

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, 2010, through November 30, 2011 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, 2010, through November 30, 2011.

3. A brief description of Recruitment Initiatives.

WGCL TV INTERVIEWEE RECORDS REPORT

Job Vacancies: December 1, 2010 through November 30, 2011.

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
DeKalb EOA, Inc	Heather Smith	404-537-4300	heather.smith@pcaction.org	3597 Covington Hwy		Atlanta	GA	30032
Connecticut School of Broadcasting Atlanta, LLC	Michael Hessing	678-205-2210	mhessing@gocsb.com	1755 North Brown Rd.	Suite 175	Lawrenceville	GA	30034
University of West Georgia	Karen Lingrell	678-839-6431	klingrell@westga.edu	355 Parker Hall		Carrollton	GA	30118
West GA Technical College	Frances Oubre	706-756-4628	frances.oubre@westgatech.edu	1 College Circlt		La Grange	GA	30240
GA State University	Ramona Simien	404-413-1820	gsuhr@gsu.edu	260 University Cntr	Courtland Street	Atlanta	GA	30303
Agnes Scott College	Misty Patterson	404-471-6397	mdumas-patterson@agnesscott.edu	141 East College Ave		Atlanta	GA	30030
Jewish Family Career Service	Robin Cohen	770-677-9300	rcohen@jfcc-atlanta.org	4549 Chamblee-Dunwoody Rd.		Atlanta	GA	30338
Georgia Assn. of Broadcasters	Donna Highberger	770-395-7200	highbergerd@gab.org	8010 Roswell Road	Suite 150	Atlanta	GA	30350
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
The Art Institute of Atlanta	Kokayi Olushola, Biz Dev Rep	770-912-9193	kolushola@aia.edu	6600 Peachtree Dunwoody Rd.	100 Embassy Row	Atlanta	GA	30328
Kennesaw State University	Robin Knight	770-423-6555	http://careerctr.kennesaw.edu	1000 Chastain Road		Kennesaw	GA	30133
Atlanta Urban League	Rashid Brown	404-659-1150	rbrown@atlul.org	75 Piedmont Ave., NE	Suite 310	Atlanta	GA	30303
TVJobs - TMP Pathways	Lora Koch	515-284-3704	https://www.virtualedge.com/login/index	1716 Locust Ave		Des Moines	IA	50309
Talent Dynamics - TMP Pathways	Christina Hedding	214-640-3139	hedding@talentdynamics.com	600 Las Colinas Blvd	Suite 100	Irving	TX	75039
Spellman College	Career Placement Office	404-681-3643/404-233-1467	tieland@spelman.edu	350 Spellman Lane SW		Atlanta	GA	30314
University of Georgia	Grady College Placement	706-542-2006/706-542-2183	www.hireUGA.com	Room 209, Journalism Bldg.		Athens	GA	30602
Connecticut School of Broadcasting Atlanta, LLC	Myi Marshall	770-522-8803	atlantascb@aol.com	1117 Perimeter Center West	Suite N301	Atlanta	GA	30338
Latin American Association	Sarah Marski	404-982-6894	smarske@thelaa.org	2665 Buford Highway		Atlanta	GA	30324
Media Women				257 West Lake Ave., NW		Atlanta	GA	30314
Collective Talent	Michael Billie		billie@michaelsmedial.co	1721 Richardson Place		Tampa	FL	33606
Television Bureau of Advertising	Job Center Administrator	212-891-2214/212-935-5631	susanc@tvb.org	3 East 54th St.		New York	NY	10022
Monster (\$)	Jean D'Amico	1-800-666-7837	monster.com	47 Perimeter Center East	Suite 350	Atlanta	GA	30346
12 TVJobs.com	Broadcast Employment Services	760-754-8177/760-754-2115	tvjobs.com/postjobs	P.O.Box 4116		Oceanside	CA	92052
B-Roll.net (\$)	Kevin Johnson	757-535-4459	info@b-roll.net	1623 D St NE		Washington	DC	20002
Graeme Newell 602 Communications	Graeme Newell, President	704-543-1426	602communications.com	6839 Charter Hills Rd.		Charlotte	NC	28277
Natl Press Photographers Association	Greg Garneau, Exec. Dir.	919-383-7246	http://www.nppa.org/member_services	3200 Croasdale Dr.	Suite 306	Durham	NC	
15 WGCL TV Website/CBSAtlanta.com	Elizabeth Kynestra, Web Producer	404-327-3215	cbsatlanta.com	425 14th St. NW		Atlanta	GA	30318
15 Meredith.com		515-284-2812	Self entry through hiring portal	1716 Locust Street		Des Moines	IA	50309-3023
Spots n Dots (\$)	Dai & Joe	888-884-2630/607-729-7331	selltv@aol.com					
American Sportscasters Association Inc.	Louis O. Schwartz, President	212-227-8080 / 212-571-0556	americansportscasters.com	225 Broadway	Suite 2030	New York	NY	10007
eTalent Staffing	Greg Craig	678-476-9585	www.etalentstaffing.com	P.O. Box 870261		Stone Mountain	GA	30087
Cold Calls and Walk-ins to WGCL TV	Laurel Berenguer, HR Director	404-325-4646	cbsatlanta.com	425 14th St. NW		Atlanta	GA	30318
Creative Hot List.com		650-815-4290/650-326-1648	www.creativehotlist.com	110 Constitution Dr.		Menlo Park	CA	94025
21 Indeed.com			www.indeed.com	470 West Ave.	Suite 2002	Stamford	CT	06902
1 CareerBuilders		866-438-1485	www.careerbuilders.com					
1 Craigslist.org			www.craigslist.org	1381 9th Ave.		San Francisco	CA	94122
1 Google.com			http://www.google.com/intl/en/jobs/					
1 Linked in			http://www.linkedin.com/					
1 Aijon Professional Staffing	Frances Scimeca	404-260-6000		3455 Peachtree Raod NE		Atlanta	GA	30326
48 Industry/Employee Referral								
8 Internal Candidates								

TOTAL **123**

*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.

University of Georgia	HRD Transition/new list created	04/04/2011-07/05/2011
Collective Talent	Request to submit through online system	7/6/2011
Atlanta University Career Center	Request to be added to distribution list	7/13/2011
B-Roll.net	Invalid address; unable to verify target organization	7/6/2011
Connecticut School of Broadcasting Atlanta, LLC	Invalid e-mail address	7/6/2011
West GA Technical College	New contact and email address	7/6/2011
Television Bureau of Advertising	Request to submit through online system or WORD format	7/20/2011
Latin American Association	New contact and email address	8/23/2011
Media Women	Invalid e-mail address, new contact	11/23/2011
WGCL TV Website	Unable to verify target organization, letter mailed requesting verificatic	11/23/2011
GA State University	New contact, Link visibility improved	8/11/2011
GA Dept of Labor/South Metro Career Center	Contact information being validated	11/23/2011
	Submission process and contact information updated	11/23/2011

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Code of Business Conduct and Ethics Web Base Training Program	12/01/10-11/30/11	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.
Internship Program	12/01/10-11/30/11	<p>The student internship program is designed to give students a hands-on work experience in all aspects of our station. We have internships available in News, Production, Marketing, and Sales.</p> <p>This program is overseen by the Director of Human Resources</p>	Georgia Tech: Atlanta, Georgia St. Mary's College: South Bend, Indiana
Monthly Managers' Training	8/24/2011	Management staff attended a local training program on Hiring Strategies. This program reviewed business practices and procedures, including an overview of the Equal Employment Opportunity regarding harassment and discrimination.	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	11/10/2011 10/29/2011	WGCL-TV/WPCH Personnel visited local public schools career days to educate students about opportunities in broadcasting. 11/10/11-L. Berenguer and E. Ludgood Cobb County Schools Young Men's Conference (E. Ludgood)	Sprayberry High School, Marietta, Georgia South Cobb High School
Job Shadows/Intern for a Day	11/21/2011 June, 2011	University of Georgia invited WGCL-TV/WPCH to participate in the Intern for a Day program. 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. Newscast Producer - Sheena Bodie	University of Georgia
Targeted Selection Training	12/01/10-11/30/11	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 Fairs	04/29/2011 09/07/2011 11/8/2011	The S. Atlanta High School Community Resource & Career Fair to educate the community and students about opportunities in broadcasting was attended by L. Berenguer, HRD. WGCL-TV/WPCH Personnel (A. Smith and L. Berenguer) had a booth at the Georgia Hispanic Chamber of Commerce Exhibition to educate the community about opportunities in broadcasting. WGCL-TV/WPCH Personnel (L. Udwin and C. Bond) attended the 2011 8th Annual JOBS FAIR at the request of Congressman Scott (13th District) Job Fair http://davidscott.house.gov/News/DocumentSingle.aspx?DocumentID=223892	Sprayberry High School, Marietta, Georgia David Scott Represents 13th District http://davidscott.house.gov/
GACE Membership Meeting	11/11/2011	WGCL-TV/WPCH Personnel attended a membership meeting for GACE. GACE is a partnership between Georgia universities and employers to provide information to students about opportunities. L. Berenguer	Georgia Association of Colleges & Employers (GACE)

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
NABJ Convention	August, 2011	News Director (E. Ludgood) provided advice and critiqued resume tapes for attendees.	N/A
AABJ	June, 2011	News Director (E. Ludgood) served on a panel that offered career advice to members	AABJ

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

For the period of December 1, 2010, through November 30, 2011 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

	Sales Asst WGCL 3/7/2011		Sales Asst WGCL 3/7/2011		News Director WGCL 3/14/2011		Maintenance Eng WGCL 3/15/2011		Accountant 3/16/2011		Commrc'l Prod Producer/Editor 3/21/2011		Sr Promotion Producer 3/22/2011		Sales Asst WGCL 3/23/2011		Account Executive WGCL 3/28/2011		Graphic Designer WGCL 3/28/2011		Editor 3/28/2011		Video Tape Editor WGCL 3/28/2011					
Recruitment Sources	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	
DeKalb EOA, Inc																												
Connecticut School of Broadcasting Atlanta, LLC																												
University of West Georgia																												
West GA Technical College																												
GA State University	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X
Agnes Scott College																												
Jewish Family Career Service																												
Georgia Assn. of Broadcasters	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X
GA Dept of Labor/South Metro Career Center	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X
The Art Institute of Atlanta	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X
Kennesaw State University																												
Atlanta Urban League	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X
TVJobs - TMP Pathways																												
Talent Dynamics - TMP Pathways																												
Atlanta University Career Center	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X
National Assn of Hispanic Journalists	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X
Spellman College																												
University of Georgia	X	X		X	X		X	X		X	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		X	X		X	X		X	X		X
Latin American Association	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X
Media Women																												
Collective Talent																												
Television Bureau of Advertising																												
Monster (\$)																												
TVJobs.com	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X
B-Roll.net (\$)																												
Graeme Newell 602 Communications																												
Natl Press Photographers Association																												
WGCL TV Website/CBSAtlanta.com	X	X		X	X		X	X		X	X		X	X		X	X	HS	X	X	HS	X	X		X	X		X
Meredith.com	X	X	HS	X	X		X	X		X	X	HS	X	X		X	X		X	X		X	X		X	X		X
Spots n Dots (\$)																												
American Sportscasters Association Inc.																												
eTalent Staffing	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X
Cold Calls and Walk-ins to WGCL TV																												
Creative Hot List.com																												
Indeed.com																												
CareerBuilders																												
Craigslist.org																												
Google.com																												
Linked in																												
Aijlon Professional Staffing																												
Industry/Employee Referral						IR/ER																						
Internal Candidates																												IP

Key:
RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.
X= Represents All Recruiting Sources that received the job vacancy notice.
HS = Recruitment Source that referred the Hiree.
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IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

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

For the period of December 1, 2010, through November 30, 2011 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

	Account Executive WGCL			Centralcast Operator			Sales Asst WGCL			Photographer WGCL			Log Reconciler			Account Executive WGCL			Assignment Editor WGCL			Video Tape Editor WGCL			Producer WGCL			Credit/Collections Coord III			Multimedia Producer-Web								
(Position Filled Date)	3/29/2011			4/6/2011			4/18/2011			5/9/2011			5/16/2011			6/8/2011			6/8/2011			6/9/2011			6/13/2011			6/20/2011			7/1/2011								
Recruitment Sources	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS						
DeKalb EOA, Inc													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				
University of West Georgia													X	X					X	X		X	X					X	X		X	X		X	X				
West GA Technical College													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		X	X		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				
Jewish Family Career Service													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		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
GA Dept of Labor/South Metro Career Center	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
The Art Institute of Atlanta	X	X		X	X		X	X		X	X		X	X		X	X		X	X		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				
Atlanta Urban League	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
TVJobs - TMP Pathways													X	X					X	X		X	X					X	X		X	X		X	X				
Talent Dynamics - TMP Pathways													X	X					X	X		X	X					X	X		X	X		X	X				
Atlanta University Career Center	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
National Assn of Hispanic Journalists	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Spellman College													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		X	X		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		X	X		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		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Media Women													X	X					X	X		X	X					X	X		X	X		X	X				
Collective Talent													X	X					X	X		X	X					X	X		X	X		X	X				
Television Bureau of Advertising													X	X					X	X		X	X					X	X		X	X		X	X				
Monster (\$)													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		X	X		X	X		X	X		X	X	HS	X	X		X	X				
B-Roll.net (\$)													X	X					X	X		X	X					X	X		X	X		X	X				
Graeme Newell 602 Communications													X	X					X	X		X	X					X	X		X	X		X	X				
Natl Press Photographers Association													X	X		X	X	HS	X	X	HS	X	X		X	X		X	X		X	X		X	X				
WGCL TV Website/CBSAtlanta.com	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Meredith.com	X	X		X	X		X	X		X	X	HS	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Spots n Dots (\$)													X	X					X	X		X	X					X	X		X	X		X	X				
American Sportscasters Association Inc.													X	X					X	X		X	X					X	X		X	X		X	X				
eTalent Staffing	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X	
Cold Calls and Walk-ins to WGCL TV																																							
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Google.com																																							
Linked in																																							
Aijlon Professional Staffing																																							
Industry/Employee Referral			IR/ER			IR/ER			IR/ER									IP									IR/ER									IR/ER			
Internal Candidates																																							

Key:
RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.
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Recruitment Sources Report**

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	Sports Producer 7/11/2011			Sports Producer 8/1/2011			Centralcast Operator 8/8/2011			Maintenance Eng WGCL 8/15/2011			Photographer Reporter WGCL 8/29/2011			Photographer Reporter WGCL 9/6/2011			Copy Editor 9/12/2011			Research Analyst Atl Hub 9/12/2011			Photographer Reporter WGCL 9/12/2011			Promotion Coord WGCL 9/12/2011			Account Executive WGCL 9/26/2011			Centralcast Operator 10/3/2011		
Recruitment Sources	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS			
DeKalb EOA, Inc	X	X		X	X		X	X		X	X		X	X		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		X	X		X	X		X	X		X	X		X	X				
University of West Georgia	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
West GA Technical College	X	X		X	X		X	X		X	X		X	X		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	X	X	X	X	X	X	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		X	X		X	X		X	X		X	X		X	X				
Jewish Family Career Service	X	X		X	X		X	X		X	X		X	X		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	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			
GA Dept of Labor/South Metro Career Center	X	X		X			X	X		X	X		X	X		X			X	X		X			X			X			X					
The Art Institute of Atlanta	X	X		X	X		X	X		X	X		X	X		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		X	X		X	X		X	X		X	X		X	X				
Atlanta Urban League	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
TVJobs - TMP Pathways																																				
Talent Dynamics - TMP Pathways																																				
Atlanta University Career Center	X	X					X	X		X	X		X	X																						
National Assn of Hispanic Journalists										X	X																									
Spellman College	X	X		X	X		X	X		X	X		X	X		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		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		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			X			X					
Media Women	X	X		X			X	X		X	X		X			X			X			X			X			X			X					
Collective Talent				X	X		X	X					X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Television Bureau of Advertising	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Monster (\$)																																				
TVJobs.com										X	X	HS																								
B-Roll.net (\$)																																				
Graeme Newell 602 Communications	X	X		X			X	X		X	X		X			X			X			X			X			X			X					
Natl Press Photographers Association																																				
WGCL TV Website/CBSAtlanta.com	X	X		X	X		X	X		X	X		X	X	HS	X	X		X	X		X	X		X	X		X	X		X	X				
Meredith.com	X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X		X	X				
Spots n Dots (\$)																																				
American Sportscasters Association Inc.																																				
eTalent Staffing										X	X																									
Cold Calls and Walk-ins to WGCL TV																																				
Creative Hot List.com																																				
Indeed.com												HS																								
CareerBuilders																																				
Craigslist.org																																				
Google.com																																				
Linked in																																				
Aijlon Professional Staffing																																				
Industry/Employee Referral																																				
Internal Candidates																																				

Key:
RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.
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.

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

For the period of December 1, 2010, through November 30, 2011 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

	Account Executive WGCL 10/10/2011			Marketing Asst WGCL 10/17/2011			Assignment Editor WGCL 10/26/2011			HR Asst WPCH 11/14/2011		
Recruitment Sources	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS
DeKalb EOA, Inc	X	X		X	X		X	X		X	X	
Connecticut School of Broadcasting Atlanta, LLC	X	X		X	X		X	X		X	X	
University of West Georgia	X	X		X	X		X	X		X	X	
West GA Technical College	X	X		X	X		X	X		X	X	
GA State University	X	X		X	X		X	X		X	X	
Agnes Scott College	X	X		X	X		X	X		X	X	
Jewish Family Career Service	X	X		X	X		X	X		X	X	
Georgia Assn. of Broadcasters	X	X		X	X		X	X		X	X	
GA Dept of Labor/South Metro Career Center	X			X			X			X		
The Art Institute of Atlanta	X	X		X	X		X	X		X	X	
Kennesaw State University	X	X		X	X		X	X		X	X	
Atlanta Urban League	X	X		X	X		X	X		X	X	
TVJobs - TMP Pathways												
Talent Dynamics - TMP Pathways												
Atlanta University Career Center												
National Assn of Hispanic Journalists												
Spellman College	X	X		X	X		X	X		X	X	
University of Georgia	X	X		X	X		X	X		X	X	
Connecticut School of Broadcasting Atlanta, LLC	X	X		X	X		X	X		X	X	
Latin American Association	X			X			X			X		
Media Women	X			X			X			X		
Collective Talent	X	X		X	X		X	X		X	X	
Television Bureau of Advertising	X	X		X	X		X	X		X	X	
Monster (\$)												
TVJobs.com												
B-Roll.net (\$)												
Graeme Newell 602 Communications	X			X			X			X		
Natl Press Photographers Association												
WGCL TV Website/CBSAtlanta.com	X	X		X	X		X	X	HS	X	X	
Meredith.com	X	X		X	X		X	X		X	X	
Spots n Dots (\$)												
American Sportscasters Association Inc.												
eTalent Staffing												
Cold Calls and Walk-ins to WGCL TV												
Creative Hot List.com												
Indeed.com												
CareerBuilders												
Craigslist.org												
Google.com												
Linked in												
Aijlon Professional Staffing												HS
Industry/Employee Referral			IR/ER			IR/ER						
Internal Candidates												

Key:
RS/O= Requesting Sources/Organizations that requested and received the job vacancy notice.
X= Represents All Recruiting Sources that received the job vacancy notice.
HS = Recruitment Source that referred the Hiree.
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IP = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

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, 2011 through November 30, 2012 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, 2011 through November 30, 2012.

3. A brief description of Recruitment Initiatives.

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

For the period of December 1, 2011, through November 30, 2012 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	Copy Editor	Producer WGCL	Centralcast Operator	Anchor/Reporter Sports	Copy Editor	Credit/Collections Coord I	Research Director	Sales Asst WGCL	Anchor/Reporter Weather	Reporter WGCL	General Sales Mgr WGCL	Local Sales Mgr Bus Dev
	1/3/2012	1/3/2012	1/6/2012	1/16/2012	2/6/2012	2/13/2012	3/5/2012	3/19/2012	3/19/2012	3/26/2012	3/26/2012	3/26/2012
	3896	3816	3945	3364	4030	4193	3998	4203	4227	4118	4225	4226
	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS	X HS
Agnes Scott College	X	X	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 Urban League	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
DeKalb EOA, Inc	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
Jewish Family Career Service	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
Spellman College	X	X	X	X	X	X	X	X	X	X	X	X
Talent Dynamics	X	X	X	X	X	X	X	X	X	X	X	X
University of West Georgia (removal 10/29)	X	X	X	X	X	X	X	X	X	X	X	X
West GA Technical College	X	X	X	X	X	X	X	X	X	X	X	X
GA Dept of Labor/South Metro Career Center	X	X	X		X	X	X	X	X	X	X	X
Kennesaw State University	X	X	X		X	X	X	X	X	X		X
University of Georgia	X	X	X	X	X	X	X	X	X	X		
Meredith.com	X	X	X	X	X	X	X	X	X	X	X	X
WGCL TV Website/CBSAtlanta.com	X	X	X	X	X HS	X	X	X HS	X	X	X	X
602 Communications (Marketing positions only)							X			X		
Accounting Principals/Ajilon						X HS						
Broadcast Engineers, Society of												
B-Roll.net (\$)												
CareerBuilders (\$)												
Clark University												
Collective Talent				X						X		
Craigslist.org (phished source)												
Creative Hot List.com												
Cynopsis (Research-\$)							X					
eTalent Staffing												
FoxCarolina.com												
Google.com (phished source)												
Indeed.com (phished source)		HS	HS									
Industry/Employee Referral	IR/ER			IR/ER			IR/ER		HS		IR/ER	IR/ER
Internal Candidates												
IRE: Investigative Reporters and Editors												
Linked in (phished source/TalentFinder)												
Lost Remote												
Medialine.com										HS		
Media Recruiter												
MFM;Media Financial Management (Finance)												
Monster (\$)												
National Association of Broadcasters												
Natl Press Photographers Association (S)												
Spots n Dots (\$)											X	
Television Bureau of Advertising												
TVJobs.com							X					
Walk ins/mail ins												
Westwood College												
WSMV.com												
Yahoo! HotJobs (phished source)												

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, 2011, through November 30, 2012 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

	Photographer	Copy Editor	Producer	Copy Editor	Photographer	Edit Supervisor	Maintenance Engineer	Asst. News Director	Technical Producer	Photographer/Reporter	Credit/Collections Coord III	Traffic Coordinator
	4/16/2012	4/30/2012	4/30/2012	5/14/2012	6/18/2012	7/10/2012	07/16/12	8/13/2012	8/21/2012	8/22/2012	8/27/2012	9/4/2012
Recruitment Sources	4116	4211	4346	4325	4576	4008	3549	3502	4826	4457	3687	5016
	<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
Agnes Scott College	X	X	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 Urban League	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
DeKalb EOA, Inc	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
Jewish Family Career Service	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
Spellman College	X	X	X	X	X	X	X	X	X	X	X	X
Talent Dynamics	X	X	X	X	X	X	X	X	X	X	X	X
University of West Georgia (removal 10/29)	X	X	X	X	X	X	X	X	X	X	X	X
West GA Technical College	X	X	X	X	X	X	X	X	X	X	X	X
GA Dept of Labor/South Metro Career Center	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
University of Georgia			X	X	X	X	X	X	X	X	X	X
Meredith.com	X	X	X	X	X	X	X	X	X	X	X	X
WGCL TV Website/CBSAtlanta.com	X	X	X	X	X	X	X	X	X	X	X	X
602 Communications (Marketing positions only)	X					X						
Accounting Principals/Ajilon											X	HS
Broadcast Engineers, Society of							X					
B-Roll.net (\$)					X							
CareerBuilders (\$)							X					
Clark University												
Collective Talent			X		X	X		X		X	X	X
Craigslist.org (phished source)												
Creative Hot List.com												
Cynopsis (Research-\$)												
eTalent Staffing												
FoxCarolina.com												
Google.com (phished source)												
Indeed.com (phished source)												
Industry/Employee Referral	IR/ER	HS	HS	IR/ER			IR/ER			IR/ER		HS
Internal Candidates												
IRE: Investigative Reporters and Editors												
Linked in (phished source/TalentFinder)												
Lost Remote												
Medialine.com												
Media Recruiter												
MFM;Media Financial Management (Finance)												
Monster (\$)												
National Association of Broadcasters												
Natl Press Photographers Association (S)												
Spots n Dots (\$)			X					X	X		X	X
Television Bureau of Advertising			X		X					X	X	
TVJobs.com												
Walk ins/mail ins												
Westwood College			X		X			X		X	X	
WSMV.com												
Yahoo! HotJobs (phished source)												

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, 2011, through November 30, 2012 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	VP/Gen Mgr	Accounts Receivables Manager	Producer	Local Sales Manager	Research Director	Log Editor	Promotion Coord.	Centralcast Operator	Producer	Producer
	9/26/2012	10/8/2012	10/8/2012	10/8/2012	10/15/2012	10/15/2012	10/16/2012	10/19/2012	10/22/2012	10/22/2012
	4750	4408	4891	4968	4552	5288	5156	5093	5012	4684
	<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>
Agnes Scott College	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
Atlanta Urban League	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
DeKalb EOA, Inc	X	X	X	X	X	X	X	X	X	X
GA State University	X	X	X	X	X	X	X	X	X	X
Georgia Assn. of Broadcasters	X	X	X	X	X	X	X	X	X	X
Jewish Family Career Service	X	X	X	X	X	X	X	X	X	X
Latin American Association	X	X	X	X	X	X	X	X	X	X
Spellman College	X	X	X	X	X	X	X	X	X	X
Talent Dynamics	X	X	X	X	X	X	X	X	X	X
University of West Georgia (removal 10/29)	X	X	X	X	X	X	X	X	X	X
West GA Technical College	X	X	X	X	X	X	X	X	X	X
GA Dept of Labor/South Metro Career Center	X	X	X	X	X	X	X	X	X	X
Kennesaw State University	X	X	X	X	X	X	X	X	X	X
University of Georgia	X	X	X	X	X	X	X	X	X	X
Meredith.com	X	X	X	X	X	X	X	X	X	X
WGCL TV Website/CBSAtlanta.com	X	X	X	X	X	X	X	X	X	X
602 Communications (Marketing positions only)										
Accounting Principals/Ajilon										
Broadcast Engineers, Society of										
B-Roll.net (\$)										
CareerBuilders (\$)		X			X					
Clark University										
Collective Talent					X					
Craigslist.org (phished source)										
Creative Hot List.com										
Cynopsis (Research-\$)					X					
eTalent Staffing										
FoxCarolina.com										
Google.com (phished source)								HS		
Indeed.com (phished source)										
Industry/Employee Referral	HS		IR/ER	IR/ER		IR/ER			IR/ER	IR/ER
Internal Candidates										
IRE: Investigative Reporters and Editors										
Linked in (phished source/TalentFinder)					HS		HS			
Lost Remote					X					
Medialine.com					X					
Media Recruiter										
MFM;Media Financial Management (Finance)		X								
Monster (\$)			HS							
National Association of Broadcasters										
Natl Press Photographers Association (S)										
Spots n Dots (\$)				X	X					
Television Bureau of Advertising										
TVJobs.com										
Walk ins/mail ins										
Westwood College					X	X				
WSMV.com										
Yahoo! HotJobs (phished source)										

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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*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, 2011, through November 30, 2012 WGCL-TV & WPCH filled the following vacancies as defined by the FCC EEO rules.

	Admin Asst	Account Executive	Traffic Coordinator	Accounting Assistant	Account Executive
	10/29/2012	11/5/2012	11/5/2012	11/12/2012	11/12/12
Recruitment Sources	5351	4115	5348	4813	3544
	<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>
Agnes Scott College	X	X	X	X	X
Art Institute of Atlanta, The	X	X	X	X	X
Atlanta Urban League	X	X	X	X	X
Connecticut School of Broadcasting Atlanta, LLC	X	X	X	X	X
DeKalb EOA, Inc	X	X	X	X	X
GA State University	X	X	X	X	X
Georgia Assn. of Broadcasters	X	X	X	X	X
Jewish Family Career Service	X	X	X	X	X
Latin American Association	X	X	X	X	X
Spellman College	X	X	X	X	X
Talent Dynamics	X	X	X	X	X
University of West Georgia (removal 10/29)					
West GA Technical College	X	X	X	X	X
GA Dept of Labor/South Metro Career Center	X	X	X	X	X
Kennesaw State University	X	X	X	X	X
University of Georgia	X	X	X	X	X
Meredith.com	X	X	X	X	X
WGCL TV Website/CBSAtlanta.com	X	X	X	X	X
602 Communications (Marketing positions only)					
Accounting Principals/Ajilon					
Broadcast Engineers, Society of					
B-Roll.net (\$)					
CareerBuilders (\$)				X	
Clark University					
Collective Talent	X		X		
Craigslist.org (phished source)					
Creative Hot List.com					
Cynopsis (Research-\$)					
eTalent Staffing					
FoxCarolina.com					
Google.com (phished source)					
Indeed.com (phished source)					
Industry/Employee Referral					
Internal Candidates					
IRE: Investigative Reporters and Editors					
Linked in (phished source/TalentFinder)					
Lost Remote					
Medialine.com					
Media Recruiter					
MFM;Media Financial Management (Finance)					
Monster (\$)					
National Association of Broadcasters					
Natl Press Photographers Association (S)					
Spots n Dots (\$)	X				
Television Bureau of Advertising					
TVJobs.com					
Walk ins/mail ins					
Westwood College	X		X		
WSMV.com					
Yahoo! HotJobs (phished source)					

Key:
X= Represents All Recruiting Sources that received the job vacancy notice.
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WGCL TV INTERVIEWEE RECORDS REPORT

Job Vacancies: December 1, 2011 through November 30, 2012.

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	
.	Agnes Scott College	Misty Patterson	404-471-6397	mdumas-patterson@agnesscott.edu	141 East College Ave		Atlanta	GA	30030	
1	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 Urban League	Rashid Brown	404-659-1150	rbrown@atlul.org	75 Piedmont Ave., NE	Suite 310	Atlanta	GA	30303	
.	Connecticut School of Broadcasting Atlanta, LLC	Michael Hessing	678-205-2210	mhessing@gocsb.com	1755 North Brown Rd.	Suite 175	Lawrenceville	GA	30034	
.	DeKalb EOA, Inc	Heather Smith	404-537-4300	heather.smith@pcaction.org	3597 Covington Hwy		Atlanta	GA	30032	
.	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	
.	Jewish Family Career Service	Robin Cohen	770-677-9300	rohen@jfcc-atlanta.org	4549 Chamblee-Dunwoody Rd.		Atlanta	GA	30338	
.	Latin American Association	Sarah Marski	404-982-6894	mperusek@thelaa.org	2665 Buford Highway		Atlanta	GA	30324	
.	Spellman College	Career Placement Office	404-681-3643/404-233-1467	tireland@spellman.edu	350 Spellman Lane SW		Atlanta	GA	30314	
.	Talent Dynamics	Christina Hedding	214-640-3139	hedding@talentdynamics.com	600 Las Colinas Blvd	Suite 100	Irving	TX	75039	
.	University of West Georgia (REMOVE)	Karen Lingrell	678-839-6431	klingrell@westga.edu	355 Parker Hall		Carrollton	GA	30118	
.	West GA Technical College	Frances Oubre	706-756-4628	frances.oubre@westgatech.edu	1 College Circle		La Grange	GA	30240	
.	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	
.	Kennesaw State University	Robin Knight	770-423-6555	http://careerctr.kennesaw.edu	1000 Chastain Road		Kennesaw	GA	30133	
1	University of Georgia	Grady College Placement	706-542-2006/706-542-2183	www.hireUGA.com	Room 209, Journalism Bldg.		Athens	GA	30602	
10	Meredith.com		515-284-2812	Self entry through hiring portal	1716 Locust Ave		Des Moines	IA	50309-3023	
16	WGCL TV Website/CBSAtlanta.com	Elizabeth Kynestra, Web Producer	404-327-3215	cbsatlanta.com	425 14th St. NW		Atlanta	GA	30318	
.	602 Communications	Sandy Lizik	602-954-8373	silzik@602communications.com						
3	Accounting Principals/Ajilon	Catherine Fisher	404-260-6009	Catherine.Fisher@accountingprincipal.com	3455 Peachtree Road	Suite 110	Atlanta	GA	30326	
.	Broadcast Engineers, Society of		317-846-9000	www.sbe.org	9102 North Meridian Street	Suite 150	Indianapolis	IN	46260	
.	B-Roll.net (\$)	Kevin Johnson	757-535-4459	info@b-roll.net	1623 D St NE		Washington	DC	20002	
13	CareerBuilders (\$)		866-438-1485	www.careerbuilders.com						
1	Clark University		404-880-8000	www.cau.edu	223 James P Brawley Drive Southwest		Atlanta	GA	30314	
.	Collective Talent (S) *	Michael Billie	813-254-9695	billie@michaelsmedia.com	1721 Richardson Place		Tampa	FL	33606	
.	Craigslist.org (phished source)			www.craigslist.org	1381 9th Ave.		San Francisco	CA	94122	
.	Creative Hot List.com		650-815-4290/650-326-1648	www.creativehotlist.com	110 Constitution Dr.		Menlo Park	CA	94025	
3	Cynopsis (Research-\$)			http://www.cynopsis.com/classified/						
.	eTalent Staffing	Greg Craig	678-476-9585	www.etalentstaffing.com	P.O. Box 870261		Stone Mountain	GA	30087	
1	FoxCarolina.com	Leigh Champion	865-213-2103	www.foxcarolina.com	21 Interstate Court		Greenville	SC	29615	
1	Google.com (phished source)			http://www.google.com/intl/en/jobs/						
44	Indeed.com (phished source)			www.indeed.com	470 West Ave.	Suite 2002	Stamford	CT	06902	
52	Industry/Employee Referral			N/A						
17	Internal Candidates			N/A						
.	IRE: Investigative Reporters and Editors		573-882-2042	www.ire.org	141 Neff Annex		Missouri School of Journalis	Columbia	MO	65211
7	Linked in (phished source/TalentFinder)			http://www.linkedin.com/						
.	Lost Remote	Jessica Carlson	888-589-1963	http://lostremote.com						
2	Medialine.com		800-237-8073	www.medialine.com	P.O.Box 51909		Pacific Grove	CA	93950	
.	Media Recruiter									
.	MFM;Media Financial Management (Finance)		847-716-7000	ageID=331	550 W. Frontage Road	Ste. 3600	Northfield	IL	60093	
4	Monster (\$)	Jean D'Amico	1-800-666-7837	monster.com	47 Perimeter Center East	Suite 350	Atlanta	GA	30346	
1	National Association of Broadcasters		202-429-5300	www.nab.org	1771 N Street NW		Washington	DC	20036	
.	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		
3	Spots n Dots (\$)	Dai & Joe	888-884-2630/607-729-7331	selltv@aol.com						
5	TVJobs.com	Broadcast Employment Services	760-754-8177/760-754-2115	tvjobs.com/postjobs	P.O.Box 4116		Oceanside	CA	92052	
.	Walk ins/mail ins			N/A						
.	Westwood College		877-752-6890	rsingleton@westwood.edu	1100 Spring Street		Atlanta	GA	30309	
2	WSMV.com	Deborah Mills	615-353-2206	www.wsmv.com	5700 Knob Rd.		Nashville	TN	37209	
1	Yahoo! HotJobs (phished source)									

TOTAL 188

*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.

Media Women	Source removed: unable to verify organization; no address or telephone number available	12/1/2011
Cynopsis	New source identified	12/14/2011
Broadcast Engineering	New source identified	12/16/2011
602 Communications	New contact; marketing positions only	1/26/2012
Collective Talent	Emails no longer accepted	1/26/2012
Television Bureau of Advertising	No longer posting jobs on website	5/1/2012
University of West Georgia	New contact	8/16/2012
Atlanta Urban League	Email address no longer active (rbrown@atlul.org)	8/16/2012
Jewish Family Career Service	New contact	8/22/2012
Latin American Association	New contact	10/29/2012
University of West Georgia	Source removed by request	10/29/2012
Women in Film & Television atlanta (WIFTA)	New source identified	12/1/2012

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

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Code of Business Conduct and Ethics Web Base Training Program	12/01/11-11/30/12	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.
Internship Program	12/01/11-11/30/12	<p>The student internship program is designed to give students a hands-on work experience in all aspects of our station. We have internships available in News, Production, Marketing, and Sales. Eleven students completed internships.</p> <p>This program is overseen by the Director of Human Resources</p>	Woffard College, Penn State University, Georgia State, UGA, St. Mary's College, Jacksonville State University, DePaul University, University of Alabama, Roanoke College, Morehouse College, FSU
Monthly Managers' Training	12/01/11-11/30/12	L. Berenguer provides new or potential managers with training to prepare themselves to be future leaders, i.e. social styles, sexual harrassment, new leaders bootcamp, effective appraisals, goal setting and conflict resolution.	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	03/16/2012 09/26/2012- 11/30/2012	F. Fors and J. Holland provided children with a better understanding of jobs in broadcasting. C. Martinez presents information to students about how to get started in meteorology, specifically as anchor/weather reporter as well as other jobs in broadcasting.	Garden Hills Elementary Northwood Elementary, Corretta Scott Academy, Therrell Health Sciences and Research, South Atlanta High School, Boyd Elementary School, North Metro GNET, Kennedy Elementary School, Euharlee Elementary School, Charles L. Gideons Elementary School, Auburn Elementary School, Grady High School, and F.L. Stand Elementary School
Job Shadows/Intern for a Day	4/16/2012	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
Tours	12/01/11- 11/30/12	J. Estes, A. Smith, and L. Berenguer provided tours to highlight education and career opportunities for the following educational organizations: Hollydale ES - 30 students (05/17/2012), 4H State Congress Educational Tours in Atlanta (07/26/2012), Brookwood Christian School (02/01/2012), WMAC (07/16/2012)	N/A

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Boys & Girls Club College & Career Fair	11/13/2012	C. Martinez, L. Berenguer, and A. Smith represented CBSAtlanta with over 200 high school students at the College & Career Fair.	Boys & Girls Club
Urban League Information Presentation	12/9/2011	CBSAtlanta was the featured employer providing information to clients of the Urban League regarding employment opportunities in broadcasting. Presentation was made by L. Berenguer, T. McNary, and A. Smith	Urban League of Greater Atlanta
CAU-TV Advisory Board Member	01/27/2012-11/30/12	L. Berenguer serves on the advisory board for Clark Atlanta University. The University offers students opportunities to work at CAU-TV under the tutelage of seasoned video professionals. Students work as production assistants on projects across a range of genres: health and medical documentaries, popular culture features, music and entertainment videos, talk shows, community forums and news.	Clark Atlanta University
Targeted Selection Training	12/01/11-11/30/12	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)
APME	9/20/2012	News Director (E. Ludgood) completed a mentoring session with Mass Comm students from Middle Tennessee State University.	APME
AABJ	10/9/2012	News Director (E. Ludgood) served on a panel that offered career advice to members. The focus on the discussion is Getting Jobs in Political Reporting.	AABJ
Unity Convention	08/01/2012 - 08/04/2012	<p>The 2012 Unity Conference was held at the Mandalay Bay Convention Center in Las Vegas, Nevada from Wednesday, August 1 thru Saturday, August 4th.</p> <p>Approximately 150 conference attendees visited our Meredith booth and were interviewed/critiqued by Meredith Local Media Group (LMG) News Directors from Atlanta, Saginaw and Las Vegas. Meredith Corporation was represented at the conference by Paul Karpowicz (President LMG,) Dalton Lee (Vice President of Finance LMG,) Adam Bradshaw (Las Vegas ND,) Ian Rubin (Saginaw ND,) Eric Ludgood (Atlanta ND) and Art Torcello (Las Vegas HRD.)</p>	N/A

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
APME	9/20/2012	News Director (E. Ludgood) elected to board of directors	N/A
National Student Electronic Media Convention	10/25-27/2012	S. Fisher (Anchor), K. Byers (Producer), W. Frampton and S. Moghe (MMJ) provided training/educational sessions to students at the College Broadcasters, Inc., National Student Electronic Media Convention.	College Broadcasters, Inc.