

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016 to November 30, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
MEDIA PLANNER	1-42,45-46,49, 55, 57	#48
DIGITAL CONTENT DIRECTOR	1-38, 40-42, 45-46, 57, 63-64	#49
MMJ/REPORTER	1-5, 7-42, 45-46, 59, 57, 63-64	#49
ANCHOR/REPORTER	1-42, 45-46, 49, 57, 63-64	#47
SPORTS ANCHOR/REPORTER	1-5,7-42,45-46,49, 57,63-64	#47
WEEKEND MORNING ANCHOR/RPTR	1-5, 7-37, 39-42, 45-46, 49, 57, 63-64	#47
DAYBREAK PRODUCER#	1-27,29-35 ,45-46,49, 57, 63-64	#47
MMJ REPORTER	1-5,7-42,45-46,49, 57,63-64	#49
NATL TRANSACTIONAL SALES ASST.	1-5,7-42,45-46, 49, 57, 63-64	#48
NATL TRANSACTIONAL SALES ASST.	1-42,45-46, 49, 57	#48
ANCHOR/REPORTER	1-5,7-42,45-46, 49, 57, 63-64	#50
TRANSACTIONAL ACNT EXECUTIVE	1-42, 45-46, 49, 57, 63-64	#48
MMJ/REPORTER	1-42, 45-46, 49, 57, 63-64	#16
NEWS PRODUCER	1-5,7-42, 45-46,49,57,63-64	#47
NEWS PRODUCER	1-5, 7-42, 45-46, 49 63-64	#47
TRAFFIC REPORTER#	1-35, 37-42, 45-46, 49, 57, 63-64	#49
ASSISTANT NEWS DIRECTOR	1-3,5-42,45-46, 49, 57	#48
PHOTOGRAPHER	1-5,7-42,45-46,57,63-64	#47
TECHNICAL DIRECTOR	1-42,45-46, 49, 57	#47
TECHNICAL DIRECTOR	1-5,7-42,45-45,49,57,63-64	#47
TECHNICAL DIRECTOR	1-5,7-42,45-45,49,57,63-64	#47
MARKETING PRODUCER	1-5,7-42,45, 57, 63-64	#66
SUCCESS MANAGER	1-42,45-46, 49, 57, 63-64	#47, #48
SUCCESS MANAGER #	1-42, 45-46, 49, 55, 57, 63-64	#37, #51
DIGITAL SALES MANAGER	1-42, 45-46, 49, 57, 63-64	#47

SENIOR COMMERCIAL WRITER/PROD	1-5, 7-42, 45-46, 49, 57, 63-64	#47
MEDIA SALES CONSULTANT	1-42, 45-46, 49, 57, 61-64	#47
SENIOR DIGITAL SALES SPECIALIST	1-42, 45-46, 49, 55, 57, 63-64	#47
DIGITAL SALES ASSISTANT	1-5,7-42,45-46, 49, 63-64	#49
PRODUCER	1-5,7-42,45-46, 49, 63-64	#37
PRODUCER	1,3-5,7-32, 35-42,45, 49, 57, 63-64	#47

#Success Manager, this posting was posted over two EEO Reporting periods- 2015-16 and 2016-17. #On Traffic Reporter and Daybreak Producer, posting was sent to Prong 2 sources (Goodwill Savannah and South University. Email and Fax was unsuccessful. Reached out to new contact for updated information.

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st, 2016 to November 30th, 2017

II. MASTER LIST OF RECRUITMENT SOURCES

**Sources with an asterisk (*) denote organizations that requested notification of job vacancies*

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	INTERDENOMINATIONAL MINISTERIAL ALLIANCE C/O ROYAL CHURCH OF CHRIST	James Nelson	P.O. BOX 2083 SAVANNAH, GA 31402 email: holyspirit622@comcast.net		912-659-9573 Fax: 1-912-233- 9694	
2	NAACP	CAROL HUNT	P.O. BOX 951 SAVANNAH GA 31402 Email: Savnaacp1204@yahoo.com		Phone 912-233- 4161 FAX: 1-912-233- 3088	
3	AASU CAREER PLANNING	Allison Lyon	11935 ABERCORN ST. SAVANNAH GA 31419 careers@armstrong.edu Allison.Lyon@armstrong.edu	http://sa.armstrong.edu/careerservices/emprequest.html https://www.collegecentral.com/CCNEngine/SEHome.cfm?SecTag=S17DI3vy8q *Started 7/12/16	Phone 912- 927- 5267 Fax:1-912-344- 3475	

4	SOUTH CAROLINA EMPLOYMENT SECURITY COMMISSION			https://www.sconestop.org/		
5	BEAUFORT WORKFORCE CENTER	BRENT PHILLIPS MICHELLE ADAMS	164 CASTLE ROCK ROAD P.O. DRAWER 1067 BEAUFORT, SC 29906 E-MAIL: BEAUFORT@SCES.ORG BPHILLIPS@SCES.ORG MTHOMAS@SCES.ORG Madams@dew.sc.gov		PHONE: 843- 524-3351, 843- 473-6315 FAX: 843-524- 0904 TELCLAIM: 866- 831-1724	
6	HAMPTON WORKFORCE CENTER	LYNETTE HARLEY NANCY KING	12 WALNUT STREET EAST HAMPTON, SC 29924 EMAIL: LHARLEY@SCES.ORG EMAIL:NKING@lowcountrycog.ORG		PHONE: 803- 943-3291 FAX: 803-943- 5997 TELCLAIM: 803- 943-5712	
7	GA DEPT. OF LABOR BRUNSWICK	TAMELA MADDOX	2517 TARA LANE BRUNSWICK, GA 31520-2758	http://www.dol.state.ga.us/em/recruit_new_employees.htm Employgeorgia.com/employers <u>Started in</u> <u>1/20/16</u>	912-264-7244 FAX: (912) 262-3334	
8	GA DEPT. OF LABOR HINESVILLE	GARY VARNER, MANAGER	740 GENERAL STEWART WAY - SUITE 202 HINESVILLE, GA 31313-3217	http://www.dol.state.ga.us/em/recruit_new_employees.htm Employgeorgia.com/employers <u>Started in</u> <u>1/20/16</u>	912-370- 2595 FAX 912-370- 2598	

9	GEORGIA DEPARTMENT OF LABOR JESUP	TED BUFORD	263 NORTH BRUNSWICK ST. JESUP, GA 31546-4373	http://www.dol.state.ga.us/em/recruit_new_employees.htm Employgeorgia.com/employers Started in 1/20/16	PHONE: (912) 427-5842 FAX: (912) 427-5881 FAX TTY (912) 588-2523	
10	GEORGIA DEPARTMENT OF LABOR-SAVANNAH	BRIAN DAVIS	5520 WHITE BLUFF ROAD SAVANNAH, GA 31405-6908	http://www.dol.state.ga.us/em/recruit_new_employees.htm Employgeorgia.com/employers started in Jan.	PHONE: (912) 356-2773 FAX: (912) 351-3800 FAX TTY (912) 303-1634	
11	GEORGIA DEPARTMENT OF LABOR-STATESBORO	JENNIFER BRADLEY	62 PACKINGHOUSE ROAD STATESBORO, GA 30458-4116	http://www.dol.state.ga.us/em/recruit_new_employees.htm Employgeorgia.com/employers Started in 1/20/16	PHONE: (912) 681-5156 FAX: (912) 681-5228 FAX TTY (912) 486-2436	
12	GEORGIA DEPARTMENT OF LABOR-VIDALIA	DEBBIE DYAL	16 CARTER CENTER, QUEEN STREET VIDALIA, GA 30474-4232	http://www.dol.state.ga.us/em/recruit_new_employees.htm	PHONE: (912) 538-3231 FAX (912) 538-3238 TTY (912) 538-3241	
13	GEORGIA SOUTHERN UNIVERSITY	REID SMITH	DEPT. OF COMM. ARTS STATESBORO, GA 30460 RSMITH@GEORGIASOUTHERN.EDU	WWW.EAGLENET.COM PurpleBriefcase.com	PHONE (912) 478-5702 FAX: 1-912-478-0822	

14	2ND AFRICAN BAPTIST CHURCH	REV. JAMES CANTRELL	123 HOUSTON ST. SAVANNAH, GA 31404 JHOLMES3166@HOTMAIL.COM		PHONE:233-6163 FAX: 1-912-233-2949	
15	SAVANNAH STATE UNIVERSITY	SHAUNCE RILEY DIRECTOR OF CAREER SERVICES	P.O. BOX 20254 SAVANNAH GA 31404 RILEYS@SAVSTATE.EDU	HTTPS://SAVANNAH STATE- CSM.SYMPPLICITY.COM/	PHONE: 356-2285, 912-356-2202 FAX: 912-356-2464	
16	UGA	DR. CECIL BENTLEY	COLLEGE OF JOURNALISM ATHENS GA 30602-3018	HTTP://WWW.CAREER.UGA.EDU/EMPLOYERS/RECRUITINGREQUESTS.HTML (DAWGLINK) https://app.joinhandshake.com/ *Started 7/1/16	PHONE: (706) 542-4993	2
17	USC	DR. SONYA DUHE	JOURNALISM COLLEGE COLUMBIA, SC 29208	JOB MATE- HTTPS://WWW.MYINTERFASE.COM/SC/EMPLOYER/ https://app.joinhandshake.com/ Started in Aug 2016	PHONE: 803-777-3321	
18*	SCAD	OFFICE OF CAREER PLANNING AND PLACEMENT	P.O. BOX 3146 SAVANNAH, GA 31402	HTTP://WWW.COLLEGE CENTRAL.COM/SCAD/EMPLOYER.CFM		
19	SSU MASS COMMUNICATIONS	ADMINISTRATIVE ASST. Ms. Wanda Lloyd, Chair Ms. Karen R. Conner Senior Administrative Secretary	P.O. BOX 20236 SAVANNAH, GA 31404 brownt@savannahstate.edu lloydw@savannahstate.edu connerk@savannahstate.edu -no longer July 2015		PHONE: (912) 358.3378 FAX:1-912-358-3877 Fax: 358-3381	
20	ARMY CAREER ALUMNI PROGRAM	TRANSITION SERVICES MGR.	ROOM 315 3RD INFANTRY DIVISION FT. STEWART, GA 31314		PHONE:767-2611, 767-8677 FAX: 912:767-8689	

21*	PROJECT WELCOME HOME	GALE SKY EDEAWO	12511 LARGO DRIVE SAVANNAH, GA 31419 MAMASKY07@AOL.COM		912-920-9411	
22*	FIRST BRYAN BAPTIST CHURCH	RONALD ELCOCK	575 W. BRYAN ST. SAVANNAH, GA 31401		PHONE: 912-232-5526 FAX NUMBER: 232-1564	
23	100 BLACK MEN OF SAVANNAH	THOMAS COLEMAN- CO CHAIR OF MENTORING	P.O. BOX 14606 SAVANNAH, GA 31416 MENTORING@100BLACKMENS AV.O RG PRESIDENT@100BLACKMENS AV.O RG		PHONE: 866-560-8865	
24	EOA OF SAVANNAH	ARTHUR BEST, EMPLOYMENT SPECIALIST	618 W. ANDERSON STREET, SAVANNAH, GEORGIA 31415 'ARTB@EOASGA.ORG'	WWW.EOASGA.ORG	PHONE: (912) 238-2960 FAX: (921) 238-2977	
25*	ATLANTA BROADCAST INSTITUTE	THEA MARCACCI Jeff Batten	THEA@COMPLETEGAME.TV, Jeff@Completegame.tv			
26*	ALABAMA STATE UNIVERSITY	DEPARTMENT OF COMMUNICATIONS	915 SOUTH JACKSON STREET LEVI WATKINS LEARNING CENTER/5TH FLOOR/#531 MONTGOMERY, AL 36101-0271 DOKEOWO@ALASU.EDU		PHONE: (334) 229-4493 OFFICE (334) 229-4976 - FAX	
27	UNIVERSITY OF MISSOURI	BARBARA G. WILLIS, PH.D. MISSOURI SCHOOL OF JOURNALISM ASSISTANT DIRECTOR, CAREER SERVICES	76 GANNETT HALL UNIVERSITY OF MISSOURI COLUMBIA, MISSOURI 65211 WILLISB@MISSOURI.EDU/email change Email Change: mujourcareerservices@missouri.edu		PHONE: 573-882-0373	
28*	SOUTH UNIVERSITY	GUS R. THOMPSON SAVANNAH DIRECTOR, CAREER SERVICES Victoreia Ten Broeck	709 MALL BOULEVARD, SAVANNAH, GA 31406 gthompson@southuniversity.edu vtenbroeck@southuniversity.edu**2/23/17		Phone: (912) 790-4135 Cell: (912) 429-6794	
29	CLARK UNIVERSITY	ANDRE MCKINNEY, DIRECTOR	223 JAMES P. BRAWLEY DRIVE ATLANTA, GA 30314 EMAIL: cppo@cau.edu		PHONE: 404-880-6701	

30	FLORIDA STATE UNIVERSITY	HEATHER SCARBORO, DIRECTOR OF CAREER SERVICES	FLORIDA STATE UNIVERSITY 4100 CAREER CENTER TALLHASSEE, FL 32306 Hscarboro@fsu.edu	https://fsu-csm.symplicity.com/employers/handshake started 6/17/17	PHONE: (850) 644-6493 FAX: 850-644-2468	
31	FORT VALLEY STATE UNIVERSITY	ROMELDA SIMMONS, DIR. OF CAREER DEVELOPMENT CTR.	1005 STATE UNIVERSITY DR. FORT VALLEY, GA 30130 simmonsr@fvsu.edu		Phone: 478-825-6350 Fax: 478-825-6471	
32	MOREHOUSE UNIVERSITY	KELLYE B. ECCLES, COORDINATOR FOR CAREER PLACEMENT OF NON-BUSINESS MAJORS	830 WESTVIEW DRIVE SW ATLANTA, GA 30314 vwyatt@morehouse.edu		PHONE: 404-215-2703	
33	NATIONAL ASSOCIATION OF BLACK COLLEGE BROADCASTERS	LO JELKS, ADMINISTRATOR	P.O. BOX 3191 ATLANTA, GA bcrmail@aol.com		PHONE: (404) 523-6136 FAX: 404-523-5467	
34	PAINE COLLEGE	ANTHONY HOLLAND, DIRECTOR OF CAREER SERVICES	1235 15TH STREET AUGUSTA, GEORGIA 30901 aewing@mail.paine.edu		PHONE: 706.821.8307 FAX: 706-432-0708	
35	UNIVERSITY OF FLORIDA COLLEGE OF JOURNALISM AND COMMUNICATIONS	KATRICE GRAHAM KNIGHT CENTER DIRECTOR	P.O. BOX 118400 GAINESVILLE, FLORIDA 32611 kgraham@jou.ufl.edu		PHONE: 352-392-0466 FAX-352-846-2484	
36*	OPERATION OPEN DOORS GOODWILL INDUSTRY	JENNIFER TUCKER, RECRUITMENT	7220 SALLIE MOOD DRIVE SAVANNAH, GA 31405 jobs@goodwillsavannah.org Changed to jtucker@goodwillsega.org		PHONE: 912-663-1242 FAX: 912-354-3787	
ADDITIONAL SOURCES						
37	WTOC-TV			www.wtoc.com linked to https://careers-raycommedia.icims.com/jobs/search?ss=1&searchLocation=-12794-Savannah		12
38	TVJobs.com	MARK HOLLOWAY ADMINISTRATOR	P.O. BOX 4116 OCEANSIDE, CALIFORNA, 92052	TVJOBS.COM	PHONE: 1-800-374-0119	3
39	NATIONAL ASSOCIATION OF HISPANIC JOURNALISTS		1050 Connecticut Avenue NW 10th Floor Washington, DC, 20036, United States of America,	http://nahjcareercenter.com	PHONE: 888.975.1386	

40	ASIAN AMERICAN JOURNALIST ASSOCIATION		5 THIRD ST. SUITE 1108	http://aaja.org/html/programs_html/programs_obs.html	T: 415-346-2051 F: 415-346-6343	
41*	MEDIALINE		P.O. Box 51909 Pacific Grove California-93950 medialine@medialine.com		P+D55:F68H NE: 800-237-8073	
42	MEDIAMATCH			http://www.mediamatch.com/postjob.php		
43	SOCIETY BROADCAST ENGINEERS		9102 NORTH MERIDIAN ST. SUITE 150, INDIANAPOLIS IN 46260. kjones@sbe.org	SBE.ORG	PHONE: (317) 846-9000 FAX: (317) 846-9120	
44	602 COMMUNICATIONS	SANDY LIZIK	4349 E. COLTER STREET PHOENIX, AZ 85018		PHONE: (602) 945-8373	
45	NATIVE AMERICAN JOURNALISTS ASSOCIATION	DEBRA VALENTINO Rebecca Landsbury	dvalentino@naja.com , rlandsberry@wtoc.com	www.naja.org		
46	TELEVISION/ELECTRONIC ADS					
47	INTERNAL POSTING					26
48	EMPLOYEE REFERRAL					25
49	RAYCOMMEDIA.COM					14
50	JOB FAIR					3
51	WORD OF MOUTH (includes Talent Agencies, career placement)					2
52	CALL IN/WALK IN					
53	NATIONAL ASSOCIATION OF PRESS PHOTOGRAPHERS ASSOCIATION			WWW.NPPA.ORG		
54	CAREERBUILDER			www.careerbuilder.com		
55	Linkedin			linkedin.com		3
56	SPOTS N DOTS			SPOTSNDOTS.COM		
57	TVB.ORG			www.tvb.org		
58	SAVANNAHJOBS.COM			www.savannahjobs.com		1

59	TV News Check			www.tvnewscheck.com		
60	Broadcasting Cable			broadcastingcable.com		
61	Indeed			www.indeed.com		6
62	Facebook/Twitter					
63	Penn State	Ginger Kowalchuk College Recruiter	Dept. of Meteorology 503 Walker Building University Park Pennsylvania-16802-5013 meteojobs@meteo.psu.edu		814-865-0478	
64	Miss State	Allen Snow College Recruiter	Mail:career@career.msstate.edu Department of Communciations Mississippi State Mississippi-39761		Phone:(662) 325-7952 Fax:1--- E-	
65	Rick Givers					
66	Unposted websites includes ZipRecruiter, NCAB Job Bank					2
TOTAL:						
						99

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): November 2016-November 2017

Describe Nature of Initiative:

Internship Program

Under the guidance of WTOC News Room, News Production and Marketing and Sales staff, interns helped with the studio production of newscast, helped to produce a newscast, posted to wtoc.com, edited and shot promos and helped with programming and sales tasks.

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

Training and orientation of Broadcast and Journalism students from Savannah State, Georgia Southern University, Gardner Webb, Georgia college and State University, University of Delaware, University of Georgia, Savannah College of Art and Design etc in which they helped in the news, digital and marketing departments including editing BOUNCE Around Savannah and posting on wtoc.com and making online graphics. There were interns each semester.

Names of Station Personnel involved in Initiative:

Joel Kepple-News Operation Content Manager
Christine Edwards-EEO Coordinator/Marketing Producer/Programming Coordinator
Craig Harney-Programming Director
Emily Forrester-Assistant News Director
Todd McNulty-Marketing Director

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 1st 2016 to November 30th 2017

Describe Nature of Initiative:

Training-Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions

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

WTOC partnered with the US Army's Training With Industry Program which is a cooperative arrangement between the Army and related civilian industries in order to train US Army officers in the management level. The Army Captains we had during this period were in the information outreach (special operations, stationed at Fort Bragg, NC). They observed and participated in station management meetings, sales presentations, marketing hands-on, news, effectively all aspects of a commercial TV station's operations.

The Army's Training With Industry (TWI) Program was initiated in response to the Army's critical need for officers with state-of-the-art skills in industrial practices and procedures not available through military or civil education programs. The TWI Program includes training programs which support marketing, public affairs, artificial intelligence, physical security and finance.

Once the TWI student is integrated back into an Army organization, they can use this information to improve the Army's ability to interact and conduct business with the relative industry. Participants are also exposed to innovative industrial techniques, procedures, etc., which have applicability to, and benefit for, the Army.

As a Psychological Operations Officer working within the television broadcast industry, the officer prepares for broadcast operations and marketing for any number of projects and missions that support forward deployed PSYOP operators conducting Military Information Support Operations. The main purpose of a PSYOP operator is to disseminate information to change behavior in an effort to produce the most conducive environment for either military or diplomatic operations. This can vary from promoting community outreach programs in a foreign nation to informing the host nation civilians where to go for humanitarian assistance. Working with WTOC gives the officer an insight on producing audio video products as well as marketing ideas and information.

Military Liaisons at WTOC have become an essential part of the WTOC working environment editing shows and commercials, filling traffic logs and other administrative tasks.

Names of Station Personnel involved in Initiative:

Marketing Department including Marketing Director, Digital Marketing Manager and Marketing Producers

News Department including Reporters, Meteorologists

Sales Department including Media Sales Consultants, Success Managers, Media Planner and Digital Marketing Manager

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 1st 2016-November 30th, 2017

Describe Nature of Initiative:

WTOC Participated in Establishment of training programs for station personnel

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

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. The News Content Specialists learn all of the studio/control equipment and write for the internet, plus post. They have also learned how to direct different shows. This sequence is the next step after the observational mentoring program outlined below.

Names of Station Personnel involved in Initiative:

EEO Coordinator and Business Manager

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): October 17th 2017 and November 28th 2017

Describe Nature of Initiative:

WTOC Participated in Establishment of training programs for station personnel

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

Establishment of EEO Covington and Burlington and Raycom training programs designed to help employees learn about rules for EEO Reporting purposes.

Names of Station Personnel involved in Initiative:

Joel Kepple-News Operation Content Manager
Scott Galloway-News Director

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 1st 2016-November 30th, 2017

Describe Nature of Initiative:

WTOC Participated in Establishment of training programs for station personnel

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

Establishment of a mentoring program to enable station personnel to improve their skills to qualify for higher positions

Names of Station Personnel involved in Initiative:

Joel Kepple-News Operation Content Manager
Scott Galloway-News Director

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Dates of Initiative: December 1st 2016-November 30th, 2017

Describe Nature of Initiative:

WTOC Tours to Elementary, Middle and High School Students

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

In-depth tours of the station were given to various school groups during the year. These included meteorology and science classes, Boy Scouts and broadcasting and journalism classes. Some tours included a weather lesson from Meteorologist Dave Turley and Forecaster Cutter Martin on hurricanes and other weather related issues. Other tours included a brief history of the station, a walkthrough of the station showing students the step by step process of how a newscast is put together. Steps shown included the newsroom where pre-production takes place. They were told what the reporters, producers, photographers and Assignment Editor do each day. The students were also shown where special news reports and teases are shot. Also, where the photographers and reporters edit their packages. To make it interactive, the tour guide asked the students different things about the news business. One question included how WTOC receives their news each day. The students were also asked about how the station makes their money. The Tour guide showed the students where commercials were edited, the Master Control Room. Studio Control and the studio. Another interaction included the students reading from the teleprompter and doing pretend weather forecasts on the Chroma Key Wall. Some of the students actually did a newscast for their own broadcasting student news. Each tour ended with the students watching a live newscast that included all the components discussed. The students did ask about careers in broadcasting and what they need to be a broadcaster.

Names of Station Personnel involved in Initiative:

Christine Edwards-Marketing Producer/Programming Coordinator
Dave Turley-Meteorologist
Cutter Martin-Meteorologist

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): _____December 1st 2016-November 30th, 2017

Describe Nature of Initiative:

Listed every upper-level opening in a job bank or newsletter of a media trade group whose membership includes substantial participation of women and minorities, including:

National Association of Native American Journalist Association- www.naja.org

National Association of Hispanic Journalists (NAHJ) - <http://nahj.org/career/jobbank.html>

Asian American Journalists Association (AAJA) - http://jobs.aja.org/employer/signin_emp.php.

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

Listed every job posting to these Diversity websites.

Names of Station Personnel involved in Initiative:

Christine Edwards-EEO Coordinator

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 2/8/17

Describe Nature of Initiative:

WTOC was represented at a GAB Career Fair at UGA

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

WTOC participated in the GAB job fair at UGA for mass communication students. WTOC GM Larry Silbermann and News Director Scott Galloway talked to Journalism and Broadcasting student about possible internships and positions at the station.

Names of Station Personnel involved in Initiative:

Larry Silbermann-VP/GM
Scott Galloway-News Director

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 2/22/17

Describe Nature of Initiative:

WTOC was represented at a Savannah State Career Fair

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

WTOC participated in the Savannah State University for mass communication students Christine Edwards, our Marketing Producer talked to Journalism and Broadcasting student about possible internships and positions at the station.

Names of Station Personnel involved in Initiative:

Christine Edwards-Marketing Producer/Programming Coordinator

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): February 23th-24th 2017

Describe Nature of Initiative:

Participation in career events sponsored by educational institutions relating to career broadcast opportunities.

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

WTOC News Director and WTOC Anchor Dawn Baker participated in the 66th annual Southern Press Institute at Savannah State University. Professional Journalists shared their work, and secrets to their success to crowds of high school and college students who'd like to work in the business. Dawn Baker spoke on crisis coverage and explained what happens in the newsroom during break news.

Names of Station Personnel involved in Initiative:

Dawn Baker-Anchor

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 2/17/17

Describe Nature of Initiative:

WTOC along with Raycom Media was represented at the Savannah College and Design Career Fair

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

WTOC along with Raycom Media participated in the SCAD Career Fair. WTOC's News Content Operations Manager, Marketing Director and Marketing Producer talked to students about potential job opportunities at WTOC.

Names of Station Personnel involved in Initiative:

Todd McNulty-Director of Marketing
Joel Kepple-News Operation Content Manager
Amanda Curry-Regional Director of Marketing

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 2/25/17

Describe Nature of Initiative:

Participation in Community Events sponsored by schools.

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

Today was the 11th Megagenesis college and career fair at Johnson High school. Megagenesis is a program to inform parents and their children about the academic and career opportunities available. It was an all day event with programs geared for success and career workshops from different professions including engineering, medicine, and business just to name a few. Some students even received acceptance letters on the spot. Our own Dawn baker was the host during the megagenesis pep rally.

Names of Station Personnel involved in Initiative:

Dawn Baker-Anchor

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 3/10/17

Describe Nature of Initiative:

Participation in Community Events sponsored by schools.

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

WTOC participated in the Southwest Elementary Careers on Wheels Day. Staff showed students the Traffic tracker where they could see how journalists could work out a mobile work station.

Names of Station Personnel involved in Initiative:

WTOC Photographer

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 3/14/17

Describe Nature of Initiative:

Participation in Community Events sponsored by schools.

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

WTOC's Chief Photographer and anchor Tesia Reed participated in the Heard Elementary Career Day where they spoke out their careers.

Names of Station Personnel involved in Initiative:

Tesia Reed-Anchor/Reporter
Jonathan Godwin-Photographer

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 03/31/17

Describe Nature of Initiative:

Participation in Community Events sponsored by Educational Institutions and Community Groups-Georgia Southern University Broadcasting Advisory Board

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

Programming Coordinator/Marketing Producer Christine Edwards served on the Georgia Southern Broadcasting Advisory Board with other local area broadcasters. This board advises the Broadcasting department on ideas of making the Broadcasting program at Georgia Southern better and preparing students for the real world. Participants also spoke to students about their broadcasting career.

Names of Station Personnel involved in Initiative:

Christine Edwards-EEO Coordinator/Marketing Producer/Programming Coordinator

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 12/03/16, 4/3/17 and 6/13/17

Describe Nature of Initiative:

Participation in Community Events sponsored by schools and community.

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

WTOC's Dawn Baker held her annual Dawn's Daughter Leadership academy where young women participated in yearlong workshops and matched with a mentor to help them with their career path.

Names of Station Personnel involved in Initiative:

Dawn Baker-Anchor

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 5/02/17

Describe Nature of Initiative:

Participation in Community Events sponsored by schools and community.

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

WTOC's Chief Photographer participated in Pulaski Elementary's Career Day where students could take a peek inside the station's satellite truck.

Names of Station Personnel involved in Initiative:

Johnathan Godwin-Photographer

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Summer 2017

Describe Nature of Initiative:

Participation in Community Events sponsored by City Of Savannah and Savannah Tech

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

WTOC participated in the Summer 500 program which Savannah Mayor Eddie DeLoach created. It's the first city and county- wide collaborative internship program to help students gain both practical workplace and skills necessary to secure their career path of choice. The Summer 500 program will be made available to 500 rising seniors, from both public and private schools. Stay tuned to The News later today for more information on the program. One student was selected to work at WTOC and enhance their skills in the field of broadcasting.

Names of Station Personnel involved in Initiative:

Craig Harney-Programming Director
Todd McNulty-Director of Marketing
Joel Kepple-News Operations Manager

WTOC-TV

EEO PUBLIC FILE REPORT

December 1st 2016-November 30th, 2017

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): December 1st 2016-November 30th, 2017

Describe Nature of Initiative:

WTOC ran EEO Applicant PSA's on monthly basis

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

WTOC on a monthly basis ran PSA's alerting qualified groups/agencies that they can ask to be added to the station's master list of recruitment sources, and there are traffic logs to document the running of the PSA's

Names of Station Personnel involved in Initiative:

Christine Edwards-EEO Coordinator/Marketing Producer/Programming Coordinator
WTOC Traffic Department