

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

Full-time Positions Filled By Job Title		Recruitment Source of Hiree
1	News Anchor/Producer	UCI Career Site
2	Digital Content Producer	Internal Posting
3	Technical Director	Internal Posting
4	Production Assistant	LinkedIn

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 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, www.handshake.com)	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant
2 TVJobs.com PO Box 4116 Oceanside, CA 92052 1-800-374-0119 Mark Holloway www.tvjobs.com admin@tvjobs.com	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant
3 *Latin American Assoc. 2550 Buford Hwy. Atlanta, GA 30329 404-638-1837 Myrna Clemmons www.thelaa.org	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant
4 University of Georgia Clark Howell Hall Athens, GA 30602 career@uga.edu www.hireuga.com www.handshake.com	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant
5 Georgia Association of Broadcasters 8010 Roswell Rd. Atlanta, GA 30350 770-395-7200 www.gab.org www.careerpage.org	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant

6	National Lesbian and Gay Journalists Association www.nlgja.org 1420 K Street # 910 Washington, DC 20005 202-588-9888 Lynette Spencer	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant
7	Asian American Resource Center 6045 Atlantic Blvd. #213 Norcross, GA 30071 770-270-0663 Sunhui Chang aarc@aarc-atlanta.org	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant
8	The Art Institute of Atlanta 6600 Peachtree Dunwoody Atlanta, GA 30328 Collette Samuel cesamuelt@aia.edu	0 0 0	News Producer/Anchor Digital Content Producer Production Assistant
9	Kennesaw State University 1000 Chastain Rd. #0188 Kennesaw, GA 30144 770-423-6555 kandrews@kennesaw.edu www.handshake.com	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant
10	Georgia College & State University Career Center 132 Lanier Hall Campus Box 42 Milledgeville, GA 31061 478-445-5384 www.handshake.com	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant
11	Savannah College of Art & Design (SCAD) 1600 Peachtree Rd. NW Atlanta, GA 30309 careersatl@scad.edu https://scad-csm.symplicity.com/employers	0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant
12	Atlanta University Center 156 Mildred St. SW Atlanta, GA 30314 crhodes@aucenter.edu www.handshake.com	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant
13	Clark Atlanta University 223 James P. Brawley Dr. SW Atlanta, GA 30314 crhodes@aucenter.edu www.handshake.com	0 0 0 0	News Producer/Anchor Digital Content Producer Technical Director Production Assistant

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

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

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

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

* Indicates sources that have requested notification of job openings.

Appendix 3 to
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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 6th, 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.