

**Georgia Public
Telecommunications Commission**

**EEO Public Inspection File Report
(Station WGTV)**

December 1, 2012-November 30, 2013

**Equal Employment Opportunity
Public Inspection File Report**

**Georgia Public Telecommunications Commission
(Station WGTV)**

This report is prepared by Georgia Public Telecommunications Commission ("GPTC"), licensee of noncommercial television station WGTV, Athens, Georgia and covers its employment unit for WGTV and its Atlanta, Georgia headquarters.

The GPTC is also the licensee of an additional eight noncommercial educational television and fourteen noncommercial educational radio stations. GPTC operates its radio and television stations as state public broadcast networks, with all television programs originating in Atlanta and simulcast by all of the stations in the network. Most of the radio stations are operated in a similar manner, although some originate some programming locally. Given this structure, the bulk of GPTC's employees are located at its Atlanta headquarters. The employees at the individual stations (there are fewer than 5 full-time employees at each of the other stations) are primarily technical personnel assigned to assure the proper operation of the stations.

While GPTV has employees throughout the state, it operates as a single agency for recruitment purposes and employs the same recruitment sources and employment initiatives for all of its job openings. GPTC is also an agency of the state of Georgia and its recruitment and employment practices are subject to the requirements of the State Personnel Administration, Georgia's equivalent of the federal civil service system.

**2013 Equal Employment Opportunity
Public Inspection File Report
List of Initiatives**

5. Provide a list and brief description of initiatives undertaken to satisfy the requirement to complete four “menu options” within a two-year period.

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Georgia Public Broadcasting’s internship program continues to expand by building relationships with local schools, colleges, universities and organizations to attract and target graduate and undergraduate students that have an interest in broadcast employment. The organization continues to partner with Georgia State University Best Practices Internship Program and monitors best practice tips and networks with colleagues to continue to look for ways to create a diverse internship experience for undergraduate, graduate and aspiring students with interests in broadcasting. GPB continues to rotate students quarterly and year round as needed to all operational areas to include Television, Field Productions, Information Technology, New Media, Education, Radio, Marketing and Communications, Original Programming/Creative Services, Development, Fundraising, Finance and Administration. Interns will continue to receive hands on training and experience that allow them to acquire the necessary skills needed for administrative and broadcast level employment. GPB will also continue to extends ongoing opportunities for Volunteers through the efforts of the organization’s Volunteer Manager for events and fund-raising campaigns.

(vii) Participation in scholarship/educational stipend programs designed to assist students interested in pursuing a career in broadcasting.

Georgia Public Broadcasting continues to explore partnerships with school, universities, and programs to participate in scholarship and educational stipend programs. Since 2010, GPB has established partnerships with local schools to include programs where students can receive specialized training and experience in areas of study. Some of those areas include IT, Graphics, Facilities, and Broadcasting. Some programs and schools that have continued to work with GPB include Connecticut School of Broadcasting, The Art Institute of Atlanta, Year-Up , and Job Corp. Currently, GPB has one student with Job Corp which offers training to urban young adults in the area of facilities and office management. Job Corp also provides technical and professional skills training. Students that participate in the programs are able to receive a variety of benefit

to include hands on experience, college credits, and other professional network opportunities to begin their individual job growth and experience needed to attain careers in their area of interest. GPB will continue to partner with schools and programs to increase diversity and awareness.

(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for a higher-level position.

The Human Resources Office continues to work with the executive management staff at GPB to identify, develop and coordinate specialized training that is needed for staff. GPBs strive to provide its employees with the additional specialized and technical skills needed to perform job responsibilities and to obtain higher-level responsibilities or positions. Some areas of training include:

- **Broadcast Engineering Training** for staff designed to broaden skills necessary to ensure compliance with media standards in the production, engineering and technical areas.
 - **EEOC Training** for human resources staff on workplace diversity, employment laws and handling discriminations charges and complaints that may arise.
 - **Human Resources Generalist Training** for human resources staff designed to keep abreast of human resources policy, law and procedures needed for job responsibility compliance in the area of Human Resources.
 - **On-going Automated Time and Attendance Training** for HR Staff to explore efficient ways of recording employee's time and documenting leave and absence history for managers and subordinates.
 - **UGA Government Accounting Series** for accounting staff designed to keep abreast of accounting procedures and certification needed for job responsibility compliance in the area of Finance.
 - **Facilities Management Training** for facilities management staff to stay current on facility safety guidelines and others areas to expand the knowledge of facility management at GPB.
 - **Council for State Personnel Administration (CSPA)** for Human Resources and Legal Advisors for State agencies to continue to provide resources and training on employment law, benefits, FMLA, and Workers Compensation and other matters related to employment relations.
- (x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.**

Each year Georgia Public Broadcasting participates in at least four job fair/career day events sponsored by educational institutions designed to promote and encourage career opportunities in broadcasting. Some of these events for the 2012 calendar year include:

- **Georgia Association Of Broadcasters Winter Institute UGA Career Fair and Job Expo, March 19, 2013**
- **Whitfield Career Academy Regional Career/College Expo- Dalton, Ga. March 22, 2013**
- **E.L. Miller Elementary School Career Day, May 8, 2013.**
- **DeKalb County Workforce Development Job Fair, June 12, 2013.**

These events motivate and inform students, educators and the surrounding community about the organization and career opportunities available at GPB in the areas of media, journalism, and communications.

Georgia Public Telecommunications Commission

Vacancies Filled- WGTV

December 1, 2012 to December 1, 2013

Job Title	Date Posted	Posting Method	No. of App	No. of Interviews	Recruitment Source for Each Interviewee	No. Hired	Recruitment Source for Hired Applicant(s)	Recruitment Resources
All Platform Journalist C-25-12	11/21/2012	INTERNAL & EXTERNAL	58	6	GPB Website (4) Media Bistro (1) TV & Radio Jobs.com (1)	1	Media Bistro.com	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, Transitional Assistance Military- TAO Online, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.com, PRNDI (Charles Compton), Media Bistro.com, Atlanta Press Club, CPB Jobs Online, TV & Radio Jobs, Euan Kerr Public Radio Newslink
Technical Operations Center Technician C-20-12	9/18/2012	INTERNAL & EXTERNAL	47	8	GPB Website (5) SBE (2) SMPTE (1)	1	SMPTE	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, Transitional Assistance Military- TAO Online, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.com, GAB, SBE, Broadcast Engineering, SMPTE, Elon University, CPB Jobline
Member & Audience Services Associate C-3-13	2/28/2013	INTERNAL	9	4	GPB Website (4)	1	GPB Website	GPB Email, GPB Easy HR Website

Georgia Public Telecommunications Commission

Vacancies Filled- WGTW

December 1, 2012 to December 1, 2013

Volunteer Services Manager C-4-13	2/28/2013	INTERNAL & EXTERNAL	147	7	GPB Website (5) Opportunity Knocks (2)	1	Opportunity Knocks	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, Transitional Assistance Military- TAO Online, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.com, Connecticut School of Broadcasting, CPB Jobline, AFP Board of Director (Atlanta Chapter), Opportunity Knocks, Philanthropy Journal, NAB, Assoc. of Local Fundraising
Television Engineer, Senior C-6-13	3/19/2013	INTERNAL & EXTERNAL	46	5	GPB Website (5)	1	GPB Website	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, Transitional Assistance Military- TAO Online, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.com, Connecticut School of Broadcasting, NAB, SBE.org, Broadcast Engineer Magazine, CPB Jobline, Life University, Mercer, Moultrie, Armstrong, Clayton State University

Georgia Public Telecommunications Commission

Vacancies Filled- WGTW

December 1, 2012 to December 1, 2013

Job Title	Start Date	Category	Internal	External	Total	GPB Website (14)	GPB Website (1)	GPB Website	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, Transitional Assistance Military- TAO Online, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.com, Journalism Jobs.com, Current.org, NAB, NABJ, NAHJ, NAJA, AAJA
Junior Producer C-7-13	6/20/2013	INTERNAL & EXTERNAL			304	14	1		
Associate Producer-Editor C-11-13	7/9/2013	INTERNAL	8		2	GPB Website (2)	1	GPB Website	GPB Email, GPB Easy HR Website
Producer-Editor C-12-13	7/9/2013	INTERNAL	6		1	GPB Website (1)	1	GPB Website	GPB Email, GPB Easy HR Website
Producer Writer C-14-13	8/1/2013	INTERNAL	1		1	GPB Website (1)	1	GPB Website	GPB Email, GPB Easy HR Website
Fundraising Web & Premium Manager C-17-13	9/24/2013	INTERNAL & EXTERNAL	4		4	GPB Website (4)	1	GPB Website	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, Transitional Assistance Military- TAO Online, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.com, Connecticut School of Broadcasting

Georgia Public Telecommunications Commission

Vacancies Filled- WGTV

December 1, 2012 to December 1, 2013

News Anchor Reporter C-18-13	10/3/2013	INTERNAL & EXTERNAL	10	1	GPB Website (1)	1	GPB Website	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.com, Connecticut School of Broadcasting
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prepared 11-25-13

**Georgia Public Telecommunications Commission
Vacancies Filled - Combined Report
December 1, 2012 to December 1, 2013**

Position Name	Date Posted	Posting Method	No. of App	No. of Interviews	Recruitment Source for Each Interviewee	No. Hired	Recruitment Source for Hired Applicant(s)	Recruitment Resources
Radio Host/Reporter WMUM C-22-12	9/22/2012	INTERNAL & EXTERNAL	22	4	GPB Website (2) CPB Jobline (2)	1	GPB Website	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, Transitional Assistance Military- TAO Online, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.com, CPB Jobline, Macon Telegraph-Careerbuilder Online, NAB, TV & Radio Jobs, Current, PRPD
Radio Host/Producer/Bureau Chief WSVH C-19-13	10/11/2013	INTERNAL & EXTERNAL	7	1	GPB Website (1)	1	GPB Website	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.com, Connecticut School of Broadcasting, Public Media Journalists and Public Media Facebook, PRPD

**Georgia Public Telecommunications Commission
Vacancies Filled - WMUM**

December 1, 2012 to December 1, 2013

Position Name	Date Posted	Posting Method	No. of App	No. of Interviews	Recruitment Source for Each Interviewee	No. Hired	Recruitment Source for Hired Applicant(s)	Recruitment Resources
Radio Host/Reporter WMUM C-22-12	9/22/2012	INTERNAL & EXTERNAL	22	4	GPB Website (2) CPB Jobline (2)	1	GPB Website	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, Transitional Assistance Military- TAO Online, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.com, CPB Jobline, Macon Telegraph-Careerbuilder Online, NAB, TV & Radio Jobs, Current, PRPD

**Georgia Public Telecommunications Commission
Vacancies Filled - WSVH**

December 1, 2012 to December 1, 2013

Position Name	Date Posted	Posting Method	No. of App	No. of Interviews	Recruitment Source for Each Interviewee	No. Hired	Recruitment Source for Hired Applicant(s)	Recruitment Resources
Radio Host/Producer/Bureau Chief WSVH C-19-13	10/11/2013	INTERNAL & EXTERNAL	7	1	GPB Website (1)	1	GPB Website	GPB Email, Ga. Tech/Career Buzz Contacts, GPB Easy HR Website, Job Central National Labor Exchange, United Way, Easter Seals, Latin American Association, Atlanta Urban League, Hire Patriots.dom, Connecticut School of Broadcasting, Public Media Journalists and Public Media Facebook, PRPD

GA PUBLIC TELECOMMUNICATIONS COMMISSION
Recruitment Resource Bank¹
December 1, 2012 - December 1, 2013

Address	Phone Number	Contact
Georgia Public Broadcasting Easy HR	404-685-2663	www.gpb.org/jobs
Georgia Tech 686 Cherry Street Atlanta, GA 30332-0165	404-894-2550	sonia.mcallister@success.gatech.edu
<ul style="list-style-type: none"> • School of Literature, Communication & Culture 	404.385.0625	Shannon Dobranski shannon.dobranski@lcc.gatech.edu
<ul style="list-style-type: none"> • Ivan Allen College Liberal Arts Communications & Media 	404-894-1720	Rebecca Keane rebecca.keane@iac.gatech.edu
<ul style="list-style-type: none"> • Ga. Tech Career Buzz (online) 	404.894.1923	Sonia McAlister http://gatech-csm.symplicity.com/employers
<ul style="list-style-type: none"> • Georgia Tech Alumni Assoc. 	404.894.2394	Caroline Player Caroline.player@alumni.gatech.edu
The Atlanta Urban League, Inc. 100 Edgewood Avenue, N.E., Suite 600 Atlanta, GA 30303	404-659-1150	
Connecticut School of Broadcasting 1755 North Brown Road Suite 175 Lawrenceville, GA 30043	678-205-2210 Fax: 678-205-2215	Michael Hessing Coordinator mhessing@gocsb.com
National Association of Broadcasters 1771 North Street, NW Washington, D.C. 20036	202-429-5300	nab@nab.org hr@nab.org
Current Newspaper Advertising Director 6930 Carroll Avenue, Suite 350 Takoma Park, MD 20912-4423	877-745-8776 ext.1 310-270-7240 Fax: 877-745-8776	Kathleen Unwin unwin@current.org http://www.current.org/
Corporation for Public Broadcasting 401 Ninth Street, NW Washington, DC 20004-2129	202-879-9600	http://www.cpb.org/jobline/
Atlanta Press Club	191 Peachtree St. N.E. Suite 4900 Atlanta, GA 30303 404-577-7377	http://atlantapressclub.org/post-a-job/

¹ All recruitment resources listed were contacted by GPTC for the advertising and posting of positions. No resource listed specifically requested recruitment information from GPTC.

Address	Phone Number	Contact
AMFM Jobs.com / TVJobs.com Broadcast Employment Services PO Box 4116 Oceanside, CA 92052	800-374-0019	www.amfmjobs.com
Opportunity Knocks 50 Hurt Plaza Suite 845 Atlanta, Georgia 30303		http://www.opportunitynocs.org/jobseekerx/info@opportunityKnocks.org http://www.opportunityknocks.org
Media Bistro	(212) 547-7914 (888) 589-1963	Liana Kim job.info@mediabistro.com http://www.mediabistro.com/employers https://www.mediabistro.com/employers/job.asp
Association of Black Media Workers (through Media Bistro)		
Latin American Association Job Bank 2750 Buford Hwy Atlanta, Georgia 30324	404-892-6896	jobs@latinamericanassoc.org Employment Services Manager
TV and Radio Jobs Post an Ad		http://tvandradijobs.com
Public Radio News Director's Incorporated (PRNDI) Public Radio Newslink		www.prndi.org Mr. Euan Kerr ekerr@mpr.org Newslink Administrator http://www.newslink.org/rpuradi.html
PRNDI-Public Radio News Directors		Charles Compton Charles.compton@eku.edu 859-622-1680
PRPD- Public Radio Program Directors Assoc.	38 Milford Street Hamilton, NY 13346 315-824-8226 315-824-8227, fax	info@prpd.org
Russell Lewis listserv - NPR Network of Reporters and News Directors with NPR Southern Bureau Chief		http://www.npr.org/templates/story/story.php?storyId=7569853
Asian American Journalists Association AAJA National Office 5 Third Street, Suite 1108, San Francisco, California 94103	415-346-2051 Fax: 415-346-6343	http://www.jobs.ajaa.org/employer_national@ajaa.org

Address	Phone Number	Contact
TAOnline.com Careers for Transitioning Military Employer Center/Post A Job		http://jobs.taonline.com
Job Central National Labor Exchange/DOL	866-268-6206	http://www.jobcnetral.com/postajob.asp info@jobcentral.org
United Way of Metropolitan Atlanta 100 Edgewood Avenue NE Atlanta, Georgia 30303	404-527-7200	http://www.unitedwayatlanta.org Nora Plehn nplehn@unitedwayatlanta.org
Easter Seals Inc 233 South Wacker Drive Suite 2400 Chicago, IL 60606	800-221-6827	http://www.easterseals.com
<ul style="list-style-type: none"> • Dublin-Ga • Albany-Ga • Augusta-GA 	478-275-8850 229-439-7061	Ralph Donaldson rdonaldson@mgesus tcooper@swga-easterseals.org Sheila Thomas info@esega.org
Hire Patriots.com P.O. Box 2461 Bear City, CA 92314	760-730-3734	http://hirepatriots Job Board Menu/Post a Job hire_patriots@gmail.com
University of Georgia Human Resources (UGA Job Posting - iPaws) 215 S. Jackson Street Athens, GA 30602	706-542-2222	www.hr.uga.edu
Mercer University (Bearlink) Job Site http://studentaffairs.mercer.edu/careerservices/bearlink.cfm		
Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Phone: (317) 846-9000	SBE Job Line http://www.sbe.org/sections/jl_submit.php	
Public Radio Program Directors Association 38 Milford Street Hamilton, NY 13346	315-824-8226 info@prpd.org	
National Association of Black Journalists	(866) 964-2765 x2718	http://careerservices.nabj.org/ Stephanie McGee NABJ jobs Online Advisor Stephanie.mcgee@boxwoodtech.com

Address	Phone Number	Contact
Atlanta Association of Black Journalist	www.aabj.org/ aabjorg@yahoo.com	
Philanthropy Journal	http://www.philanthropyjournal.org/jobs/post-job 800-853-0801 919-515-0273	
Association of Fundraising Professionals AFP Board of Director's	http://afpatlanta.afpnet.org AFP Job Center	
Association of Fundraising Professionals	1-888-491-8833 ext. 1011	http://jobs.afpnet.org/hr
Georgia Association of Broadcasters 8010 Roswell Road, Suite 260 Atlanta, GA 30350	770-395-7200	
Society of Motion Picture & Television Engineers (SMPTE)	https://www.smpete.org/	
Elon University Student Professional Development Center	336-278-2000 336-278-6538 http://www.elon.edu/e-web/career-services/default.xhtml	
Broadcast Engineering Magazine	312-840-8496	broadcastengineering@penton.com
Career Buzz Online Posting to:	http://gatech-csm.symplicity.com/employers	
<ul style="list-style-type: none"> • Moultrie Tech 361 Industrial Drive Moultrie, GA 31768 • Armstrong Atlantic University 11935 Abercorn Street Savannah, GA 31419 • Clayton State University 5900 North Lee Street Morrow, GA 30260 	229-891-7000 800-633-2349 912-927-5277 770-961-3518	
Journalism Jobs.com	510-653-1521	contact@journalismjobs.com info@journalismjobs.com http://www.journalismjobs.com/post_job.cfm
National Association of Hispanic Journalists 1000 National Press Building 529 14 th Street NW Washington, DC 20045	202-662-7483 202-662-7144 (Fax)	www.nahj.org

Address

Native America Journalists Association
Non-Profit Job Posting

Phone Number

(405)325-9008
Fax: 405-305-6945

Contact

info@naja.com

Macon Telegraph
120 Broadway
Macon, GA 31201

478-744-4322
478-744-4297, fax

CareerBuilder Online
Lenore Einbinder
leinbinder@macon.com