

WALB-TV
EEO PUBLIC FILE REPORT
December 1, 2018 – November 30, 2019

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	Gray TV 4370 Peachtree Road Atlanta, GA 30319 470-225-5429 Url: https://gray.tv/careers	N	3
2	Medialine 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7564 Email: medialine@medialine.com Rich Everitt	N	0
3	TVJobs.com P.O. Box 4116 Oceanside, CA 92052 800-374-0119 Email: admin@tvjobs.com Mark Holloway	N	0
4	Indeed 6433 Champion Grandview Way Bldg. 1 Austin, Tx 78750 https://www.indeed.com	N	1
5	Employee Referral	N	2
6	On-Air – WALB open Positions WALB 229-446-4025 Mike.leach@walb.com Mike Leach	N	0
7	WALB website 1709 Stuart Ave Albany, GA 31707 229-446-4005 https://gray.tv/careers#currentopenings	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	UGA/GAB Career Fair University of Georgia 6 West Druid Hills Drive, NE, Suite 330 Atlanta, GA 30329 Bob Houghton, President GAB 770-395-7200 www.gab.org	N	0
9	Albany Chamber of Commerce 225 W. Broad Ave. Albany, GA 317014 229-434-8700 Sara Hall http://business.albanyga.com/jobs	N	0
10	Georgia Department of Labor 1608 S. Slappey Blvd. Albany, GA 31701-2632 229-430-5010 Sandra Clayton https://dol.georgia.gov https://employgeorgia.com	N	0
11	Handshake https://app.joinhandshake.com	N	0
12	Albany State University 504 College Drive Albany, GA 31705 229-500-2000 Connie Williams -Career Services Director https://www.asurams.edu	N	0
13	Purple Briefcase https://app.purplebriefcase.com Valdosta State University 1500 N. Patterson St. Valdosta, GA 31698 229-332-5000	N	0
14	University of Central Florida 4000 Central Florida Blvd. Orlando, FL 32816 407-823-2000 https://www.ucf.edu Steven Neel, Instructor	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Savannah State University 3219 College St. Savannah, GA 31404 912-325-4778 https://www.savannahstate.edu Dr. Serajul E Bhuiyan – Instructor	N	0
16	University of Georgia Grady College of Journalism and Mass Communication 120 Hooper Street Athens, GA 30602 706-542-0302 https://www.uga.edu https://www.grady.uga.edu Maria Cooper – Journalism Academic Advisor macooper@uga.edu	N	0
17	Alabama State University 915 S. Jackson St. Montgomery, AL 36104 334-229-4100 https://alasu-csm.symplicity.com/employers A David Okeowo – Chairman of Dept of Communications	N	0
18	Raycom Media Careers https://careers-raycommedia.icims.com Donna Tadlock Donna.tadlock@raycommedia.com Note: no longer used after 3-3-2019	N	9
19	Mike Smith Director of Talent Recruitment and Retention Mike.smith@gray.tv 850-545-9195	N	3
20	NAHJ https://www.nahjcareers.com note: no longer used after 1-1-19	N	0
21	NAJA rebaccalandsberry@naja.com note: no longer used after 1-1-19	N	0
22	AAJA www.aaja.com note: no longer used after 1-1-2019	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	LinkedIn – Raycom account Scraped over from Raycom Careers site www.linkedin.com/jobview/raycom-media	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	No. of Station Participants	Participant Title
1	02/7/2019	Participate in Job Fair	News Director attended a job career day at the GAB/UGA Career Fair	1	News Director
2	02/11/19 – 08/02/19	Internship Program	WALB had 6 interns that participated in training that helped enable their skills to apply for a broadcast-related job We had students from University of Central Florida; Albany State University; Savannah State University; Valdosta State University and University of Georgia	4	News Director; Assistant News Director; Assignment Editor and Digital News Manager
3	03/11/19	Participate in Events or programs sponsored by Education Institutions relating to Careers in Broadcasting	News Managers visited and talked to the Mass Media and Journalism classes at Valdosta State University about working in the Broadcast Journalism industry	2	Assistant News Director and Digital News Manager
4	Ongoing	Broadcasting of outreach Recruitment to local organization's regarding job openings	WALB airs the below promo recruiting organizations who would like to receive 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"	2	Marketing Director and Office Manager

5	05/15/19	Participate in Events or programs sponsored by Education Institutions relating to Careers in Broadcasting	Meteorologist had 8 th grader from Patula Charter Academy job shadowed him throughout the day	1	Meteorologist
6	6/20/19	Provide EEO Training to Management Level Personnel	Management participated in a training EEO Webinar to understand rules of EEO	7	GM; GSM; News Director; Marketing Director; Chief Engineer; Operations Manager; Office Manager
7	7/22/19	Participation of other activities designed by the station employment unit	Station tour conducted by Meteorologist for the CA Gray 9 th grade TV production class from Moultrie, GA	1	Meteorologist
8	10/29/19	Participation of other activities designed by the station employment unit	Station tour conducted by Meteorologist for Crossroad Baptist School 4 th graders from Valdosta	1	Meteorologist
9	11/20/19	Participation of other activities designed by the station employment unit	Station tour conducted by General Manager and Meteorologist for FFA officers of Georgia	2	GM and Meteorologist