

**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter Open Date: 8/17/2017 Hire Date: 2/5/2018	1, 3-10, 14, 16, 18-24, 27-28, 30-31, 34-36, 38-40, 42, 44-45, 47-51	9
Weekend Anchor/Reporter Open Date: 10/12/2017 Hire Date: 3/5/2018	1, 3-10, 14-16, 18-24, 27-28, 30-32, 34-36, 38-40, 42, 44-45, 47-51	15
Digital Sales Manager Open Date: 10/19/2017 Hire Date: 1/2/2018	1, 3-10, 13-16, 18-24, 27-31, 34-36, 38-40, 42, 44-45, 47-51	13
Assistant Creative Services Director Open Date: 1/22/2018 Hire Date: 5/14/2018	3-10, 16-24, 27-28, 30-31, 34-36, 38-42, 44-45, 47-52	9
Photographer Open Date: 2/1/2018 Hire Date: 3/26/2018	3-10, 13, 15-16, 18-24, 27-28, 30-31, 34-36, 38-40, 42, 44-52	15
Reporter Open Date: 2/1/2018 Hire Date: 7/9/2018	3-10, 15-24, 27-31, 34-36, 38-40, 42, 44-52	9
Reporter Open Date: 2/1/2018 Hire Date: 3/12/2018	3-10, 16, 18-24, 27-28, 30-31, 34-36, 38-40, 42, 44-52	9
Reporter Open Date: 2/22/2018 Hire Date: 5/28/2018	3-6, 8-10, 13, 16, 18-24, 27-28, 30-31, 34-36, 38-40, 42, 44-52	13
Reporter Open Date: 2/22/2018 Hire Date: 6/11/2018	3-6, 8-10, 15-24, 27-28, 30-32, 34-36, 38-40, 42, 44-52	15
Digital Media Manager Open Date: 2/22/2018 Hire Date: 9/10/2018	3-6, 8-10, 16, 18-24, 27-32, 34-36, 38-40, 42, 44-52	29
Research Director Open Date: 5/24/2018 Hire Date: 8/13/2018	3, 5-6, 8-10, 16, 18-24, 26-31, 35, 38-52	9
Local Sales Manager Open Date: 5/24/2018 Hire Date: 8/6/2018	3, 5-6, 8-10, 16, 18-24, 27-32, 35, 38-40, 42, 44-52	29
Anchor Reporter Open Date: 6/20/2018 Hire Date: 11/12/2018	2-6, 8-12, 15-16, 18-24, 27-28, 30-31, 33-36, 38-40, 42, 44-52	15
Production Assistant Open Date: 6/20/2018 Hire Date: 8/6/2018	3-6, 8-11, 13, 16, 18-24, 27-31, 33-40, 42, 44-52	13

**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Executive Producer Open Date: 7/9/2018 Hire Date: 11/1/2018	3-11, 16, 18-25, 27-28, 30-31, 33-36, 38-40, 42, 44-52	9
Account Executive Open Date: 7/11/2018 Hire Date: 8/29/2018	3-11, 15-16, 18-25, 27-31, 33-36, 38- 40, 42, 44-52	29
Producer Open Date: 10/5/2018 Hire Date: 11/5/2018	4-6, 8-11, 13, 16, 18-25, 27-31, 33, 35- 36, 38-40, 42, 44-52	13

**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 912-233-6563 Url : <a href="http://secondafrican.org/index.php?nid=36064&amp;s=au">http://secondafrican.org/index.php?nid=36064&amp;s=au</a> Email : <a href="mailto:rkirkland@secondafrican.org">rkirkland@secondafrican.org</a> Roselyn Kirkland	N	0
2	Agency Referral	N	1
3	Armstrong Atlantic State University 11935 Abercorn St. Memorial College Center, Room 101 Savannah, Georgia 31419 Phone : 912-344-2563 Url : <a href="http://www.armstrong.edu/departments/career_servic">http://www.armstrong.edu/departments/career_servic</a> Email : <a href="mailto:careers@armstrong.edu">careers@armstrong.edu</a> Career Services	N	0
4	Asian American Journalist Association 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : <a href="http://aaja.org">http://aaja.org</a> Career Services Manual Posting	N	0
5	Atlanta Association of Black Journalists P.O. Box 54128 Atlanta, Georgia 30309 Url : <a href="http://aabj.org/">http://aabj.org/</a> Email : <a href="mailto:aabj.org@gmail.com">aabj.org@gmail.com</a> Career Services	N	0
6	Atlanta Broadcast Institute 1355 Terrill Mill Road Building 1372-100 Marietta, Georgia 30067 Phone : 404-929-0523 Url : <a href="http://www.atlantabroadcastinstitute.com/ask_thea">http://www.atlantabroadcastinstitute.com/ask_thea</a> Email : <a href="mailto:jeff@completegame.tv">jeff@completegame.tv</a> Jeff Batten	N	0
7	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : <a href="mailto:rrobinson@bates.ctc.edu">rrobinson@bates.ctc.edu</a> Roland Robinson	N	0

## WJCL-TV

## EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 770-534-6265 Url : <a href="http://intranet.brenau.edu/dnn/studentdevelopment/">http://intranet.brenau.edu/dnn/studentdevelopment/</a> Email : <a href="mailto:gbagel@brenau.edu">gbagel@brenau.edu</a> George Bagel	N	0
9	Careers.HearstTelevision.com 214 N Tryon St 29th Floor Charlotte, North Carolina 28202 Phone : 704-208-2342 Email : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> Career Services	N	29
10	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-523-5148 Url : <a href="https://aucenter.experience.com/er/security/login">https://aucenter.experience.com/er/security/login</a> . Email : <a href="mailto:cpcc@cau.edu">cpcc@cau.edu</a> Career Services	N	0
11	Columbus State University 4225 University Ave Columbus, Georgia 31907 Phone : 706-507-8764 Url : <a href="http://career.columbusstate.edu/">http://career.columbusstate.edu/</a> Joy Sautter Manual Posting	N	0
12	Columbus Technical College 382 Manchester Expressway Columbus, Georgia 31904 Phone : 706-649-1055 Url : <a href="http://www.columbustech.edu/career-connections/pos">http://www.columbustech.edu/career-connections/pos</a> Career Services Manual Posting	N	0
13	Current Employee	N	7
14	Darton College 2400 Gillionville Road Albany, Georgia 31707 Phone : 229-317-6449 Url : <a href="http://www.darton.edu/career/jobad.php">http://www.darton.edu/career/jobad.php</a> Email : <a href="mailto:gloria.ridgeway@darton.edu">gloria.ridgeway@darton.edu</a> Career Services	N	0

**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Employee Referral	N	10
16	Equality Magazines 13351 Riverside Dr #514 Sherman Oaks, California 91423 Phone : 818-654-0879 Url : <a href="http://www.equalitymagazines.com/index.php/contact">http://www.equalitymagazines.com/index.php/contact</a> Career Services Manual Posting	N	0
17	Former Employee	N	4
18	Fort Valley State College 1005 State University Dr. Fort Valley, Georgia 31030 Phone : 478-825-6350 Url : <a href="http://www.fvsu.edu/campus_life/student_services/c">http://www.fvsu.edu/campus_life/student_services/c</a> Email : <a href="mailto:simmons@fvsu.edu">simmons@fvsu.edu</a> Romelda Simmons	N	0
19	Georgia Association of Broadcasters 8010 Roswell Road Atlanta, Georgia 30350 Phone : 770-395-7200 Url : <a href="http://gab.org/jobs/post-a-position/">http://gab.org/jobs/post-a-position/</a> Career Services Manual Posting	N	0
20	Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478-445-5384 Url : <a href="http://www.gcsu.edu/career/careerpostingjobs.htm">http://www.gcsu.edu/career/careerpostingjobs.htm</a> Email : <a href="mailto:career.center@gcsu.edu">career.center@gcsu.edu</a> Career Services	N	0
21	Georgia Department of Labor 5520 White Bluff Rd Savannah, Georgia 31405 Phone : 912-356-2773 Url : <a href="https://www.dol.state.ga.us/ws4-mw5/cics.jsp?trans">https://www.dol.state.ga.us/ws4-mw5/cics.jsp?trans</a> Gail Bundy Manual Posting	N	1

**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Georgia Regents University- Augusta Placement Office 2500 Walton Way Augusta, Georgia 30904 Phone : 706-737-1604 Url : <a href="http://www.gru.edu/careerservices/">http://www.gru.edu/careerservices/</a> Career Services Manual Posting	N	0
23	Georgia Southern University Box 8069 Statesboro, Georgia 30458 Phone : 912-478-5197 Url : <a href="http://students.georgiasouthern.edu/career/">http://students.georgiasouthern.edu/career/</a> Career Services Manual Posting	N	0
24	Goodwill Job Connection 5171 Eisenhower Pkwy Macon, Georgia 31217 Phone : 912-373-7037 Url : <a href="http://goodwillsavannah.org/jobconnection/">http://goodwillsavannah.org/jobconnection/</a> Email : <a href="mailto:cbarnes@goodwillsavannah.org">cbarnes@goodwillsavannah.org</a> Career Services	N	0
25	Goodwill Southeast Georgia 7220 Sallie Mood Drive Savannah, Georgia 31406 Phone : 912-354-6611 Email : <a href="mailto:cnoble@goodwillsega.org">cnoble@goodwillsega.org</a> Christian Noble  Prong 2 Start Date: 6/22/2018	Y	0
26	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 678-226-6252 Url : <a href="http://www.gwinnetttech.edu/content.cfm?pagecode=c">http://www.gwinnetttech.edu/content.cfm?pagecode=c</a> Email : <a href="mailto:csreceptionist@gwinnetttech.edu">csreceptionist@gwinnetttech.edu</a> Career Services	N	0

## WJCL-TV

## EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Hillside Chapel and Truth Center Organization 2450 Cascade Road SW Atlanta, Georgia 30311 Phone : 404-758-6811 Url : <a href="http://www.hillsidechapel.org/contactus.htm">http://www.hillsidechapel.org/contactus.htm</a> Email : <a href="mailto:mhillups@hillsidechapel.org">mhillups@hillsidechapel.org</a> Micahel Billups	N	0
28	Hundred Black Men of Savannah P.O. Box 14606 Savannah, Georgia 31416 Phone : 912-303-8006 Url : <a href="http://www.100blackmensav.org/contact">http://www.100blackmensav.org/contact</a> Email : <a href="mailto:info@100blackmensav.org">info@100blackmensav.org</a> Career Services	N	0
29	Indeed.com 177 Broad Street 6th Floor Stamford, Connecticut 06901 Career Services Manual Posting	N	17
30	Journalism Jobs.com PO Box 7294 Berkeley, California 94707 Phone : 510-524-2007 Email : <a href="mailto:contact@journalismjobs.com">contact@journalismjobs.com</a> For Applicants	N	0
31	Kennesaw State University 1000 Chastain Road #0118 Kennesaw, Georgia 30144 Phone : 470-578-6555 Url : <a href="https://careerctr.kennesaw.edu/">https://careerctr.kennesaw.edu/</a> Career Services Manual Posting	N	0
32	LinkedIn.com 2029 Stierlin Court Mountain View, California 94043 Career Services Manual Posting	N	5
33	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0

**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	MediaRecruiter.com 20453 E. Orchard Place Centennial, Colorado 80016 Phone : 303-400-5150 Career Services Manual Posting	N	0
35	Mercer University 1400 Coleman Avenue Macon, Georgia 31207 Phone : 678-547-6023 Url : <a href="https://mercercsm.symplicity.com/employers/">https://mercercsm.symplicity.com/employers/</a> Career Services Manual Posting	N	0
36	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, District of Columbia 20036 Phone : 888-975-1386 Url : <a href="http://www.nahjcareercenter.com/login">http://www.nahjcareercenter.com/login</a> Career Services Manual Posting	N	0
37	Non-Employee Referral	N	1
38	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706-821-8307 Url : <a href="http://www.paine.edu/career">http://www.paine.edu/career</a> Email : <a href="mailto:careerservices@paine.edu">careerservices@paine.edu</a> Career Services	N	0
39	Point University 2605 Ben Hill Road East Point, Georgia 30344 Phone : 404-460-2423 Url : <a href="http://pointuniversity.collegejc.com/">http://pointuniversity.collegejc.com/</a> Career Services Manual Posting	N	0
40	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0



**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Savannah College of Art & Design 342 Bull Street Savannah, Georgia 31402 Url : <a href="https://scad-csm.symplicity.com/employers/">https://scad-csm.symplicity.com/employers/</a> Email : <a href="mailto:careers@scad.edu">careers@scad.edu</a> Career Services	N	0
42	Savannah State University P.O. Box 20524 Savannah, Georgia 31404 Phone : 912-358-3128 Url : <a href="https://savannahstate-csm.symplicity.com/">https://savannahstate-csm.symplicity.com/</a> Email : <a href="mailto:rileys@savannahstate.edu">rileys@savannahstate.edu</a> Shaunce Riley	N	0
43	Spots N Dots 1635 Old Hwy 41 Suite 112-338 Kennesaw, Georgia 30152 Phone : 800-978-7635 Career Services Manual Posting	N	1
44	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com/">http://www.tvjobs.com/</a> Career Services Manual Posting	N	0
45	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
46	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> Christine Mahoney Manual Posting  Prong 2 Start Date: 1/22/2018	Y	0

**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	University Of Georgia UGA Career Center 2nd floor, Clark Howell Hall Athens, Georgia 30602 Phone : 706-542-3375 Url : <a href="http://career.uga.edu/resources/">http://career.uga.edu/resources/</a> Email : <a href="mailto:career@uga.edu">career@uga.edu</a> Career Services	N	0
48	University of West Georgia 1600 Maple Street Carrollton, Georgia 30118 Phone : 678-839-6431 Url : <a href="https://westgacareerweb.experience.com/emp/login">https://westgacareerweb.experience.com/emp/login</a> Career Services Manual Posting	N	0
49	Urban League of Greater Atlanta 100 Edgewood Drive Atlanta, Georgia 30303 Phone : 404-659-1150 Url : <a href="http://ulgatl.org/employment-career-services/emplo">http://ulgatl.org/employment-career-services/emplo</a> Email : <a href="mailto:jobs@ulgatl.org">jobs@ulgatl.org</a> Career Services	N	0
50	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-5942 Url : <a href="http://www.collegecentral.com/valdosta">http://www.collegecentral.com/valdosta</a> Email : <a href="mailto:syjones@valdosta.edu">syjones@valdosta.edu</a> Sandra Jones	N	0
51	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478-757-5224 Url : <a href="http://www.wesleyancollege.edu/studentlife/careers">http://www.wesleyancollege.edu/studentlife/careers</a> Email : <a href="mailto:kcrownover@wesleyancollege.edu">kcrownover@wesleyancollege.edu</a> Kathleen Crownover	N	0
52	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>76</b>

**WJCL-TV**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/13/2017	Establishment of training programs for station personnel	2017 SMPTE Technical Conference-Professional Media over IP	1	Chief Engineer
2	4/4/2018	Participation in Job Fairs	Georgia Southern University Spring Career Fair	2	Creative Services Director Business Manager
3	4/11/2018	Provision of training to management	Hearst's Director of Veteran Recruiting visited the station on April 11, 2018 to provide training to hiring managers relating to the hiring of US Armed Forces veterans. Among the topics covered in the training session were: how to evaluate the past employment and duties of armed services personnel and the "transferability" or applicability of those skills and qualifications to a broadcast/newsgathering/digital business; the process and "pipeline" for identifying, interviewing, and attracting qualified candidates from the Armed Services pool; ensuring non-discrimination in the consideration and hiring of veterans and periodic leave status; and common misconceptions about veteran employment.	4	General Manager General Sales Manager News Director Creative Services Director
4	6/18/2018	Establishment of training programs for station personnel	Jochen Engelke, Assistant Chief Engineer, on June 18-June 23rd 2018, successfully completed the Hearst Virtual Environment program. During this program, Jochen learned to install and configure virtual networks, servers, storage and implementation.	1	Assistant Chief Engineer

## WJCL-TV

## EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

## III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	8/1/2018	Provision of training to personnel of unaffiliated non-profit organizations	American Corporate Partners (ACP, acp-usa.org) is a non-profit organization which offers free career counseling and mentoring to recently returned veterans by professionals from America's finest corporations and select universities/hospitals. Currently, ACP has 2,600 senior corporate employees who have volunteered to offer a one year mentorship to returning service members and veterans. In the past several years, more than 9,200 veterans have completed their ACP mentorship program and have told us that their mentors have changed their lives and made a material difference as they transitioned into a new career. ACP Mentors and Protégés are paired for one year based on a variety of considerations including age, location, educational background, and shared career interests. Each pair is encouraged to speak for one hour per month to discuss topics like résumé and interview preparation, networking, and other professional development topics. Throughout the year, an ACP staff member checks in regularly to ensure satisfaction, suggest conversation topics, and provide tailored support depending on individual goals. During the reporting period, WJCL's Creative Services Director and General Manager both served as mentors to an ACP protégé and regularly worked with the protégé in the manner described above.	2	General Manager Creative Services Director
6	11/5/2018	Participation in Job Fairs	City of Savannah job fair-provides job seekers an opportunity to learn more about employers and available opportunities.	1	General Sales Manager

## WJCL-TV

## EEO PUBLIC FILE REPORT

December 1, 2017 - November 30, 2018

## III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
7	11/12/2018	Participation in events or programs sponsored by educational institutions	Journalism & Mass Communication (JMC) Town Hall. Our General Manager delivered a lecture regarding broadcast diversity and inclusion in the workplace followed by a question and answer session during a one day mass media conference primarily for college students from the Southeast.	1	General Manager