

WXIA/WATL
EEO PUBLIC FILE REPORT
November 22, 2018 - November 21, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2-6, 9-11, 13-19, 21-27, 29-30, 32-35, 37-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	15
Digital Content Producer	1-6, 9-11, 13-17, 19, 21-24, 26-27, 29- 30, 32-41, 43, 47-51, 53-55, 57-58, 61, 63-65, 67-70	15
Morning Show Line Producer	1-6, 9-11, 13-27, 29-30, 32-40, 43, 47- 48, 50-51, 53-55, 57-58, 63-65, 67-70	15
Morning Show Line Producer	1-6, 9-11, 13-27, 29-30, 32-40, 43, 47- 48, 50-51, 53-55, 57-58, 63-65, 67-70	15
Morning Show Line Producer	1-6, 9-11, 13-27, 29-30, 32-40, 43, 47- 48, 50-51, 53-55, 57-58, 63-65, 67-70	36
Morning Show Line Producer	1-6, 9-11, 13-27, 29-30, 32-40, 43, 47- 48, 50-51, 53-55, 57-58, 63-65, 67-70	15
Morning Show Line Producer	1-6, 9-11, 13-27, 29-30, 32-40, 43, 47- 48, 50-51, 53-55, 57-58, 63-65, 67-70	20
Account Manager	1-6, 9-11, 13-19, 21-27, 29-30, 32-41, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	67
MultiSkilled Journalist	1-5, 9-11, 13-19, 21-27, 29-30, 32-35, 37-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	15
Traffic Anchor	1-5, 9-11, 13-19, 21-27, 29-30, 32-35, 37-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	15
Associate Producer - 007033	1-5, 9-11, 13-19, 21-27, 29-30, 32-35, 37-40, 43, 47-48, 50-51, 53-55, 57-58, 63-70	66
Assistant Director	1-5, 9-11, 13-19, 21-27, 29-30, 32-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	36
Digital Content Producer	1-5, 9-11, 13-19, 21-27, 29-30, 32-35, 37-40, 43, 47-48, 50-51, 53-55, 57-58, 61, 63-65, 67-70	61
Jib/Steady Camera Operator	1-5, 9-11, 13-19, 21-27, 30, 32-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67- 70	36
Jib/Steady Camera Operator	1-5, 9-11, 13-19, 21-27, 30, 32-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67- 70	36
Jib/Steady Camera Operator	1-5, 9-11, 13-19, 21-27, 30, 32-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67- 70	36

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Multimedia Marketing Producer	1-5, 10-11, 13-19, 21-27, 29-30, 32-35, 37-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	15
Creative Manager	1-5, 9-11, 13-19, 21-27, 29-30, 32-35, 37-40, 43, 47-51, 53-55, 57-58, 63-65, 67-70	15
Digital Sales Specialist	1-19, 21-40, 43-51, 53-60, 62-65, 67-70	36
Video Editor/Graphics	1-5, 9-11, 13-19, 21-27, 29-30, 32-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	36
Video Editor/Graphics	1-5, 9-11, 13-19, 21-27, 29-30, 32-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	15
Sales Assistant - 006978	1-5, 9-11, 13-19, 21-27, 29-30, 32-35, 37-40, 42-43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	42
Sales Assistant - 006978	1-5, 9-11, 13-19, 21-27, 29-30, 32-35, 37-40, 42-43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	15
Digital Content Producer	1-5, 9-11, 13-17, 19, 21-26, 29-30, 32-35, 37-40, 43, 47-48, 50-55, 57-58, 63-65, 67-70	52
Video Editor - 007522	1-5, 9-11, 13-17, 19, 21-27, 29-30, 32-35, 37-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	15
Multiskilled Journalist - 007544	1-5, 9-11, 13-17, 19, 21-27, 29-30, 32-35, 37-40, 43, 47-48, 50-51, 53-55, 57-58, 63-65, 67-70	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 233-6163 Email : jholmes3166@hotmail.com Fax : 1-912-233-2949 CMegill Brown	N	0
2	Albany State University 504 College Drive Albany, Georgia 3175 Phone : 229-430-4654 Email : careers@asurams.edu Fax : 1-229-878-3098 Dr. Ernest Brown	N	0
3	Americus County Branch NAACP 217 Forrest Street Americus, Georgia 31709 Phone : (229) 924-0880 Email : obsrj@bellsouth.net Fax : 1-229-924-7080 Tonya Argo	N	0
4	Armstrong Atlantic State University 11935 Abercorn St. Savannah, Georgia 31419 Phone : 912- 927-5267 Email : myersbar@mail.armstrong.edu Fax : 1-912-344-3475 Barbara Myers	N	0
5	Army Career Alumni Program Building 253 Suite 2056 Fort Stewart, Georgia 31314 Phone : 912-767-2611 Fax : 1-912-767-8689 Transition Services	N	0
6	Art Institute of Atlanta 6600 Peachtree Dunwoody Road 100 Embassy Row Atlanta, Georgia 30328 Phone : 770-689-4808 Email : aiacareersvc@aia.edu Fax : 1-770-394-9798 N/A N/A	N	0

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7	Atlanta Broadcast Institute 1355 Terrill Mill Road Building 1372-100 Marietta, Georgia 30067 Phone : 404-927-0523 Email : cyndit@radioschool.com Fax : 1-770-984-9113 Cyndi Todd	N	0
8	Atlanta Christian College 2605 Ben Hill Road East Point, Georgia 30344 Phone : 404-669-2088 Url : www.acc.edu Email : kwagner@acc.edu Fax : 1-404-460-2451 Keith Wagner	N	0
9	Atlanta Urban League 100 Edgewood Drive Atlanta, Georgia 30303 Phone : 404-659-1150 Email : aroberson@ulgatl.org Fax : 1-404-659-5326 Africa Roberson	N	0
10	Augusta State University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Fax : 1-706-731-7097 THOMAS GENTRY	N	0
11	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : dwendt@augustatech.edu Kerry Charles	N	0
12	Authorize Magazine 901 Sterling Ridge Dr. Augusta, Georgia 30909 Phone : 888.858.2410 Url : authorizemag.com Email : cmajor@authorizemag.com Fax : 1-888-858-2410 Charles Major	N	0

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13	Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 800.252.5119 Email : gbagel@brenau.edu Fax : 1-770-534-6236 George Bagel	N	0
14	Broadbean Network 200 N LasSalle St Ste 1100 Chicago, Illinois Career Services Manual Posting	N	0
15	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	24
16	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cppc@cau.edu Andre' McKinney	N	0
17	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
18	COLUMBUS TECHNICAL COLLEGE 382 MANCHESTER EXPRESSWAY COLUMBUS, Georgia 31904 Phone : 706 649 7512 Email : echerster@columbustech.edu Fax : 1-706-649-1054 Elaine Chester	N	0

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19	Connecticut School of Broadcasting 1117 Perimeter Center West STE 301 Atlanta, Georgia 30338 Phone : 678 205 2210 Email : mhessing@gocsb.com Michael Hessing	N	0
20	Corporate Recruiter	N	1
21	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
22	GA Dept of Labor -Brunswick 2517 Tara Lane Brunswick, Georgia 31520-2758 Phone : 912-264-7244 Email : Ronnie.Bivins@dol.state.ga.us Fax : 1-912-262-3334 Ronnie Bivins	N	0
23	GA Dept of Labor-Hinesville 740 General Stewart Way Suite 202 Hinesville, Georgia 31313-3217 Phone : 912-370-2595 Email : Gary.Varner@dol.state.ga.us Fax : 1-912-370-2598 Gary Varner	N	0
24	GA Dept of Labor-Jesup 263 N. Brunswick St. Jesup, Georgia 31545-2840 Phone : 912-427-5842 Email : Donna.McCullough@dol.state.ga.us Fax : 1-912-427-5881 Donna McCullough	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	GA Dept of Labor-Savannah 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Kimberly.Brown@dol.state.ga.us Fax : 1-912-351-3800 Kimberly Brown	N	0
26	GA Dept of Labor-Statesboro 62 Packinghouse Rd Statesboro, Georgia 30458-4116 Phone : 912-681-5156 Email : Monty.Craft@dol.state.ga.us Fax : 1-912-681-5228 Monty Craft	N	0
27	Ga. Dept of Labor-Valdosta office P.O. Box 1008 221 S. Ahsley Street Valdosta, Georgia 31603 Phone : (229) 333-5211 Email : richard.ramsey@dol.state.ga.us Fax : 1-229-333-5301 Richard Ramsey	N	0
28	Georgia Association of Broadcasters 8046 Roswell Road Atlanta, Georgia 30350 Phone : 770.395.7200 Url : http://www.gab.org Email : becks@gab.org Stephanie Becks	N	0
29	Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478 445-5384 Email : sara.schanck@gcsu.edu Fax : 1-478-445-5818 Sara Schanck	N	0
30	Georgia Department of Labor Carter Center, Suite 16 Vidalia, Georgia 30474 Phone : 538-3231 Email : bruce.medderse@dol.state.ga.us Fax : 1-912-538-3238 Bruce Medders	N	0

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31	Georgia Department of Labor-Savannah 5520 WHITE BLUFF ROAD Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : DaisyMae.Washington@dol.state.ga.us DaisyMae Washington	N	0
32	Georgia Dept. of Labor Placement Office 601 Greene Street Augusta, Georgia 30901 Phone : 706.721.2165 Email : gregory.criste@dol.state.ga.us Fax : 1-706-721-7680 Gregory Criste	N	0
33	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	0
34	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Phone : (602) 954-8373 Url : www.vault.com. Email : slizik@602communications.com Sandy Lizik	N	0
35	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 770-962-7580 X 6252 Email : drichards@gwinnettech.edu Delvalyn Richards	N	0
36	Indeed.com	N	12
37	Interdenominational Ministerial Alliance P.O. Box 2083 Savannah, Georgia 31402 Phone : 912-659-9573 Email : holyspirit622@comcast.net Fax : 1-912-233-9694 James Nelson	N	0

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38	Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Email : jobpros@jobshopstaffing.com Fax : 1-706-860-4871 Rob Eichner	N	0
39	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	0
40	LAGRANGE COLLEGE 601 BROAD ST. LAGRANGE, Georgia 30240 Phone : 706-880-8177 Email : CareerCenter@lagrange.edu Career Development Center	N	0
41	Linked In	N	2
42	LinkedIn / Word of Mouth	N	1
43	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
44	Mercer University 3001 Mercer University Drive Atlanta, Georgia 30308 Phone : 678-547-6023 Email : johnson_em@mercerc.edu Fax : 1-678-547-6373 Betsy Johnson	N	0
45	Middle Georgia State College 1000 College State Drive Macon, Georgia 31206 Phone : 478 471-2700 Email : barbara.warren@maconstate.edu Barbara Warren	N	0

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46	NAACP 1204 MArtin Luther King Jr Blvd Savannah, Georgia 31415-6355 Phone : 912-233-4161 Email : savnaacp@bellsouth.net Fax : 1-912-233-3088 Al Scott	N	0
47	National Academy of TV Arts & Sciences P.O. Box 225159 Atlanta, Georgia Phone : 770-414-8777 Email : emmysuncst@aol.com Career Service	N	0
48	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : lojelks@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
49	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : (301) 445-7100 Url : http://nabj.jobcontrolcenter.com/ Email : nabj@nabj.org Fax : 1-301-455-7101 Lisa Goodnight	N	1
50	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : mhill@ncnw.org Melody Hill	N	0
51	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlja.org Email : info@nlja.org Matthew Rose	N	0

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52	Not Available	N	3
53	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706.821.8307 Email : aewing@paine.edu Fax : 1-706-774-1564 April Ewing	N	0
54	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : Mamasky07@aol.com Gale Sky Edeawo	N	0
55	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 202-725-8318 Url : http://www.rtnda.org Katie Switchenko Manual Posting	N	0
56	Savannah State University P.O. Box 20524 Savannah, Georgia 31404 Phone : 912-356-2285 Email : brownt@savstate.edu Fax : 1-912-356-2285 Contact Contact	N	0
57	Savannah State University-Career Counseling King-Frazier Student Center Room 244 Savannah, Georgia 31404 Phone : 912-358-3128 Email : rileys@savannahstate.edu Fax : 1-912-356-2464 Shaunce Riley	N	0
58	Savannah State University-Student Affairs King-Frazier Complex, Ste 247 P.O. Box 20521 Savannah, Georgia 31404 Phone : 912-358-3118 Email : saffairs@savannahstate.edu Fax : 1-912-358-3159 Dr. Irvin Clark	N	0

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59	South Georgia Tech. College 900 South GA Tech Pkwy Americus, Georgia 31709 Phone : 229-931-2057 Email : ccarter@southgatec.edu Fax : 1-229-931-2732 Cynthia Garter	N	0
60	SSU-Department of Mass Communications P.O. Box 20236 Savannah, Georgia 31404 Phone : 912.358.3376 Email : manningc@savannahstate.edu Fax : 1-912-351-6588 Dr. Carmen Manning-Miller	N	0
61	Station Website	N	3
62	Troy State University 2743 Perimeter Parkway Suite 201 Augusta, Georgia 30909 Phone : 706.210-2828 Email : bertramj@troy.edu Fax : 1-706-210-3803 James Bertram	N	0
63	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : info@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
64	University Of Georgia UGA Career Center 2nd floor, Clark Howell Hall Athens, Georgia 30602-3332 Phone : 706-542-2006 Email : cecilb@uga.edu Fax : 1-706-542-8431 Cecil Bentley	N	0

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65	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Email : dbogart@valdosta.edu Fax : 1-229-249-2602 Dr. Denise Bogart	N	0
66	Walk In	N	1
67	WATL/WXIA-TV Website One Monroe Place Atlanta, Georgia 30324 Phone : (404) 892-1611 Url : http://www.11Alive.com Career Service Manual Posting	N	15
68	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478- 757-5224 Email : sschanck@wesleyancollege.edu Fax : 1-478-757-4030 Sarah Schanck	N	0
69	WTOC TV P O BOX 8086 Savannah, Georgia 31412 Phone : 912-234-1111 Email : charney@wtoc.com Fax : 1-912-232-4945 Craig Harney	N	0
70	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			63

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/20/2019	Participation in events sponsored by community groups	Anchor spoke at Hands on Atlanta event. Discussion was to connect change makers in Atlanta to nonprofits and schools, and how media and broadcast careers and the work of broadcast organizations can help the community. Over 75 attendees participated.	1	Anchor
2	2/28/2019	Establishment of training programs for station personnel	TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	3	President and General Manager Director of Sales Group HR Director
3	3/14/2019	Establishment of training programs for station personnel	Brand Health Summit – Your brand health is the intersection of your brand mission and values with your customers voice and perceptions in each market. The Brand Health Summit brought leaders together from administration, marketing, news and promotions to better understand the impact of brand health on audience interest and loyalty, as well as employee engagement. Participants spent three days better understanding best practices during presentations and breakout groups. The final day of the summit included a realtime research project at the Mall of America, which included evaluating brand initiatives and interviewing customers and retailers.	3	President and General Manager News Director Marketing Director

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4	4/19/2019	Establishment of training programs for station personnel	TEGNA Innovation Summit–Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	3	Anchor Digital Director Digital Sales Specialist
5	4/24/2019	Participation in events or programs sponsored by educational institutions	Meteorologist taught students at Shoal Creek School about the water cycle, how storms are formed, and how to prepare for storms from a safety perspective. He also discussed with the students how he became a meteorologist and how they can prepare for a career in meteorology at an early age.	1	Meteorologist
6	4/27/2019	Participation in events sponsored by community groups	Anchor was keynote speaker and discussion leader with students, sponsored by the YMCA. Event was to discuss careers in broadcasting, skills and courses kids can take now to prepare, as well as how to build confidence and healthy habits.	1	Anchor
7	5/2/2019	Establishment of training programs for station personnel	Manager Inside Out Training – Sales Leaders attend Inside Out training. This training is a part of TEGNA onboarding training for all new sales leaders. Over the course of two days, topics covered include the art of teaching product intelligence and awareness, prospecting, presentations, building a proposal and closing the deal. Participants role play real scenarios for maximum learning.	2	Director of Sales Local Sales Manager

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8	5/8/2019	Participation in events or programs sponsored by educational institutions	Evening Anchor spoke to 150 students at McNair Discover Learning Academy. During this engagement, she spoke to students about careers in advertising, her own career journey, and inspired them to pursue a career in media and broadcasting. She was able to meet with several students 1:1 for additional guidance.	1	Anchor
9	6/3/2019	Establishment of an intern program designed to assist members of the community	Internships - WXIA/WATL actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing, but can touch other departments as well. During the reporting period, WXIA/WATL hired and trained 11 intern(s) for 3+ month assignments.	4	News Director Managing Editor - Digital Digital Content Manager Local Sales Manager
10	6/11/2019	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to Students Without Mothers organization during a luncheon. Purpose was to inspire high school students to pursue opportunities in broadcasting and media where their important life perspectives can be shared with the community. He also spoke to them about his own career journey, how he matriculated into a science career.	1	Meteorologist
11	10/11/2019	Participation in events sponsored by community groups	Anchor participated in Career Day for Chisholm Leadership Academy. She discussed careers in broadcasting with middle and high school girls, critiqued their "mock reels," and gave counsel on how they can prepare themselves for careers in media now.	1	Anchor

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12	10/13/2019	Participation in events sponsored by community groups	Anchor participated in Earth Girl Creative Camp. Purpose was to serve as a speaker to young women on careers in creative arts - including media and broadcast. She discussed her career journey and inspired participants to explore careers in journalism as a way to express their voices and stories in their communities	1	Anchor
13	10/24/2019	Participation in events or programs sponsored by educational institutions	Meteorologist provided a science presentation at Marietta City Schools. Discussed the atmosphere, storms, and other weather related events and how they occur with middle and high school students. Gave students a tour of the Thunder Truck to understand the technology behind chasing storms. Discussed his career as a meteorologist, and how they can prepare themselves for a career in meteorology now.	1	Meteorologist