

**Annual EEO Public File Report Form**  
December 1, 2019 to November 30, 2020

WUVG-DT 34  
Athens, GA

**Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WUVG-DT, Athens/Atlanta, Georgia and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning December 1, 2019 to and including November 30, 2020 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person or over the telephone.

Appendix 1 to  
 Annual EEO Public File Report Form  
 Covering the Period from December 1, 2019 to November 30, 2020  
 Station(s) Comprising Station Employment Unit: WUVG-DT

Section 1: Vacancy Information

| <b>Full-time Positions Filled By Job Title</b> |                          | <b>Recruitment Source of Hiree</b> |
|--|--------------------------|------------------------------------|
| 1  | News Anchor/Producer     | UCI Career Site                    |
| 2  | Digital Content Producer | Internal Posting                   |
| 3  | Technical Director       | Internal Posting                   |
| 4  | Production Assistant     | LinkedIn                           |
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Total number of Interviewees: 32

Appendix 2 to  
Annual EEO Public File Report Form

Covering the Period from December 1, 2019 to November 30, 2020 Station(s) Comprising  
Station Employment Unit: WUVG-DT

Section 2: Recruitment Source Information

| Recruitment Source (Name, Address, Telephone Number, Contact Person)  | Total Number of Interviewees This Source Has Provided During This Period (If Any) | Full-time Positions for Which This Source Was Utilized   |
|---|---|--|
| 1<br>Handshake.com (Spelman College, Kennesaw State University, Oglethorpe University, University of Georgia, Georgia College and State University, Georgia State University, Atlanta University Center, Morehouse College, Clark Atlanta University,<br><a href="http://www.handshake.com">www.handshake.com</a> | 0<br>0<br>0<br>0  | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 2<br>TVJobs.com<br>PO Box 4116<br>Oceanside, CA 92052<br>1-800-374-0119<br>Mark Holloway<br><a href="http://www.tvjobs.com">www.tvjobs.com</a><br><a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>  | 0<br>0<br>0<br>0  | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 3<br>*Latin American Assoc.<br>2550 Buford Hwy.<br>Atlanta, GA 30329<br>404-638-1837<br>Myrna Clemmons<br><a href="http://www.thelaa.org">www.thelaa.org</a>  | 0<br>0<br>0<br>0  | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 4<br>University of Georgia<br>Clark Howell Hall<br>Athens, GA 30602<br><a href="mailto:career@uga.edu">career@uga.edu</a><br><a href="http://www.hireuga.com">www.hireuga.com</a><br><a href="http://www.handshake.com">www.handshake.com</a>   | 0<br>0<br>0<br>0  | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 5<br>Georgia Association of Broadcasters<br>8010 Roswell Rd.<br>Atlanta, GA 30350<br>770-395-7200<br><a href="http://www.gab.org">www.gab.org</a><br><a href="http://www.careerpage.org">www.careerpage.org</a>   | 0<br>0<br>0<br>0  | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
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| 6  | National Lesbian and Gay Journalists Association<br><a href="http://www.nlgja.org">www.nlgja.org</a><br>1420 K Street # 910<br>Washington, DC 20005<br>202-588-9888<br>Lynette Spencer   | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 7  | Asian American Resource Center<br>6045 Atlantic Blvd. #213<br>Norcross, GA 30071<br>770-270-0663<br>Sunhui Chang<br><a href="mailto:aarc@aarc-atlanta.org">aarc@aarc-atlanta.org</a>   | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 8  | The Art Institute of Atlanta<br>6600 Peachtree Dunwoody<br>Atlanta, GA 30328<br>Collette Samuel<br><a href="mailto:cesamuelt@aia.edu">cesamuelt@aia.edu</a>  | 0<br>0<br>0      | News Producer/Anchor<br>Digital Content Producer<br>Production Assistant                       |
| 9  | Kennesaw State University<br>1000 Chastain Rd. #0188<br>Kennesaw, GA 30144<br>770-423-6555<br><a href="mailto:kandrews@kennesaw.edu">kandrews@kennesaw.edu</a><br><a href="http://www.handshake.com">www.handshake.com</a>                                 | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 10 | Georgia College & State University<br>Career Center<br>132 Lanier Hall<br>Campus Box 42<br>Milledgeville, GA 31061<br>478-445-5384<br><a href="http://www.handshake.com">www.handshake.com</a>   | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 11 | Savannah College of Art & Design (SCAD)<br>1600 Peachtree Rd. NW<br>Atlanta, GA 30309<br><a href="mailto:careersatl@scad.edu">careersatl@scad.edu</a><br><a href="https://scad-csm.symplicity.com/employers">https://scad-csm.symplicity.com/employers</a> | 0<br>0<br>0      | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 12 | Atlanta University Center<br>156 Mildred St. SW<br>Atlanta, GA 30314<br><a href="mailto:crhodes@aucenter.edu">crhodes@aucenter.edu</a><br><a href="http://www.handshake.com">www.handshake.com</a>   | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 13 | Clark Atlanta University<br>223 James P. Brawley Dr. SW<br>Atlanta, GA 30314<br><a href="mailto:crhodes@aucenter.edu">crhodes@aucenter.edu</a><br><a href="http://www.handshake.com">www.handshake.com</a>   | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |

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| 14 | Oglethorpe University<br>4484 Peachtree Road NE<br>Atlanta, GA 30319<br><a href="mailto:esherrill@oglethorpe.edu">esherrill@oglethorpe.edu</a><br><a href="http://www.handshake.com">www.handshake.com</a>     | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 15 | Spelman College<br>350 Spelman Lane SW<br>Atlanta, GA 30314<br><a href="mailto:crhodes@aucenter.edu">crhodes@aucenter.edu</a><br><a href="http://www.handshake.com">www.handshake.com</a>                      | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 16 | Morehouse College<br>830 Westview Dr. SW<br>Atlanta, GA 30314<br><a href="mailto:crhodes@aucenter.edu">crhodes@aucenter.edu</a><br><a href="http://www.handshake.com">www.handshake.com</a>                    | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 17 | Georgia State University<br>33 Gilmer Street SE<br>Atlanta, GA 30303<br><a href="mailto:andreajones@gsu.edu">andreajones@gsu.edu</a><br><a href="http://www.handshake.com">www.handshake.com</a>               | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 18 | Indeed.com<br><a href="http://www.indeed.com">www.indeed.com</a>   | 3<br>0<br>2<br>3 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 19 | LinkedIn<br><a href="http://www.linkedin.com">www.linkedin.com</a>   | 2<br>2<br>0<br>2 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 20 | UCI Careers website<br><a href="https://univision.csod.com/ats/careersite/search.aspx?site=2&amp;c=univision&amp;r=1">https://univision.csod.com/ats/careersite/search.aspx?site=2&amp;c=univision&amp;r=1</a> | 8<br>3<br>2<br>1 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 21 | Internal Job Posting   | 1<br>1<br>2<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 22 | National Labor Exchange<br>Posted by UCI Career Services<br><a href="http://www.usnlx.com">www.usnlx.com</a>   | 0<br>0<br>0<br>0 | News Producer/Anchor<br>Digital Content Producer<br>Technical Director<br>Production Assistant |
| 23 | Employ Georgia/Georgia Department of Labor<br>Posted by UCI Career Services<br><a href="http://www.employgeorgia.com">www.employgeorgia.com</a>  | 0<br>0<br>0      | News Producer/Anchor<br>Digital Content Producer<br>Technical Director                         |

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| 24 | National Academy of Television Arts and Sciences/Southeast Division<br><a href="https://jobbank.emmyonline.org">https://jobbank.emmyonline.org</a> | 0           | News Producer/Anchor   |
| 25 | African American Jobs site<br><a href="http://www.africanamericanjobs.org/jobs">www.africanamericanjobs.org/jobs</a>                               | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 26 | Campus Pride Jobs<br><a href="http://www.campuspride.jobs">www.campuspride.jobs</a>  | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 27 | Diversity Jobs<br><a href="http://www.diversity.dejobs.org/jobs">www.diversity.dejobs.org/jobs</a>   | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 28 | Hispanic American Jobs<br><a href="http://www.hispanicamerican.dejobs.org/jobs">www.hispanicamerican.dejobs.org/jobs</a>                           | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 29 | Latino American Jobs<br><a href="http://www.latinoamerican.dejobs.org/jobs">www.latinoamerican.dejobs.org/jobs</a>                                 | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 30 | LGBTQ Jobs<br><a href="http://www.lgbtq.dejobs.org/jobs">www.lgbtq.dejobs.org/jobs</a>   | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 31 | Minority Jobs<br><a href="http://www.minority.dejobs.org/jobs">www.minority.dejobs.org/jobs</a>  | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |

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| 32 | Native American Jobs<br><a href="http://www.nativeamerican.dejobs.org/jobs">www.nativeamerican.dejobs.org/jobs</a>  | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 33 | Way Finders Careers<br><a href="http://www.wayfinderscareers.com">www.wayfinderscareers.com</a>   | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 34 | Women for Hire<br><a href="http://www.jobs.womenforhire.com/jobs">www.jobs.womenforhire.com/jobs</a>  | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 35 | Women Jobs<br><a href="http://www.women.dejobs.org/jobs">www.women.dejobs.org/jobs</a>  | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 36 | Allsup Employment Services (Disability)<br><a href="http://www.disability.dejobs.org/allsup-disability-partner/">www.disability.dejobs.org/allsup-disability-partner/</a> | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 37 | Disability Jobs<br><a href="http://www.disability.dejobs.org">www.disability.dejobs.org</a>   | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 38 | Disabled Veterans Jobs<br><a href="http://www.disabledveterans.dejobs.org/jobs">www.disabledveterans.dejobs.org/jobs</a>  | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 39 | National MS Society Jobs<br><a href="http://www.nationalmssociety.dejobs.org/jobs">www.nationalmssociety.dejobs.org/jobs</a>  | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 40 | Easter Seals Jobs<br><a href="http://www.easterseals.dejobs.org/jobs">www.easterseals.dejobs.org/jobs</a>   | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 41 | Enable America Jobs<br><a href="http://www.enableamerica.dejobs.org/jobs">www.enableamerica.dejobs.org/jobs</a>   | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |

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| 42 | Our Ability Jobs<br><a href="http://www.ourability.jobs/jobs">www.ourability.jobs/jobs</a>   | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 43 | Veterans Jobs<br><a href="http://www.veterans.dejobs.org/jobs">www.veterans.dejobs.org/jobs</a>  | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 44 | Military Spouse Jobs<br><a href="http://www.militaryspouse.dejobs.org/jobs">www.militaryspouse.dejobs.org/jobs</a>                           | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 45 | Military Spouse Connection<br><a href="http://www.militaryspouseconnection.dejobs.org/jobs">www.militaryspouseconnection.dejobs.org/jobs</a> | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 46 | Student Veterans of America<br><a href="http://www.studentveteransofamerica.jobs/jobs">www.studentveteransofamerica.jobs/jobs</a>            | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 47 | The Her Foundation<br><a href="http://www.honorher.works/jobs">www.honorher.works/jobs</a>   | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 48 | USA Cares<br><a href="http://www.careers.usacares.org/jobs">www.careers.usacares.org/jobs</a>  | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 49 | US Military Pipeline<br><a href="http://www.usmilitarypipeline.com">www.usmilitarypipeline.com</a>   | 0<br>0      | Digital Content Producer<br>Production Assistant                       |
| 50 | Hire Vets Medallion Program<br><a href="http://www.veterans.usnlx.com/jobs">www.veterans.usnlx.com/jobs</a>                                  | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |
| 51 | Vet Jobs<br><a href="http://www.jobs.vetjobs.org/jobs">www.jobs.vetjobs.org/jobs</a>   | 0<br>0<br>0 | Digital Content Producer<br>Technical Director<br>Production Assistant |

\* Indicates sources that have requested notification of job openings.

Appendix 3 to  
Annual EEO Public File Report Form

Covering the Period from December 1, 2019 to November 30, 2020

Station(s) Comprising Station Employment Unit: WUVG-DT

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by  
WUVG-DT

**WUVG(TV) participated in the Georgia Association of Broadcasters E. Lanier (Lanny) Finch Scholarship Foundation with the goal of distributing scholarships to deserving high school juniors and seniors to encourage them to seek a career in the broadcast industry. WUVG(TV) contributed financially to the scholarship fund and participated in the candidate selection process by reviewing and ranking finalists. Finalists were chosen on December 4, 2019. This scholarship, with an award of \$1,500.00, will be awarded annually.**

**WUVG-DT was a sponsor of the Georgia Association of Broadcasters 2020 Journalism and Mass Communications Career Day Job Fair which was held at the Tate Student Center at the University of Georgia on February 13, 2020. Marketing Director and Office Manager represented WUVG-DT to students and prospective job applicants interested in career opportunities with WUVG-DT.**

**WUVG-DT was represented at the National Association of Black Journalists/National Association of Hispanic Journalists 2020 Virtual Career Fair held August 5 - August 7, 2020. The Virtual Career Fair was a part of the 2020 NABJ/NAHJ Virtual Convention. Univision hosted a booth on August 5 - August 7, 2020 and hosted a Virtual Reception on August 6<sup>th</sup>, 2020. Company representatives were: Kristina Brown/Human Resources Regional Director, Liliana Cadavid/Editor, Digital Local News, Marco Flores/Vice President, News, and Monica Silverstein/Vice President, Talent & Employee Experience.**