

WALB

EEO PUBLIC FILE REPORT

December 1, 2017 to November 30, 2018

I. VACANCY LIST

See **Master Recruitment Source List** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
<i>Sales Success Manager</i>	1, 6, 7, 8, 9, 11,12, 20	4
<i>MMJ/Reporter (2)</i>	1, 6, 7, 8, 9, 10, 11, 12,15,17,18, 21	8 & 5
<i>Master Control Operator</i>	1, 6, 8, 9, 10, 11, 12, 15,20	4
<i>MMJ/Reporter (2)</i>	1, 6, 8, 9, 11,12, 15	5 & 4
<i>MMJ/Reporter (2)</i>	1, 6, 7, 8, 9, 10, 11, 15, 18, 23	23 & 6
<i>Director of Marketing & Audience Development</i>	1, 6, 7, 8, 9, 10, 11, 12,13, 15,18, 34, 35	6
<i>Digital Sales Assistant</i>	1, 6, 7, 8, 9, 11,12,15, 18,20	5
<i>Sales Success Manager</i>	1,6, 7, 8, 9, 10, 11,12,15, 18	4
<i>Sales Success Manager</i>	1,6, 7, 8, 9, 10, 11,12,15, 18	4
<i>MMJ Reporter</i>	1,2,6, 7, 8, 9, 10, 11,12,15, 18	6
<i>MMJ/Reporter</i>	1,2, 6, 7, 8, 9, 10, 11, 13, 15,18,23	6
<i>News Producer</i>	1,6, 7, 8, 9, 10, 11, 12,14, 15, 18, 23	23
<i>MMJ Reporter</i>	1,2, 7, 8, 9, 10, 11, 13, 15,18	4
<i>News Producer</i>	1,2, 6, 7, 8, 9, 10, 11,13, 15, 18	5
<i>Audience Development & Brand Manager</i>	1, 6, 7, 8, 9, 10, 11, 13, 15,18, 34	1
<i>MMJ/Reporter</i>	1, 2, 6, 7, 8, 9, 10, 11, 13, 15, 18	4
<i>Assistant News Director</i>	1, 2, 6, 7, 8, 9, 10, 11, 13, 15, 18, 33	33
<i>Media Sales Consultant</i>	1, 2,6, 7, 8, 9, 10, 11, 13,15, 18	5
<i>Media Sales Consultant</i>	1, 2, 6, 7, 8, 9, 10, 11, 13,15,18	5

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SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities.

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

Using job banks of media trade groups whose membership includes substantial participation by women and minorities to promote all upper level category openings with our station. Such job banks include: NAHJ, NAJA, and AAJA.

Names of Station Personnel involved in Initiative:

Rhonda Bailey – EEO Coordinator

**WALB, ALBANY, GA
EEO PUBLIC FILE REPORT**

December 01, 2017 – November 30, 2018

SUPPLEMENTAL OUTREACH INITIATIVES

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

Describe Nature of Initiative:

Broadcasting of outreach recruitment to local organization regarding job openings.

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

WALB airs the below promo recruiting organization who would like to receive our job openings.

"WALB is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. We encourage qualified community organizations to become part of this full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information, or can provide referrals as part of your regular activity, we would like to hear from you. Send your request to Human Resources, WALB News 10, PO Box 3130, Albany, GA 31706"

Names of Station Personnel involved in Initiative:

Rhonda Bailey – EEO Coordinator
Mike Leach – Marketing Director
Bruce Austin – General Sales Manager

**WALB, ALBANY, GA
EEO PUBLIC FILE REPORT**

December 01, 2017 – November 30, 2018

SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): _____ Continuous _____

Describe Nature of Initiative:

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

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

In conjunction with Albany State University, Andrew College, Abraham Baldwin Agricultural College, Mississippi State University, Valdosta State University, and Savannah State University, WALB has established an internship program designed to assist students in acquiring skills to pursue careers in Broadcasting.
We had 3 interns from Albany State University (2 for spring semester and 1 for fall); 1 intern from Abraham Baldwin Agricultural College (Summer semester); 1 intern from Andrew College (Summer semester); 1 intern from Mississippi State University (Summer semester); 3 interns from Valdosta State University (1 Spring Semester, and 2 Summer Semester), and 1 intern from Savannah State University (Summer Semester)

Names of Station Personnel involved in Initiative:

Nichole Cyprian - Assistant News Director
Aaryn Valenzuela - Assignment Editor and Producer
Jordan Barela - Digital Content Manager
Jim Bernhardt - Creative Services Manager
WALB Meteorology team - Yolanda Amadeo, Chris Zelman, Bradford Ambrose

**WALB, ALBANY, GA
EEO PUBLIC FILE REPORT**

December 01, 2017 – November 30, 2018

SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 8, 2018

Describe Nature of Initiative:

Career Fair

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

WALB participated in the GAB/UAG Journalism and Mass Communications Career Day at the Georgia Center for Continuing Education at the University of Georgia in Athens GA. WALB presented valuable information about careers in Journalism at WALB by handing out pamphlets, showing the Raycom Jobs reel from the Raycom website, and giving information on how to apply for internships as well as answering questions from students.

Names of Station Personnel involved in Initiative:

Bari Soash – News Director

**WALB, ALBANY, GA
EEO PUBLIC FILE REPORT**

December 01, 2017 – November 30, 2018

SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): March 21, 2018

Describe Nature of Initiative:

Career Fair

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

Participated in the Valdosta State University Job Fair. Assistant News Director was able to represent WALB and present several opportunities to students who were interested in broadcasting employment by handing our applications for internships, showing Job opportunity reel from the Raycom Website, and answering student questions.

Names of Station Personnel involved in Initiative:

Nichole Cyprian, Assistant News Director

**WALB, ALBANY, GA
EEO PUBLIC FILE REPORT**

December 01, 2017 – November 30, 2018

SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): July 6, 2018

Describe Nature of Initiative:

Participate in broadcast career scholarship programs

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

WALB contributed toward the E. Lanier Finch Scholarship sponsored by the Georgia Association of Broadcasters, ran the spots promoting the scholarship program, and participated in the selection process among qualified applicants. Applicants were judged upon their application and the ballot was sent to Program Director. The PSA announcements were provided by the GAB for this scholarship. WALB also contributed a monetary donation to the scholarship.

Names of Station Personnel involved in Initiative:

Jim Wilcox – General Manager
Jim Bernhardt – Creative Services Producer

**WALB, ALBANY, GA
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December 01, 2017 – November 30, 2018

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 25, 2018

Describe Nature of Initiative:

Career Fair

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

WALB participated in the Valdosta State University's Fall Career Expo. Our Digital Content Manager provided Mass Communication students with valuable information about career opportunities in Broadcasting and Journalism by handing our job pamphlets for WALB, showing Raycom Job Opportunities reel from Raycom website, giving our applications for WALB internships, as well as answering student questions.

Names of Station Personnel involved in Initiative:

Jordan Barela, Digital Content Manager