

WCNN/WFOM/WIFN
EEO PUBLIC FILE REPORT
Dec 1, 2017 - November 30, 2018

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” for recruitment source data

Job Title	Recruitment Sources Used to Fill Vacancy	Recruitment Source Referring Hiree
1. On Air Host: 12/1/2017	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,23,28,30,38,39	23
2. On Air Host: 1/1/2018	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,23,28,30,38,39	23
3. On Air Host: 2/5/2018	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,23,28,30,38,39	30
4. On Air Host: 2/5/2018	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,23,28,30,38,39	19
5. Local Director of Sales: 8/1/2018	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,23,28,30,38,39	30
6. Graphic Artist/Web Mast: 1/1/2018 Part-time to Full-time		Internal Promotion
7. Producer Board Operator: 1/1/2018 Part-time to Full-Time		Internal Promotion
8. Producer Board Operator: 1/1/2018 Part-time to Full-Time		Internal Promotion
9. Local Director of Sales: 11/1/2018	1,2,3,4,5,6,7,9,10,11,12,13,14,15,16,17,18,19,20,23,28,30,38,39	23

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II. MASTER RECRUITMENT SOURCE LIST

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
1	The Pennsylvania State University Robert Martin-Assistant Dean Internship & Career Placement College of Communications 208D Carnegie Building University Park, PA 16802 814.863.6081	
2	Hampton University Janice Robinson-Career Center 114 Wigwan Bldg Hampton, VA 23688 757.727.5000	
3	University of North Carolina at Chapel Hill Jay Eubank- Director Of Career Services Campus Box # 3365 Chapel Hill, NC 27599 919.962.2211	
4	University of North Dakota Native American Media Center P.O. Box 7169 Grand Forks, ND 58202-7169 701.777.2011	
5	Southern Illinois University Department of Radio-Television Mail Code 6609 Carbondale, IL 62901-6609 618.536.7555	
6	San Francisco State University Stephanie Johnston- Department of Broadcast Comm. 1600 Holloway Ave BECA Dept San Francisco, CA 94132 415.338.1787	
7	The Atlanta Business League Reginald Diamond 931 Martin Luther King Jr. Blvd Atlanta, GA 30314 404.584.8126	

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
8	Atlanta Journal & Constitution Attn: Ad 72 Marietta St. NW. Atlanta, GA 30303 404.526.5127	
9	Atlanta Metro College Regina Simmon Career Services 1630 Stewart Ave. SW Atlanta, GA 30310 404.756.4047	
10	Atlanta Urban League Rashid Brown 100 Edgewood Avenue NE Suite 600 Atlanta, GA 30303 404.659.1150 404.659.5771 - Fax	
11	Georgia Department of Labor Susan Sawyer Atlanta Job Service 148 International Blvd NE Atlanta, GA 30303 404.679.5200	
12	Atlanta University Center Kay Green 156 Mildred Street Atlanta, GA 30314 404.523.5157	
13	Georgia Association of Broadcasters 6 West Druid Hills Drive NE Suite 330 Atlanta, GA 30329 770.395.7206 Admin@gab.org	
14	Georgia State University Melanie Jauch, M.A., NCC Job Location and Development Specialist PO BOX 3972 Atlanta, GA 30303-3972 404.651.2223	

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
15	The King Center 449 Auburn Ave Atlanta, GA 30312 404.526.8900	
16	Latin American Association Fernando Escalante 2665 Buford Highway NE Atlanta, GA 30324 404.638.1860	
17	NAACP Yvonne Finnie 970 Martin Luther King Jr. Drive, Suite 203 Atlanta, GA 30312 404.688.8868	
18	The National Council of Negro Women Dorothy Height P.O. Box 55158 Atlanta, GA 30312 404.633.6625	
19	University of Georgia Samantha Rose Meyer Career Planning & Placement Clark Howell Hall 825 S. Lumpkin St Athens, GA 30602 706.542.3375	2
20	Dickey Broadcasting Company 780 Johnson Ferry Road NE, 5 th Floor Atlanta, GA 30342 404.688.0068	
21	www.staatalent.com	
22	www.All-Access.com	
23	www.680thefan.com	7
24	www.atlanta.craigslist.org	
25	www.radioandrecords.com	
26	www.ajcjobs.com	
27	www.insideradio.com	
28	https://app.joinhandshake.com/	
29	www.myinterfase.com/famu/employer	

Recruitment Source Number	Recruitment Source Information	# Of Interviewees Referred by Recruitment Source Over Reporting Period
30	Employee Referral	6
31	Complete Game Broadcasting	
32	Atlanta Braves – Turner Field	
33	Cumulus Media	
34	City career fair	1
35	PWC Joe Reinkemeyer 10 Tenth Street, Suite 1400 Atlanta, GA 30022 678 419 1152	
36	Frazier and Deeter, LLC Mike Hendricks 600 Peachtree Street, Suite 1900 Atlanta, GA 30308 404.253.7564	
37	First Pro Serina Cochran 5607 Glenridge Dr, Suite 350 Atlanta, GA 30342 404.303.4989	
38	Kennesaw Campus 1000 Chastain Road Kennesaw, GA 30144	
39	Career Resource Center Division of Student Affairs 360-Degree Student Experience First Floor J. Wayne Reitz Union PO Box 118507 Gainesville, FL 32611 https://ufl-csm.symplicity.com/employers/	
40	Radio World	
41	SEB.org	
42	Al-Ba.com	
43	Tabtn.org (info@tabtn.org)	

Total Number of Interviews: 16

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
<p>1 #5 – <i>establishes an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i></p>	<p>For this reporting period DBC had 5 interns for promotions/social media and 15 interns for programming department.</p> <p>Supervisor of this program: Scott McFarlane Promotions Director, and Jim Mahanay Operations Manager</p>
<p>2 #7 – <i>Participate in scholarship programs directed to students desiring to pursue a career in broadcasting (although it is not necessary for the employment unit to be involved in every aspect of the program, they must provide meaningful involvement)</i></p>	<p>Station Partnership with the Connecticut School of Broadcasting scholarship program:</p>
<p>3 #3 – <i>Cosponsor at least one job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities.</i></p>	<p>Sponsor of Atlanta’s 17th Annual Diversity Employment Day Career Fair. Career fair Wednesday, June, 6th 2018</p> <p>Attendees: Laura Cowart, Colan Wheat, Barbara Jones, Scott McFarlane</p>
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<p>5</p>	
<p>6</p>	