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.

<u># Interviewees</u>

	N	<u>Name</u>	Contact Name/Title	Phone Number/Fax Number	E-Mail Address/Website	Address1	Address2		<u>State</u>	Zip
	. D	DeKalb EOA, Inc	Heather Smith	404-537-4300	heather.smith@pcaction.org	3597 Covington Hwy		Atlanta	GA	30032
	. C	Connecticut School of Broadcasting Atlanta, LLC	Michael Hessing	678-205-2210	mhessing@gocsb.com	1755 North Brown Rd.	Suite 175	Lawrenceville	GA	30034
	. U	Jniversity of West Georgia	Karen Lingrell	678-839-6431	klingrell@westga.edu	355 Parker Hall		Carrollton	GA	30118
	. V	Vest GA Technical College	Frances Oubre	706-756-4628	frances.oubre@westgatech.edu	1 College Circtl		La Grange	GA	30240
	. 0	GA State University	Ramona Simien	404-413-1820	<u>gsuhr@gsu.edu</u>	260 University Cntr	Courtland Street	Atlanta	GA	30303
	. A	Agnes Scott College	Misty Patterson	404-471-6397	mdumas-patterson@agnesscott.edu	141 East College Ave		Atlanta	GA	30030
	. J	Jewish Family Career Service	Robin Cohen	770-677-9300	rcohen@jfcs-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
	. G	GA Dept of Labor/South Metro Career Center	Tabatha Burks	404-699-6900	https://www.dol.state.ga.us/WS4-MW	<u>/</u> 2636-14 MLK Jr. Drive		Atlanta	GA	30311
	. т	The Art Institute of Atlanta	Kokayi Olushola, Biz Dev Rep	770-912-9193	<u>kolushola@aii.edu</u>	6600 Peachtree Dunwoody Rd.	100 Embassy Row	Atlanta	GA	30328
	. K	Kennesaw State University	Robin Knight	770-423-6555	http://careerctr.kennesaw.edu	1000 Chastain Road		Kennesaw	GA	30133
	. A	Atlanta Urban League	Rashid Brown	404-659-1150	rbrown@atlul.org	75 Piedmont Ave., NE	Suite 310	Atlanta	GA	30303
	. т	TVJobs - TMP Pathways	Lora Koch	515-284-3704	https://www.virtualedge.com/login/ind	de 1716 Locust Ave		DesMoines	IA	50309
	. т	Talent Dynamics - TMP Pathways	Christina Hedding	214-640-3139	hedding@talentdynamics.com	600 Las Colinas Blvd	Suite 100	Iriving	ТΧ	75039
	. S	Spellman College	Career Placement Office	404-681-3643/404-233-1467	tireland@spelman.edu	350 Spellman Lane SW		Atlanta	GA	30314
	. U	Jniversity 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 Perimenter 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			g	257 West Lake Ave., NW		Atlanta	GA	30314
		Collective Talent	Michael Billie		bille@michaelsmedial.co	1721 Richardson Place		Tampa	FL	33606
		Felevision 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
2		ΓVJobs.com	Broadcast Employment Services	760-754-8177/760-754-2115	tvjobs.com/postjobs	P.O.Box 4116		Oceanside	CA	92052
-		3-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_service		Suite 306	Durham	NC	
5		WGCL TV Website/CBSAtlanta.com	Elizabeth Kynestra, Web Produce		cbsatlanta.com	425 14th St. NW		Atlanta	GA	30318
5		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			200		00000 0020
		American Sportscasters Association Inc.	Louis O. Schwartz, President	212-227-8080 / 212-571-0556	americansportscasters.com	225 Broadway	Suite 2030	New York	NY	10007
		Talent Staffing	Greg Craig	678-476-9585	www.etalentstaffing.com	P.O. Box 870261	Curro 2000	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	Eduler Derenguer, Filt Director	650-815-4290/650-326-1648	www.creativehotlist.com	110 Constitution Dr.		Menlo Park	CA	94025
21		ndeed.com		000 010 4200/000 020 1040	www.indeed.com	470 West Ave.	Suite 2002	Stamford	CT	06902
1		CareerBuilders		866-438-1485	www.careerbuilders.com	470 West / We.	Sunc 2002	Otamiora	01	00002
•		Craigslist.org			www.craigslist.org	1381 9th Ave.		San Francisco	CA	94122
1		Google.com			http://www.google.com/intl/en/jobs/				UA	57122
' 1		Linked in			http://www.ijoogie.com/mii/en/joos/					
' 1		Aijlon Professional Staffing	Frances Scimeca	404-260-6000	http://www.mitkeum.com/	3455 Peachtree Raod NE		Atlanta	GA	30326
1		ndustry/Employee Referral	Tances Scineca	+0+-200-0000		JTJJ F CAUNTEC NAUU NE		πιαπα	GA	30320
ю 8		nternal Candidates								

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*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.

HRD Transition/new list created	04/0
Request to submit through online system	
Request to be added to distribution list	
Invalid address; unable to verify target organization	
Invalid e-mail address	
New contact and email address	
Request to submit through online system or WORD format	
New contact and email address	
Invalid e-mail address, new contact	
Unable to verify target organization, letter mailed requesting verification	
New contact, Link visability improved	
Contact information being validated	
Submission process and contact information updated	
	Request to submit through online system Request to be added to distribution list Invalid address; unable to verify target organization Invalid e-mail address New contact and email address Request to submit through online system or WORD format New contact and email address Invalid e-mail address, new contact Unable to verify target organization, letter mailed requesting verification New contact, Link visability improved Contact information being validated

4/04/2011-07/05/2011

7/6/2011

7/13/2011

7/6/2011

7/6/2011

7/6/2011

7/20/2011 8/23/2011

11/23/2011

11/23/2011

8/11/2011

11/23/2011

11/23/2011

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of	Co-Sponsor's (if applicable)
		station personnel involved in Initiative	
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	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. This program is overseen by the Director of Human Resources	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	Co-Sponsor's (if applicable)
		station personnel involved in Initiative	
Career Day/School Visits	11/10/2011	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	Sprayberry High School, Marietta, Georgia
	10/29/2011	Cobb County Schools Young Men's Conference (E. Ludgood)	South Cobb High School
Job Shadows/Intern for a Day	11/21/2011 June, 2011	University of Georgia invited WGCL- TV/WPCH to particiapte 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	Co-Sponsor's (if applicable)
		station personnel involved in Initiative	
Career Fairs	04/29/2011	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.	Sprayberry High School, Marietta, Georgia
	09/07/2011	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.	
	11/8/2011	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/DocumentSi ngle.aspx?DocumentID=223892	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
ААВЈ	June, 2011	News Director (E. Ludgood) served on a panel that offered career advice to members	ААВЈ

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.

		Collections		nent Editor ′GCL		iction Asst VGCL		Collections coord I		nt Executive VGCL		nt Executiv NGCL	ve	Central	cast Supv Atl		nt Executive VGCL	(Copy Edit	or	Loc	al Sales Mgr WGCL	Prog	ram Coorc		unt Executive WGCL
	12	/6/2010	12/6	6/2010	12	6/2010	12/	20/2010	1/3	3/2011	1/	11/2011		1/	12/2011	1/3	1/2011		2/21/201	1	2	2/21/2011	3	/7/2011	;	3/7/2011
Recruitment Sources																										
	<u>RS/O</u>	<u>X HS</u>	<u>RS/O</u>	<u>X HS</u>	RS/O	<u>X HS</u>	<u>RS/O</u>	<u>X HS</u>	RS/O	<u>X HS</u>	<u>RS/O</u>	<u>X HS</u>	<u>i</u>	<u>RS/0</u>	<u>X HS</u>	RS/C	<u>X HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	RS/C	<u>X HS</u>	RS/C	<u>) X HS</u>	<u>RS/0</u>	<u>) X HS</u>
DeKalb EOA, Inc Connecticut School of Broadcasting Atlanta, LLC University of West Georgia																										
West GA Technical College																										
GA State University	Х	X	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	X	Х	X	X		Х	Х	X	Х	Х	Х
Agnes Scott College																										
Jewish Family Career Service																										
Georgia Assn. of Broadcasters	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	Х	Х	Х	Х		Х	Х	Х	Х	Х	Х
GA Dept of Labor/South Metro Career Center	Х	X	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	X	Х	X	X		Х	Х	Х	Х	Х	Х
The Art Institute of Atlanta	Х	X	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	X	Х	X	X		Х	Х	Х	Х	Х	Х
Kennesaw State University																										
Atlanta Urban League	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	X	Х	X	X		Х	Х	Х	Х	X	Х
TVJobs - TMP Pathways																										
Talent Dynamics - TMP Pathways																										
Atlanta Unversity Career Center	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	Х	Х	Х	Х		Х	Х	Х	Х	Х	Х
National Assn of Hispanic Journalists	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	X	Х	X	X		Х	Х	Х	Х	X	Х
Spellman College																l										
University of Georgia	Х	X	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	X	Х	X	X		Х	X	X	Х	X	Х
Connecticut School of Broadcasting Atlanta, LLC	X	X	Х	X	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	X	Х	X	X		Х	Х	Х	Х	X	Х
Latin American Association	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	X	Х	X	Х		Х	Х	Х	Х	X	Х
Media Women																										
Collective Talent																										
Television Bureau of Advertising																										
Monster (\$)																										
TVJobs.com	Х	Х	Х	X HS	Х	Х	Х	Х	Х	Х	Х	Х⊦	IS	Х	Х	X	Х	X	X		Х	Х	Х	Х	X	Х
B-Roll.net (\$)																										
Graeme Newell 602 Communications																										
Natl Press Photographers Association																										
WGCL TV Website/CBSAtlanta.com	X	X	X	X	X	Х	X	X HS		Х	X	Х		Х	Х	X	X	X	X		Х	X	Х	X	X	X HS
Meredith.com	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	Х	Х	X	Х		Х	Х	Х	х ня	S X	Х
Spots n Dots (\$)																										
American Sportscasters Association Inc.	X																				Ň					
eTalent Staffing	X	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	X	Х	X	X		Х	Х	Х	Х	X	Х
Cold Calls and Walk-ins to WGCL TV																										
Creative Hot List.com																										
		HS																								
CareerBuilders																										
Craigslist.org																										
Google.com																										
Linked in																										
Aijlon Professional Staffing						10 /00					ļ							ĺ								
Industry/Employee Referral						IR/ER				IR/EI	к I				IR/ER		IR/EF	۲ ا		IR/ER		IR/ER				
Internal Candidates	I	I			l		I	1	1	I	I		l		1	I	1	I	I		l	I	I	1	I	1

<u>Key:</u>

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.

	Sales	Asst WGCL	Sales /	Asst WGCL		s Director NGCL		nance Eng 'GCL	Acc	ountant		mrcl Prod ucer/Editor		Promotion Producer	Sales /	Asst WGCL	_ Account	Executiv	ve WGCL		hic Designer WGCL		Editor		Tape Editor WGCL
	3	/7/2011	3/	7/2011	3/*	14/2011	3/1	5/2011	3/1	6/2011	3/	21/2011	3	/22/2011	3/2	23/2011		3/28/201	1	3	8/28/2011	3/	28/2011	3/2	28/2011
Recruitment Sources																									
	<u>RS/O</u>	<u>X HS</u>	RS/C	<u>х нs</u>	<u>RS/O</u>	<u>X HS</u>	<u>RS/O</u>	<u>X HS</u>	<u>RS/O</u>	<u>X HS</u>	<u>RS/O</u>	<u>X HS</u>	RS/C	<u>) X HS</u>	<u>RS/C</u>	<u>) X HS</u>	<u>RS/O</u>	<u>X</u>	<u>HS</u>	<u>RS/O</u>	<u>X HS</u>	<u>RS/0</u>	<u>х нs</u>	RS/O	<u>x HS</u>
DeKalb EOA, Inc																									
Connecticut School of Broadcasting Atlanta, LLC																									
University of West Georgia																									
West GA Technical College	х	V	V	V	V	V	V	x	V	V	V	V	V	V	V	х	V	v		v	×	V	x	V	V
GA State University Agnes Scott College	~	X	Х	Х	Х	Х	Х	~	Х	Х	х	Х	х	X	Х	~	Х	Х		Х	Х	Х	~	Х	Х
Jewish Family Career Service																									
Georgia Assn. of Broadcasters	х	х	х	v	х	х	х	х	Х	х	х	х	x	v	х	х	Х	х		х	х	v	×	х	х
Georgia Assil. of Broadcasters 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	×
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
Kennesaw State University	^	^	^	^	^	^	^	^	^	^	^	^	^	^	^	^	^	^		^	^	^	^	^	^
Atlanta Urban League	х	x	х	х	х	х	х	х	Х	х	x	х	х	v	х	х	х	х		х	х	х	х	х	х
TVJobs - TMP Pathways	^	^	^	^	^	^	^	^	^	^	^	^	^	^	^	^	^	^		^	^	^	^	^	^
Talent Dynamics - TMP Pathways																									
Atlanta Unversity Career Center	х	х	х	х	х	х	х	х	Х	х	x	Х	х	x	х	х	х	х		х	х	Х	х	х	х
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
Spellman College	~	^	~	^	^	~	~	^	^	^	^	~	^	^	^	^	^	~		^	~	^	^	^	^
University of Georgia	Х	x	х	х	Х	х	х	х	Х	х	х	Х	х	х	х	х	х	х		х	х	Х	х	Х	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
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
Media Women	~	~		~	~	~	~	~	~	~	^	~	~	~	~	~	~	~			Χ	~	~		~
Collective Talent																									
Television Bureau of Advertising																									
Monster (\$)																									
TVJobs.com	х	х	х	Х	x	х	х	х	х	х	х	Х	Х	х	Х	х	х	х		X	Х	х	Х	х	х
B-Roll.net (\$)																									
Graeme Newell 602 Communications																									
Natl Press Photographers Association																									
WGCL TV Website/CBSAtlanta.com	х	Х	Х	Х	х	Х	х	х	х	х	Х	Х	Х	Х	Х	х	Х	х	HS	х	X HS	х	х	х	Х
Meredith.com	Х	X HS		Х	Х	Х	Х	х	Х	X HS		Х	Х	х	Х	Х	Х	Х	_	Х	Х	Х	X HS		Х
Spots n Dots (\$)																									
American Sportscasters Association Inc.																									
eTalent Staffing	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	х	Х	Х	Х	Х
Cold Calls and Walk-ins to WGCL TV																									
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CareerBuilders																									
Craigslist.org																									
Google.com				1							1						1								
Linked in				1							1						1								
Aijlon Professional Staffing																									
Industry/Employee Referral				IR/EF	ર	IR/EF	R					IR/E	R	IR/EF	R	IR/E	R								
Internal Candidates																									IP

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		unt Executive WGCL		tralcast perator	Sales	Asst WGCI		ographer /GCL	Log	Reconciler		nt Executiv VGCL		ment Edito	r Video Tap	be Editor WGC	L Prod	ucer WGCL		Collections		ultimedia ducer-Web
(Position Filled	Date) ³	/29/2011	4/6	6/2011	4/*	18/2011	5/9	9/2011	5	/16/2011	6/	8/2011	6/	8/2011	6	/9/2011	6	/13/2011	6/2	20/2011	7/	/1/2011
Recruitment Sources																						
	<u>RS/0</u>	<u>) X HS</u>	RS/O	<u>X HS</u>	RS/O	<u>X HS</u>	RS/C	<u>X HS</u>	<u>RS/O</u>	<u>X HS</u>	RS/O	<u>X HS</u>	RS/C	<u>) X HS</u>	RS/O	<u>X HS</u>	RS/O	<u>X HS</u>	RS/O	<u>X HS</u>	RS/O	<u>) X HS</u>
DeKalb EOA, Inc									X	X			Х	Х	Х	Х			Х	Х	Х	Х
Connecticut School of Broadcasting Atlanta, LLC									X	Х			Х	Х	Х	Х			Х	Х	Х	Х
University of West Georgia									X	X			Х	Х	Х	Х			Х	Х	Х	Х
West GA Technical College									X	X			Х	Х	Х	Х			Х	Х	Х	Х
GA State University	Х	Х	Х	Х	Х	Х	Х	Х	X	X	X	Х	Х	Х	Х	Х	Х	X	Х	Х	Х	Х
Agnes Scott College									X	X			Х	Х	Х	Х			Х	Х	Х	Х
Jewish Family Career Service									X	X			Х	Х	Х	Х			Х	Х	Х	Х
Georgia Assn. of Broadcasters	Х	Х	Х	Х	Х	Х	Х	Х	X	X	Х	Х	Х	Х	Х	Х	Х	X	Х	Х	Х	Х
GA Dept of Labor/South Metro Career Center	Х	Х	Х	Х	Х	Х	Х	Х	X	X	X	Х	Х	Х	Х	Х	X	X	Х	Х	Х	Х
The Art Institute of Atlanta	Х	Х	Х	Х	Х	Х	Х	Х	X	X	X	Х	Х	Х	Х	Х	X	X	Х	Х	Х	Х
Kennesaw State University								1	X	Х			Х	Х	Х	Х			Х	Х	Х	Х
Atlanta Urban League	Х	Х	Х	Х	Х	Х	Х	Х	X	X	Х	Х	Х	Х	Х	Х	X	X	Х	Х	Х	Х
TVJobs - TMP Pathways																						
Talent Dynamics - TMP Pathways																						
Atlanta Unversity Career Center	Х	Х	Х		Х	Х	Х	Х	X	X	Х	Х	Х	Х	Х	Х	X	X	Х	Х	Х	Х
National Assn of Hispanic Journalists	Х	Х	Х	Х	Х	Х	Х	Х			X	Х					X	X				
Spellman College									X	X			Х	Х	Х	Х			Х	Х	Х	Х
University of Georgia	Х	Х	Х		Х	Х	Х	Х	X	X	Х	Х	Х	Х	Х	Х	X	X	Х	Х	Х	Х
Connecticut School of Broadcasting Atlanta, LLC	Х	Х	Х	Х	Х	Х	Х	Х	X	X	X	Х	Х	Х	Х	Х	X	X	Х	Х	Х	Х
Latin American Association	Х	Х	Х	Х	Х	Х	Х	Х	X	X	X	Х	Х	Х	Х	Х	X	Х	Х	Х	Х	Х
Media Women									X	X			Х	Х	Х	Х			Х	Х	Х	Х
Collective Talent																						
Television Bureau of Advertising									X	X			Х	Х	Х	Х			Х	Х	Х	Х
Monster (\$)																						
TVJobs.com	Х	Х	Х	Х	Х	Х	Х	Х			Х	Х					X	X HS				
B-Roll.net (\$)																						
Graeme Newell 602 Communications									X	X			Х	Х	Х	Х			Х	Х	Х	Х
Natl Press Photographers Association																						
WGCL TV Website/CBSAtlanta.com	Х	Х	Х	Х	Х	Х	Х	Х	X	X	X	X HS		X HS		Х	X	X	Х	Х	Х	Х
Meredith.com	Х	Х	Х	Х	Х	Х	Х	X HS	X	X	X	Х	Х	Х	Х	Х	Х	X	Х	Х	Х	Х
Spots n Dots (\$)																						
American Sportscasters Association Inc.																						
eTalent Staffing	Х	Х	Х	Х	Х	Х	Х	Х			Х	Х					X	X				
Cold Calls and Walk-ins to WGCL TV																						
Creative Hot List.com																						
Indeed.com																						
CareerBuilders																						
Craigslist.org			1																			
Google.com								1	1												1	
Linked in			1																			
Aijlon Professional Staffing		1						1	1	1											1	
Industry/Employee Referral		IR/ER		IR/EF	2	IR/E	R	1	1							IR/EF	2				1	IR/ER
Internal Candidates			1							IP										IP		

<u>Key:</u> 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.
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	Sport	ts Producer	Sport	s Producer	Central	cast Operator		nance Eng GCL		ographer ter WGCL		otographer orter WGCL	Co	py Editor		ch Analyst I Hub		tographer rter WGCL		notion Coord WGCL		nt Executive VGCL		ntralcast perator
	7/	11/2011	8/	(1/2011	8	/8/2011	8/15	5/2011	8/2	9/2011	9	/6/2011	9/	12/2011	9/1:	2/2011	9/1	12/2011	g	0/12/2011	9/2	26/2011	10/	/3/2011
Recruitment Sources																								
DeKalb EOA, Inc	<u>RS/O</u> X	<u>X</u> <u>HS</u>	RS/C	<u>) X HS</u> x	<u>RS/O</u> X	<u>X HS</u>	<u>RS/O</u> ×	<u>X</u> <u>HS</u>	<u>RS/O</u>	<u>X HS</u>	RS/O ×	<u>X HS</u> X	<u>RS/O</u> ×	<u>X</u> HS ×	<u>RS/O</u> X	<u>X</u> <u>HS</u>	<u>RS/O</u> X	<u>X</u> HS X	<u>RS/O</u> ×	<u>X</u> HS X	<u>RS/O</u> X	<u>X</u> <u>HS</u>	<u>RS/O</u> X	<u>X</u> <u>HS</u>
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	х	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	х	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	~
The Art Institute of Atlanta	X	X	X	x	X	х	X	X	X	x	X	х	X	х	X	x	X	х	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	х	x	X	X	X	X	X	X	X	X	X	X	X	X	X	X
TVJobs - TMP Pathways	^	^		^		^	^	^	^	^	^	~	^	^	^	^	^	^	^		^	^	^	^
Talent Dynamics - TMP Pathways																								
Atlanta Unversity Career Center	х	x					х	x	х	x														
National Assn of Hispanic Journalists	^	^					^	^	X	x														
Spellman College	х	x	x	x	x	х	х	x	^	^	х	x	X	х	х	x	х	x	х	x	х	x	х	x
University of Georgia	X		x	x	X	X	X	X	х	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
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	
Collective Talent	^	^	X	x	X	х	^	^			X	x	X	х	X	x	X	х	X	x	X	l v	X	x
Television Bureau of Advertising	х	Y	x	X	X	X	х	x			X	X	X	X	X	X	X	X	X	X	X		X	X
Monster (\$)	^	^	^			^	^	^			^	^	^	^	^	^	^	^	^		^	^	^	^
TVJobs.com									х	х нѕ								HS						
B-Roll.net (\$)									^	× 115								115						
Graeme Newell 602 Communications	х	Y	x		x		х	x			х		X		х		х		х		х		х	
Natl Press Photographers Association	^	^					^	^			^		^		^		^		^		^			
WGCL TV Website/CBSAtlanta.com	х	x	x	x	х	х	х	x	х	x	х	х	X	х нs	х	x	х	х	х	x	х	l v	х	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	X	X
Spots n Dots (\$)	^					^	^					~	~	^	~	^	~	~	~					~
American Sportscasters Association Inc.																								
eTalent Staffing									х	x														
Cold Calls and Walk-ins to WGCL TV																								
Creative Hot List.com																								
Indeed.com								HS								HS				HS				
CareerBuilders																								
Craigslist.org			1																					
Google.com Linked in			1																					
Aijlon Professional Staffing			1																					
Industry/Employee Referral			1									IR/ER										IR/ER		IR/ER
Internal Candidates		IP		IP		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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		nt Executive VGCL		eting Asst /GCL	Assign V	ment VGCL		HR As	st WPCH
	10/	10/2011	10/1	7/2011	10/	26/20	11	11/1	4/2011
Recruitment Sources									
DeKalb EOA, Inc Connecticut School of Broadcasting Atlanta, LLC University of West Georgia West GA Technical College GA State University Agnes Scott College Jewish Family Career Service Georgia Assn. of Broadcasters GA Dept of Labor/South Metro Career Center The Art Institute of Atlanta Kennesaw State University	RS/O X X X X X X X X X X X X	<u>X</u> <u>HS</u> × × × × × × × × × × × × × ×	RS/O X X X X X X X X X X X X	<u>X</u> HS × × × × × × × × × × × × × × × × × × ×	RS/O X X X X X X X X X X X	X × × × × × × × × × × × × × × × × × × ×	<u>HS</u>	RS/O X X X X X X X X X X X	<u>X</u> <u>HS</u> X X X X X X X X X X X X X
Atlanta Urban League TVJobs - TMP Pathways Talent Dynamics - TMP Pathways Atlanta Unversity Career Center National Assn of Hispanic Journalists	x	X	X	x	X	х		Х	x
Spellman College University of Georgia Connecticut School of Broadcasting Atlanta, LLC Latin American Association Media Women Collective Talent Television Bureau of Advertising Monster (\$) TVJobs.com B-Roll.net (\$)	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	X X X X X
Graeme Newell 602 Communications Natl Press Photographers Association WGCL TV Website/CBSAtlanta.com Meredith.com 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	X X X	x x	X X X	x x	X X X	×××	HS	x x x	X X HS
Industry/Employee Referral Internal Candidates		IR/ER		IR/ER	R 				

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

	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
Recruitment Sources	3896	3816	3945	3364	4030	4193	3998	4203	4227	4118	4225	4226
	<u>X HS</u>	<u>X HS</u>	<u>X HS</u>	<u>х нs</u>	<u>X HS</u>	<u>X HS</u>	<u>X HS</u>	<u>X HS</u>	<u>X HS</u>	<u>X HS</u>	<u>X HS</u>	<u>X HS</u>
Agnes Scott College		<u>x</u>	X	x	x	X T	X T	x		x	X	x
Art Institute of Atlanta, The	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	Х
Atlanta Urban League	X	Х	Х	Х	Х	Х	Х	Х		Х	Х	Х
Connecticut School of Broadcasting Atlanta, LLC	X	Х	Х	Х	Х	Х	Х	Х		Х	Х	Х
DeKalb EOA, Inc	X	X	Х	Х	Х	Х	Х	Х		Х	Х	Х
GA State University	X	X	Х	Х	Х	Х	Х	Х		Х	Х	Х
Georgia Assn. of Broadcasters	X	X	Х	Х	Х	Х	Х	Х		Х	Х	Х
Jewish Family Career Service	X	X	Х	Х	Х	Х	Х	Х		Х	Х	Х
Latin American Association	X	X	Х	Х	Х	Х	Х	Х		Х	Х	Х
Spellman College	X	Х	Х	Х	Х	Х	Х	Х		Х	Х	Х
Talent Dynamics	Х	Х	Х	Х	Х	X	Х	Х		Х	Х	X
University of West Georgia (removal 10/29)	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	Х
West GA Technical College	X	X	Х	Х	Х	Х	Х	Х		Х	Х	Х
GA Dept of Labor/South Metro Career Center	Х	Х	Х		Х	Х	Х	Х		Х	Х	Х
Kennesaw State University	X	X	Х		Х	Х	Х	Х		Х		
University of Georgia	X	X	Х	Х	Х	Х		Х		Х		
Meredith.com	X	X	Х	Х	Х	Х	Х	Х		Х	Х	Х
WGCL TV Website/CBSAtlanta.com	X	X	Х	Х	X HS	Х	Х	X HS		Х	Х	Х
602 Communications (Marketing positions only) Accounting Principals/Ajilon Broadcast Engineers, Society of B-Roll.net (\$)						X HS	×			X		
CareerBuilders (\$) Clark University				Ň						X		
Collective Talent				Х						X		
Craigslist.org (phished source) Creative Hot List.com												
Cynopsis (Research-\$) eTalent Staffing FoxCarolina.com							x					
Google.com (phished source)												
Indeed.com (phished source)		HS	HS									
Industry/Employee Referral Internal Candidates IRE: Investigative Reporters and Editors Linked in (phished source/TalentFinder)	IR/ER			IR/ER			IR/ER		HS		IR/ER	IR/ER
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 (\$) Television Bureau of Advertising TVJobs.com							X X				X	
Walk ins/mail ins Westwood College WSMV.com												
Yahoo! HotJobs (phished source)												

<u>Key:</u>

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.

	Photograph	er C	Copy Editor	Produce	r	Copy Editor	Photographer	Edit Supervisor	Maintenance Engineer	Asst. News Director	Technical Producer	Photographer/ Reporter	Credit/Colletions Coord III	Traffic Coordinator
	4/16/2012		4/30/2012	4/30/201	2	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
Recruitment Sources Agnes Scott College Art Institute of Atlanta, The Atlanta Urban League Connecticut School of Broadcasting Atlanta, LLC DeKalb EOA, Inc GA State University Georgia Assn. of Broadcasters Jewish Family Career Service Latin American Association Spellman College Talent Dynamics University of West Georgia (removal 10/29) West GA Technical College GA Dept of Labor/South Metro Career Center Kennesaw State University University of Georgia Meredith.com WGCL TV Website/CBSAtlanta.com 602 Communications (Marketing positions only) Accounting Principals/Ajilon Broadcast Engineers, Society of B-Roll.net (\$) CareerBuilders (\$)	4116	IS X X X X X X X X X X X X X X X X X X X	4211 <u>HS</u>	4346	<u>HS</u>					1			1	
Clark University Collective Talent Craigslist.org (phished source) Creative Hot List.com Cynopsis (Research-\$) eTalent Staffing FoxCarolina.com Google.com (phished source) Indeed.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 (\$) Television Bureau of Advertising TVJobs.com Walk ins/mail ins Westwood College WSMV.com Yahoo! HotJobs (phished source)	IR	/ER	HS	x x x x	HS	IR/ER	x x x	X	IR/ER	x x x	X	X IR/ER X X	X X X X	К

<u>Key:</u>

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

Value 108/2012 108/2012 108/2012 101/15/2012 101/15/2012 101/15/2012 101/15/2012 101/15/2012 50/80 Agnes Scott College Affinitive of Alarian The Affinitive of Alarian The		VP/Ge	en Mgr		Receivables nager	Prod	ucer	Local Sale	s Manager	Research	n Director	Log E	ditor
X HS X		9/26/	/2012	10/8	8/2012	10/8/2	2012	10/8/2	2012	10/15	/2012	10/15/	2012
X HS X	Recruitment Sources	47	750	4	408	48	91	49	68	45	52	528	38
Art instrue of Atlanta, TheXX <td></td>													
Art instrue of Atlanta, TheXX <td>Agnes Scott College</td> <td>X</td> <td><u></u></td> <td>$\frac{x}{x}$</td> <td><u></u></td> <td>X</td> <td><u></u></td> <td>$\frac{x}{x}$</td> <td><u></u></td> <td>X</td> <td><u></u></td> <td>X</td> <td><u></u></td>	Agnes Scott College	X	<u></u>	$\frac{x}{x}$	<u></u>	X	<u></u>	$\frac{x}{x}$	<u></u>	X	<u></u>	X	<u></u>
Attana Urban LangueXXXXXXXDefails EOA, IncXXXXXXXXDefails EOA, IncXXXXXXXXXDefails EOA, IncXX													
Connector School of Broadcasting Atlanta, LLC 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													
Deckal EOA.incXXXXXXXObstate UniversityXXXXXXXXGeorgia Assn. of BrandcastersXX <td>•</td> <td></td>	•												
GA State UniversityXXXXXXXGeorgia AssoBrandcastersXXXXXXXJewish Family Career ServiceXXXXXXXXLatin American AssociationXXXXXXXXSpellman CollegeXXXXXXXXXTalent OynamicsXXXXXXXXXXUniversity of West Georgia (removal 10/29)XXX <td></td>													
Georgia Assn. of BroadcasterisXX								1					
jewish Family Career ServiceXXXXXXXXXSpalinan CollegeXXXXXXXXXSpalinan CollegeXXXXXXXXXXSpalinan CollegeXX				1									
Latin AssociationXXXXXXXSpellman CollegeXXXXXXXXSpellman CollegeXXXXXXXXXLahen DynamicsXXXXXXXXXXXUniversity of West Georgia (removal 10/29)XX <td></td>													
Spellan CollegeXXXXXXXXTalent DynamicsXXXXXXXXXXWest 64 Technical CollegeXXXXXXXXXXWest 64 Technical CollegeXXX<													
Talent DynamicsXXXXXXXXXUniversity of West Gorgia (removal 10/29)XXXXXXXXWest GA Technical CollegeXXXXXXXXXGA Dept of Labor/South Metro Career CenterXXX <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1</td> <td></td> <td></td> <td></td> <td></td> <td></td>								1					
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Walk ins/mail ins	Walk ins/mail ins												
Westwood College X X										Х		Х	
WSMV.com													
Yahoo! HotJobs (phished source)	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

Promotion Coord.	Centralcast Operator	Producer	Producer
10/16/2012	10/19/2012	10/22/2012	10/22/2012
5156	5093	5012	4684
X HS X X	<u>X</u> <u>HS</u> 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 X X 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 X
HS	HS	IR/ER	IR/ER

	Admir	n Asst	Account E	xecutive	Traffic Co	ordinator	Accounting	Assistant	Account	Executive
	10/29	/2012	11/5/2	2012	11/5/2	2012	11/12/	2012	11/	12/12
Recruitment Sources	53	51	41	15	534	48	48	13		544
		<u>HS</u>		HS	Х	<u>HS</u>		<u>HS</u>		<u>HS</u>
Agnes Scott College	<u>X</u> X		$\frac{\mathbf{X}}{\mathbf{X}}$		<u>X</u> X		$\frac{\mathbf{X}}{\mathbf{X}}$		<u>X</u> ×	
Art Institute of Atlanta, The	Х		Х		Х		X		Х	
Atlanta Urban League	Х		Х		Х		X		Х	
Connecticut School of Broadcasting Atlanta, LLC	Х		Х		Х		X		Х	
DeKalb EOA, Inc	Х		Х		Х		X		Х	
GA State University	Х		Х		Х		X		Х	
Georgia Assn. of Broadcasters	Х		Х		Х		X		Х	
Jewish Family Career Service	Х		Х		Х		X		Х	
Latin American Association	Х		Х		Х		X		Х	
Spellman College	Х		Х		Х		X		Х	
Talent Dynamics	Х		Х		Х		X		Х	
University of West Georgia (removal 10/29)										
West GA Technical College	Х		х		Х		X		Х	
GA Dept of Labor/South Metro Career Center	Х		х		Х		X		Х	
Kennesaw State University	Х		х		Х		X		Х	
University of Georgia	Х		х		Х		X		х	
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	V				Ň					
Collective Talent	Х				Х					
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		IR/ER		IR/ER				IR/ER
Internal Candidates										
IRE: Investigative Reporters and Editors										
Linked in (phished source/TalentFinder)								HS		
Lost Remote Medialine.com										
Media Recruiter										
MFM;Media Financial Management (Finance)										
Monster (\$)										
National Association of Broadcasters										
Natl Press Photographers Association (S)										
Spots n Dots (\$)	Х									
Television Bureau of Advertising										
TVJobs.com										
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Westwood College WSMV.com	Х				Х					
YSMV.com Yahoo! HotJobs (phished source)										
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Key:

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

HS = Recruitment Source that referred the Hiree.

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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.

<u># Interviewees</u>

			Name	Contact Name/Title	Phone Number/Fax Number	E-Mail Address/Website	Address1	Address2	City	State	<u>Zip</u>
_		_	Agnes Scott College	Misty Patterson	404-471-6397	mdumas-patterson@agnesscott.edu			Atlanta	GA	30030
•	1	•	Art Institute of Atlanta, The	Kokayi Olushola, Biz Dev Rep	770-912-9193	kolushola@aii.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	Suite 175	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	rcohen@jfcs-atlanta.org	4549 Chamblee-Dunwoody Rd.	Suite 150	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@spelman.edu	350 Spellman Lane SW		Atlanta	GA	30314
•		•	Talent Dynamics	Christina Hedding	214-640-3139	hedding@talentdynamics.com	600 Las Colinas Blvd	Suite 100	Iriving	TX	75039
•		•	University of West Georgia (REMOVE)	Karen Lingrell	678-839-6431	klingrell@westga.edu	355 Parker Hall	Suite 100	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	•		Atlanta	GA	30311
•		•	Kennesaw State University	Robin Knight	770-423-6555	http://careerctr.kennesaw.edu	1000 Chastain Road		Kennesaw	GA	30133
•	4	•	•	•	706-542-2006/706-542-2183	www.hireUGA.com				GA	30602
•	10	•	University of Georgia	Grady College Placement			Room 209, Journalism Bldg.		Athens Dec Maines		
•	10	•	Meredith.com	Flinghoth Kinggothe Migh Dreduce	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 Produce		cbsatlanta.com	425 14th St. NW		Atlanta	GA	30318
•	0	•	602 Communications	Sandy Lizik	602-954-8373	silzik@602communications.com		Quite 110	Atlanta	~ ^	20200
•	3	•	Accounting Principals/Ajilon	Catherine Fisher	404-260-6009	Catherine.Fisher@accountingprincipa		Suite 110	Atlanta	GA	30326
•		•	Broadcast Engineers, Society of		317-846-9000	www.sbe.org	9102 North Meridian Street	Suite 150	Indianapolis	IN	46260
•	40	•	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	A (1 (-	~	00044
•	1	•	Clark University		404-880-8000	www.cau.edu	223 James P Brawley Drive Sout	Inwest	Atlanta	GA	30314
•		•	Collective Talent (S) *	Michael Billie	813-254-9695	bille@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/classifieds/			o	<u>.</u>	
•		•	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	СТ	06902
•	52	•	Industry/Employee Referral			N/A					
•	17	•	Internal Candidates			N/A			a		
•	_	•	IRE: Investigative Reporters and Editors		573-882-2042	www.ire.org	141 Neff Annex	Missouri School of Journali	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_service	😤 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)								

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*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 ne
Cynopsis	New source identified
Broadcast Engineering	New source identified
602 Communications	New contact; marketing positions only
Collective Talent	Emails no longer accepted
Television Bureau of Advertising	No longer posting jobs on website
University of West Georgia	New contact
Atlanta Urban League	Email address no longer active (rbrown@atlul.org)
Jewish Family Career Service	New contact
Latin American Association	New contact
University of West Georgia	Source removed by request
Women in Film & Television atlanta (WIFTA)	New source identified

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

number available

12/1/2011 12/14/2011 12/16/2011 1/26/2012 1/26/2012 5/1/2012 8/16/2012 8/16/2012 8/22/2012 10/29/2012 10/29/2012 12/1/2012

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of	Co-Sponsor's (if applicable)
		station personnel involved in Initiative	
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	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. This program is overseen by the Director of Human Resources	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	Co-Sponsor's (if applicable)
		station personnel involved in Initiative	
Career Day/School Visits		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 meterology,	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,
Job Shadows/Intern for a Day	4/16/2012	University of Georgia invited WGCL- TV/WPCH to particiapte 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.	and F.L. Stand Elementary School 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	Co-Sponsor's (if applicable)
		station personnel involved in Initiative	
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		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/	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 Tenneessee Statue University.	APME
ААВЈ	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	The 2012 Unity Conference was held at the Mandalay Bay Convention Center in Las Vegas, Nevada from Wednesday, August 1 thru Saturday, August 4th. 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.)	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.