGCL4125	BRDG7669	WGCL7858	BRDG7666	WGCL6125	WGCL7499	WGCL7045	WGCL8267	WGCL8137	BRDG8333	WGCL8346
	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>	<u>X</u> <u>HS</u>
602 Communications (Marketing Positions Only)	X	X	X	X	X	X	X	X	X	X	X	X
Agnes Scott College	X	X	X	X	X	X	X	X	X	X	X	X
American Sportscasters Association Inc. (S)												
America's Job Exchange			X	X	X	X	X	X	X	X	X	X
Art Institute of Atlanta, The	X	X	X	X	X	X	X	X	X	X	X	X
Atlanta Press Club												
Atlanta Urban League												
Briggs & Assoc*	X		X	X	X	X	X	X	X	X	X	X
Broadcast Engineering (\$)												
B-Roll.net (\$)												
Collective Talent (S)*	X	X	X	X	X	X	X	X	X	X	X	X
Connecticut School of Broadcasting Atlanta, LLC	X	X	X	X	X	X	X	X	X	X	X	X
Craigslist.org (phished source)												
Creative Hot List.com (S\$)												
Cynopsis (Research-\$)												
DeKalb EOA, Inc	X	X	X	X	X	X	X	X	X	X	X	X
EntertainmentCareers												
Full Sail University*									X		X	X
GA Dept of Labor/South Metro Career Center	X	X	X	X	X	X	X	X	X	X	X	X
GA State University	X	X	X	X	X	X	X	X	X	X	X	X
Georgia Assn. of Broadcasters	X	X	X	X	X	X	X	X	X	X	X	X
Google.com (phished source)												
Herzing University-Atlanta Campus*												
Hoojobs (\$)												
Indeed.com (phished source)		HS		HS			HS		HS			
Industry/Employee Referral											IR/ER	IR/ER
Internal Candidates												
IRE: Investigative Reporters and Editors												
Jewish Family Career Service	X	X	X	X	X	X	X	X	X	X	X	X
Kennesaw State University	X	X	X	X	X	X	X	X	X	X	X	X
Latin American Association	X	X	X	X	X	X	X	X	X	X	X	X
Linked in (phished source/TalentFinder)								HS				
Lost Remote (also media bistro)												
Media Recruiter												
Medialine.com (Talent-focusted)												
Meredith.com	X	HS	X	HS	X	X	X	X	X	X	X	X
Meredith Other Website												
MFM:Media Financial Management (Finance)												
Monster (\$)										HS		
Natl Press Photographers Association (S)												
Salesjobs.com												
Spellman College	X	X	X	X	X	X	X	X	X	X	X	X
Spots n Dots (\$)												
Talent Dynamics	X	X	X	X	X	X	X	X	X	X	X	X
TDGA- Traffic Director's Guild of America												
The Art Institute of Atlanta-Decatur*	X	X	X	X	X	X	X	X	X	X	X	X
TVJobs.com	X	X	X	X	X	X	X	X	X	X	X	X
University of Georgia	X	X	X	X	X	X	X	X	X	X	X	X
Walk ins/mail ins												
West GA Technical College												
WGCL TV Website/CBSAtlanta.com	X	X	X	X	X	HS	X	HS	X	X	X	X

Key:

X= Represents All Recruiting Sources that received the job vacancy notice.

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**WGCL-TV/WPCH
Recruitment Sources Report**

For the period of December 1, 2013, through November 30, 2014 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	Commrc'l Prod Producer/Editor		Centralcast Operator		Traffic Coord WGCL		AR Specialist		Digital Sales Mgr	
	WGCL7894		BRDG8099		BRDG8164		BRDG8380		WGCL8217	
	11/12/2014	11/17/2014	11/17/2014	11/17/2014	11/17/2014	11/17/2014	11/18/2014			
	<u>X</u>	<u>HS</u>	<u>X</u>	<u>HS</u>	<u>X</u>	<u>HS</u>	<u>X</u>	<u>HS</u>	<u>X</u>	<u>HS</u>
602 Communications (Marketing Positions Only)	X		X		X		X		X	
Agnes Scott College	X		X		X		X		X	
American Sportscasters Association Inc. (S)										
America's Job Exchange	X		X		X		X		X	
Art Institute of Atlanta, The									X	
Atlanta Press Club										
Atlanta Urban League										
Briggs & Assoc*	X		X		X		X		X	
Broadcast Engineering (\$)										
B-Roll.net (\$)										
Collective Talent (S)*	X		X		X		X		X	
Connecticut School of Broadcasting Atlanta, LLC	X		X		X		X		X	
Craigslist.org (phished source)										
Creative Hot List.com (S\$)										
Cynopsis (Research-\$)										
DeKalb EOA, Inc	X		X		X		X		X	
EntertainmentCareers										
Full Sail University*					X		X		X	
GA Dept of Labor/South Metro Career Center	X		X		X		X		X	
GA State University	X		X		X		X		X	
Georgia Assn. of Broadcasters	X		X		X		X		X	
Google.com (phished source)										
Herzing University-Atlanta Campus*										
Hoojobs (\$)										
Indeed.com (phished source)					HS		HS		HS	
Industry/Employee Referral										
Internal Candidates				IP						
IRE: Investigative Reporters and Editors										
Jewish Family Career Service	X		X		X		X		X	
Kennesaw State University	X		X		X		X		X	
Latin American Association	X		X		X		X		X	
Linked in (phished source/TalentFinder)										
Lost Remote (also media bistro)										
Media Recruiter										
Medialine.com (Talent-focusted)										
Meredith.com	X		X		X		X		X	
Meredith Other Website		HS								
MFM;Media Financial Management (Finance)										
Monster (\$)										
Natl Press Photographers Association (S)										
Salesjobs.com										
Spellman College	X		X		X		X		X	
Spots n Dots (\$)										
Talent Dynamics	X		X		X		X		X	
TDGA- Traffic Director's Guild of America										
The Art Institute of Atlanta-Decatur*	X		X		X		X		X	
TVJobs.com	X		X		X		X		X	
University of Georgia	X		X		X		X		X	
Walk ins/mail ins										
West GA Technical College										
WGCL TV Website/CBSAtlanta.com	X		X		X		X		X	

Key:

X= Represents All Recruiting Sources that received the job vacancy notice.

HS = Recruitment Source that referred the Hiree.

IR/ER= Hiree was referred by an Industry Referral/Employee Referral.

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WGCL TV INTERVIEWEE RECORDS REPORT

Job Vacancies: December 1, 2013 through November 30, 2014.

This report lists all Recruitment Sources and the total number Interviewees referred by each Recruitment Source during this reporting period.

Interviewees

	Name	Contact Name/Title	Phone Number/Fax Number	E-Mail Address/Website	Address1	Address2	City	State	Zip
.	602 Communications (Marketing Positions Only)	Sandy Lizik	602-954-8373	slizik602@gmail.com			Atlanta	GA	30030
.	Agnes Scott College	Misty Patterson	404-471-6397	mdumas-patterson@agnesscott.edu	141 East College Ave		Atlanta	GA	30030
.	American Sportscasters Association Inc. (S)	Louis O. Schwartz, President	212-227-8080 / 212-571-0556	americansportscasters.com	225 Broadway	Suite 2030	New York	NY	10007
.	America's Job Exchange		866-923-6284	www.americasjobexchange.com	187 Ballardvale Street	Suite B110	Wilmington	MA	01887
.	Art Institute of Atlanta, The	Kokayi Olushola, Biz Dev Rep	770-912-9193	kolushola@aia.edu	6600 Peachtree Dunwoody Rd.	100 Embassy Row	Atlanta	GA	30328
.	Atlanta Press Club			http://atlantapressclub.org/post-a-job/					
.	Atlanta Urban League	Rashid Brown	404-659-1150	rbrown@atlul.org	75 Piedmont Ave., NE	Suite 310	Atlanta	GA	30303
.	Briggs & Assoc*	Cynthia Terry-Patterson	404-290-6868	cynthia@briggsassociates.org	2300 Holcomb Bridge Road	Suite 103, PMB 366	Roswell	GA	30076
.	Broadcast Engineering (\$)	Julie Dahlstrom	312-840-8436	julie.dahlstrom@penton.com	www.broadcastengineering.com				
.	B-Roll.net (\$)	Kevin Johnson	757-535-4459	info@b-roll.net	1623 D St NE		Washington	DC	20002
.	Collective Talent (S)*	Michael Billie	813-254-9695	billie@michaelsmedia.com	1721 Richardson Place		Tampa	FL	33606
.	Connecticut School of Broadcasting Atlanta, LLC	Michael Hessing	678-205-2210	mhessing@qocsb.com	1755 North Brown Rd.	Suite 175	Lawrenceville	GA	30034
.	Craigslist.org (phished source)			www.craigslist.org	1381 9th Ave.		San Francisco	CA	94122
.	Creative Hot List.com (SS)		650-815-4290/650-326-1648	www.creativehotlist.com	110 Constitution Dr.		Menlo Park	CA	94025
.	Cynopsis (Research-\$)			http://www.cynopsis.com/classifieds/					
.	DeKalb EOA, Inc	Heather Smith	404-537-4300	heather.smith@pcaaction.org	3597 Covington Hwy		Atlanta	GA	30032
.	EntertainmentCareers								
.	Full Sail University*								
.	GA Dept of Labor/South Metro Career Center	Tabatha Burks	404-699-6900	https://www.dol.state.ga.us/WS4-MW	2636-14 MLK Jr. Drive		Atlanta	GA	30311
.	GA State University	Ramona Simien	404-413-1820	gsuhr@gsu.edu	260 University Cntr	Courtland Street	Atlanta	GA	30303
.	Georgia Assn. of Broadcasters	Donna Highberger	770-395-7200	highbergerd@gab.org	8010 Roswell Road	Suite 150	Atlanta	GA	30350
1	Google.com (phished source)			http://www.google.com/intl/en/jobs/					
.	Herzing University-Atlanta Campus*	Tiara Hector	404-816-4533x15127	thector@herzing.edu			Atlanta	GA	
.	Hoojobs (\$)			www.hoojobs.com					
18	Indeed.com (phished source)			www.indeed.com	470 West Ave.	Suite 2002	Stamford	CT	06902
27	Industry/Employee Referral			N/A					
2	Internal Candidates			N/A					
.	IRE: Investigative Reporters and Editors			www.ire.org					
.	Jewish Family Career Service	Robin Cohen	770-677-9300	rcohen@jfc-atlanta.org	4549 Chamblee-Dunwoody Rd.		Atlanta	GA	30338
.	Kennesaw State University	Robin Knight	770-423-6555	http://careerctr.kennesaw.edu	1000 Chastain Road		Kennesaw	GA	30133
.	Latin American Association	Sarah Marski	404-982-6894	mperusek@thelaa.org	2665 Buford Highway		Atlanta	GA	30324
2	Linked in (phished source/TalentFinder)			http://www.linkedin.com/					
.	Lost Remote (also media bistro)								
.	Media Recruiter			http://mediarecruiter.com/birschpages/post_job.html					
.	Medialine.com (Talent-focused)								
25	Meredith.com		515-284-2812	Self entry through hiring portal	1716 Locust Ave		Des Moines	IA	50309-3023
9	Meredith Other Website		515-284-2812	Self entry through hiring portal	1716 Locust Ave		Des Moines	IA	50309-3023
.	MFM;Media Financial Management (Finance)			http://www.bcfm.com/Default.aspx?P					
1	Monster (\$)	Jean D'Amico	1-800-666-7837	monster.com	47 Perimeter Center East	Suite 350	Atlanta	GA	30346
.	Natl Press Photographers Association (S)	Greg Garneau, Exec. Dir.	919-383-7246	http://www.nppa.org/member_services	3200 Croasdaile Dr.	Suite 306	Durham	NC	
.	Salesjobs.com								
.	Spellman College	Career Placement Office	404-681-3643/404-233-1467	tireland@spelman.edu	350 Spellman Lane SW		Atlanta	GA	30314
2	Spots n Dots (\$)	Dai & Joe	888-884-2630/607-729-7331	http://www.spotsndots.com/article.asp?id=2032106					
.	Talent Dynamics	Christina Hedding	214-640-3139	hedding@talentdynamics.com	600 Las Colinas Blvd	Suite 100	Irving	TX	75039
.	TDGA- Traffic Director's Guild of America			tdga@cox.net					
.	The Art Institute of Atlanta-Decatur*	Jasmine Harris	404-942-1835	jharris@aia.edu	One West Court Square, Suite 110		Decatur	GA	30030
22	TVJobs.com	Broadcast Employment Services	760-754-8177/760-754-2115	tvjobs.com/postjobs	P.O.Box 4116		Oceanside	CA	92052
.	University of Georgia	Grady College Placement	706-542-2006/706-542-2183	www.hireUGA.com	Room 209, Journalism Bldg.		Athens	GA	30602
.	Walk ins/mail ins			N/A					
.	West GA Technical College	Dawne White	706-756-4628	dawne.white@westgatech.edu	1 College Circle		La Grange	GA	30240
10	WGCL TV Website/CBSAtlanta.com	Elizabeth Kynestra, Web Producer	404-327-3215	cbsatlanta.com	425 14th St. NW		Atlanta	GA	30318

TOTAL **119**

*Denotes source requesting notice of job vacancies. Collective talent request only for job vacancies for on-air talent

If contacts change during the reporting period, note date and name changes below.

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancies, you consent to the public disclosure of this information by the FCC.

CHANGES:

eTalent Staffing		Removed - website no longer active	1/6/2014						
eTalent Staffing	Greg Craig	678-476-9585		www.etalentstaffing.com	P.O. Box 870261		Stone Mountain	GA	30087
602 Communications		Corrected e-mail address	1/8/2014	slizik602@gmail.com					
Valerie Jacobs		Requested notification of openings	1/8/2014	Vjacobs@aia.edu					
Jasmine Harris		Replaced Valerie Jacobs at the Art Institute of Atlanta - Decatur	3/25/2014						
Cynthia Terry-Patterson		New organization requesting posting from 11th District Job Fair focusing on helping disabled	4/3/2014						
Kokayi Olushola		Removed - e-mail rejected	5/12/2014						
America's Job Exchange		New Organization identified to ensure diversity in recruitment sources	8/1/2014						
Full Sail University		New Organization requesting postings from random, recruiting visit	8/20/2014						
Herzing University		New organization requesting posting from Boys and Girls Club of Greater Atlanta College and Career Fair	11/14/2014						

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Excellence in Broadcasting Scholarship University of Tennessee - Knoxville	12/01/13-09/11/2014	E. Fabacher initiated the scholarship for excellence in broadcasting. Annually a student receives \$3000	Meredith Corporation
College of Communication and Information - University of Tennessee Knoxville	12/01/2013 - 09/11/2014	E. Fabacher serves on the board of visitors	University of Tennessee - Knoxville
GAB Board	12/01/2013 - 09/11/2014	E. Fabacher serves on the board	
Code of Business Conduct and Ethics Web Base Training Program	12/01/13-11/30/14	New employees participated in the code of Business Conduct and Ethics Web Base Training Program. This program reviewed business practices and procedures, including an overview of the Equal Employment Opportunity regarding harassment and	Meredith Corporation and Employee Relations Dept.
Managers' Training	12/01/13-11/30/14	L. Berenguer provides new or potential managers with training to prepare themselves to be future leaders, i.e. Leadership, Accountability, Performance Management, Goalsetting	N/A
Targeted Selection Training	12/01/13-11/30/14	New Manager Management completed the Targeted Selection web -based training program. This program lasts approximately 6 hours and focuses on effective interviewing using behavior based questions.	N/A

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Career Day/School Visits	12/1/2013 - 11/30/2014	Various station personnel visited local schools to promote education: Laurel Berenguer, Stefan Chase, Craig Bell, Jennifer Mayerle, Stephany Fisher, Annalee Penny, Tracye Hutchins, Michelle Burdo, Jeff Chirico, Frank Wiley, Bernard Watson, Jim Loznicka, Scott Light	Simpson Elementary, Atlanta Public Schools, King Center, Hayes Elementary School, Martin Luther King, Jr. Center for Nonviolent Social Change, Inc. , Love T Nolan Elementary , Univeristy of West Georgia, NAHS Broadcast Journalism Class, McNair Discovery Learning Academy, Whitefoord Elementary, Friends School of Atlanta, Intown Academy, Dowell Elementary school, White Oak Learning Center, Perimeter College, Sope Creek Elem, Hightower Elementary, Belont Hills Elementary, Boyd Hills Elementary
New Leader Orientation	12/01/2013 - 11/30/2014	L. Berenguer developed and conducted new leader orientation which include a segment on recruiting and EEO initiatives	N/A
Internships	02/24/2014 - 11/30/2014	Interns assigned to news, community, and administration	
Tours	3/17/2014, 04/23/2014	Station tours for local area educational institutions	KIPP High School, Georgia Perimeter College - Journalism and Communication Class, D.H. Stanton Elementary School

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Job Shadows/Intern for a Day	12/12/2013	University of Georgia invited WGCL-TV/WPCH to participate in the Intern for a Day program. Four students had the opportunity to be exposed to the industry and job opportunities. Each student spent a day shadowing station personnel in their chosen career field.	University of Georgia
WeatherFest	2/2/2014	WeatherFest is an educational and engaging event. An interactive science and weather fair aimed at children with weather-related demonstrations and hands-on activities. Markina Brown, Rodney Harris, Paul Ossman, and Jim Loznicka	American Meteorological Society
Macy's Black History Month	2/20/2014	Tracye Hutchins, Fashion show and symposium featuring top African American Editors, Models and Performers	Macy's
2014 Oscar Night Boys and Girls Clubs of Newnan-Coweta county	3/1/2014	Scott Light as emcee	Bank of North Georgia and SouthTowne Motors
State Competition for Written Expression and Public Speaking	4/4/2014	Jocelyn Connell as judge	Communities in Schools
Celebration of Women Luncheon	4/12/2014	Tracye Hutchins	Delta Sigma Theta Sorority
National Black Arts Festival	6/26/2014	Frank Wiley as emcee	BMW, HIGH, the Root, AARP
The Legends Celebration Awards Banquet	9/6/2014	Tracye Hutchins	National Black Arts Festival
Media & Communications Training for Georgia Credit Unions	9/23/2014	Annalee Penny	Georgia Credit Union Affiliates

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Super Saturday	9/27/2014	Frank Wiley as moderator	Atlanta Urban League
2014 WMY banquet	10/9/2014	Tracye Hutchins	Boy Scouts of America Atlanta Chapter
IWF Hall of Fame Gala	10/31/2014	Jocelyn Connell as emcee	International Women's Forum
PR Meets the Press	11/20/2014	Vince Sims, serve on a panel discussion about how public relations professionals and journalists can work better together	Atlanta Assoc. of Black Journalist
GAB Job Fair	3/5/2014	Career fair for UGA students and alumni attended by Trey Fabacher and Laurel Berenguer	Georgia Association of Broadcasters
Boys & Girls Club College & Career Fair	11/13/2013	Career fair for Boys & Girls Club - middle through high school students. Attended by Laurel Berenguer and Vince Sims	Jesse Draper Boys & Girls Club in College Park, Georgia
Urban League Equal Opportunity Awards	12/1/2013	On-air personnel attended - Annalee Penny	Urban League
Weatherfest	2/2/2014	Markina Brown, It introduces weather/science to kids in an interactive, fun way. Children and parents are invited to come to WeatherFest to see weather-related demonstrations, participate in hands-on activities.	American Meteorological Society
Global Economic & Film Forum	2/6/2014	Markina Brown, Film/TV Execs from ATL/LA discussed economic opportunity & job creation tv/film jobs in Atlanta and the impact on local economy.	World Chamber of Commerce
11th Annual 13th Congressional District Job Fair	3/28/2014	Laurel Berenguer and Cary Bond	US Congressman David Scott