

## EEO PUBLIC FILE REPORT

For the 12 month period beginning December 1, 2018 and ending November 30, 2019

Prepared by: Morris Network Inc dba WMGT-TV  
(Licensee/Permittee)

This report covers the following employment unit

| <u>Call Sign</u> | <u>Facility ID Number</u> | <u>Type of Station</u> | <u>Location<br/>City, State</u> | <u>DMA</u> |
|------------------|---------------------------|------------------------|---------------------------------|------------|
| WMGT             | 43847                     | Television             | Macon, GA                       | Macon, GA  |

A. The following is a list of all vacancies for jobs during the previous 12 months:

|    | <u>Job Title</u>                              | <u>Date Filled</u> |
|----|---|--------------------|
| 1  | Video Editor/Photographer/Production Lead     | 12/18/2018         |
| 2  | Reporter/Photographer                         | 01/21/2019         |
| 3  | Digital News Ops Specialist/Assignment Editor | 01/28/2019         |
| 4  | Marketing Consultant                          | 02/04/2019         |
| 5  | Sales Assistant                               | 04/15/2019         |
| 6  | Digital Sales Manager                         | 05/13/2019         |
| 7  | Video Editor/Photographer                     | 05/20/2019         |
| 8  | Reporter/Photographer (Sports)                | 06/10/2019         |
| 9  | Marketing Consultant                          | 09/06/2019         |
| 10 | News Production Assistant                     | 09/17/2019         |
| 11 | Anchor/Reporter/Producer                      | 10/03/2019         |
| 12 | Staff Accountant                              | 10/14/2019         |
| 13 | Master Control Operator PT                    | 11/09/2019         |
| 14 | Reporter/Photographer                         | 11/11/2019         |
| 15 | Master Control Operator                       | 11/18/2019         |

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for jobs opened. Those with an asterisk (\*) were organizations that requested to be contacted as job openings occurred:

| <u>Recruitment Source</u>                    | <u>Address</u>  | <u>Contact Person</u>  | <u>Telephone Number</u>   |
|--|---|--|---|
| 1. Wesleyan College                          | 4760 Forsyth Road<br>Macon, GA 31210                          | Tom Bates<br>Email: <a href="mailto:tbates@weselyancollege.edu">tbates@weselyancollege.edu</a>     | (478) 477-1110  |
| 2. Central GA Technical College              | 3300 Macon Tech Drive<br>Macon, GA 31206                      | Tony Turner<br>Email: <a href="mailto:Tturner@centralgatech.edu">Tturner@centralgatech.edu</a>     | (478) 757-3400  |
| 3. Macon State College                       | 1000 College State Drive<br>Macon, GA 31206                   | Barbara Warren<br><a href="mailto:Barbara.Warren@MaconState.edu">Barbara.Warren@MaconState.edu</a> | (478) 471-2700  |
| 4. GA College & State University             | Campus Box 42<br>Milledgeville, GA 31061                      | Mary Roberts<br>Email: <a href="mailto:Mary.Roberts@gcsu.edu">Mary.Roberts@gcsu.edu</a>            | (478) 445-5384  |
| 5. Ft. Valley College & State Univ.          | 1005 State University Drive<br>Fort Valley, GA 31030          | Romelda Simmons<br>Email: <a href="mailto:Simmonsr@fvsu.edu">Simmonsr@fvsu.edu</a>                 | (478) 825-8801  |
| 6. Ft. Valley College & State Univ.          | 1005 State University Drive<br>Fort Valley, GA 31030          | Clara Braswell<br><a href="mailto:braswellc@fvsu.edu">braswellc@fvsu.edu</a>                       | (478) 825-6544  |
| 7. Mercer University                         | 1400 Coleman Avenue<br>Macon, GA 31204                        | Dr. Steven Brown<br>Email: <a href="mailto:brown_sr@mercer.edu">brown_sr@mercer.edu</a>            | (478) 301-2700  |
| 8. GA Military College                       | 201 E. Green Street<br>Milledgeville, GA 31061                | Career Services  | (478) 387-4900  |
| 9. Middle GA Technical                       | 80 Cohen Walker Dr.<br>Warner Robins, GA 31088                | Patrick Ivey<br>Email: <a href="mailto:Pivey@midlegatech.edu">Pivey@midlegatech.edu</a>            | (478) 988-6947  |
| 10. 41NBC Web Site                           | 301 Poplar Street<br>Macon, GA 31201                          | Staff  | (478) 745-4141  |
| 11. University of Georgia                    | Clark Howell Hall<br>212 Carlton St.<br>Athens, GA 30602-3332 | Scott Williams<br>Email: <a href="mailto:Scottw@uga.edu">Scottw@uga.edu</a>                        | (706) 542-8431  |
| 12. Handshake Online<br>Recruitment Services |   |  | <a href="https://joinhandshake.com">https://joinhandshake.com</a> |
| 13. Georgia Department of Labor              | 3090 Mercer Univ. Drive<br>Macon, GA 31204                    | Placement Service  | (478) 751-4400  |

- |                             |  |  |                |
|-----------------------------|--|--|----------------|
| 14. Media Line              | PO Box 51909<br>Pacific Grove, CA 93950          | Job Placement<br>medialine@medialine.com                 | 800-237-8073   |
| 15. Georgia Southern Univ.  | PO Box 8069<br>Statesboro, GA 30460              | Heather Scarboro<br>Email: hscarboro@goerigasouthern.edu | (912) 478-5197 |
| 16. Clark Atlanta Univ.     | 223 James P. Brawley Dr.<br>Atlanta, GA          | Ernita Hemmitt<br>Email: Ehemmitt@cau.edu                | (404) 880-6127 |
| 17. TVJobs.com              | P.O. Box 4116<br>Oceanside, CA 92052             | Mark Holloway  | (800) 374-0119 |
| 18. Employee Referral       | 301 Poplar St.<br>Macon, GA 31201                | Inhouse Staff  | (478) 745-4141 |
| 19. University of Tennessee | 1345 Circle Park DR Suite<br>Knoxville, TN 37996 | Placement Office   | (865) 974-5435 |
| 20. Indeed.com              | 6433 Champion Grandview<br>Austin, TX 78750      | Online Staff   | (800) 475-4361 |
| 21. LinkedIn.com            | Internet<br>Sunnyvale, Ca                        | Online Staff   | (650) 687-3600 |
| 22. Other Source            |  |  |                |

C. The following is a list of the services for jobs shown in Section A above and the recruitment source which provided the hire for that position:

|   | <b>Job Title</b>                              | <b>Recruitment Source Referring Person Hired</b> | <b>Recruitment Source Used to Fill Vacancy</b> |
|---|---|--|--|
| 1 | Video Editor/Photographer/Production Lead     | 20   | 1, 3-20,22                                     |
| 2 | Reporter/Photographer                         | 10   | 1, 3-20,22                                     |
| 3 | Digital News Ops Specialist/Assignment Editor | 22   | 1, 3-20,22                                     |
| 4 | Marketing Consultant                          | 10   | 1, 3-22  |
| 5 | Sales Assistant                               | 18   | 1, 3-22  |
| 6 | Digital Sales Manager                         | 18   | 1,3-22   |
| 7 | Video Editor/Photographer                     | 22   | 1-20,22  |
| 8 | Reporter/Photographer (Sports)                | 10   | 1,3-20,22                                      |

|    |                            |    |            |
|----|----------------------------|----|------------|
| 9  | Marketing Consultant       | 18 | 1,3-22     |
| 10 | News Production Assistant  | 18 | 1-20,22    |
| 11 | Anchor/Reporter/Producer   | 20 | 1,3-20,22  |
| 12 | Staff Accountant           | 20 | 1, 3-20,22 |
| 13 | Master Control Operator PT | 20 | 1, 3-22    |
| 14 | Reporter/Photographer      | 22 | 1,3-20,22  |
| 15 | Master Control Operator    | 18 | 1,3-22     |

D. During the previous 12 months, there were a total of 47 people interviewed for vacancies. The following is a list of the total number of hired referred by each recruitment source shown in Section B above:

|   | Recruitment Source       | Total No. of Hired | Total No. of Interviewees |
|---|--------------------------|--------------------|---------------------------|
| 1 | 41 NBC Employee Referral | 5                  | 8                         |
| 2 | 41 NBC Web Site          | 3                  | 7                         |
| 3 | Indeed Web Site          | 4                  | 24                        |
| 4 | Other Source             | 3                  | 8                         |

#### Station Outreach Initiatives

|   | Initiative         | Description  | Date     | Personnel Involved by Title   | Scope of Station Participation  |
|---|--------------------|--|----------|---|---|
| 1 | Internet Job Banks | Job postings of open positions for employment on stations website – 41nbc.com and the use of viable station social media pages via its Facebook and twitter pages. | On-going | Todd Buccelli, General Manager  | All open positions are posted on internet web sites and station social media platforms specifically to reach and recruit a broad spectrum of qualified broadcasting applicants. Any recruitment efforts (i.e. job/career fairs) by station personnel encourage the public to apply in person at the station or online at www.41nbc.com.                             |
| 2 | Intern Program     | Expose eligible college students to a broadcasting environment for college credit  | On-going | Brandon Long, News Director and Operations Director; Dixon Cassara, Digital Operations Specialist; Cecilia Reeves, Chief Meteorologist  | Host interns from area colleges who are majoring in communications and earn college course credit hours. Interns learn daily newsroom duties including shooting, writing and editing stories, producing newscasts and editorial decision making. The students received technical training with equipment including cameras, editors and industry specific software. |
| 3 | Training Programs  | Trained employees to expand working knowledge and enhance skills on the job  | On-going | Todd Buccelli, General Manager; Brandon Long, News Director and Operations Director; Mark Rish, Chief Engineer; Shawn Hall, Sales Manager; Dixon Cassara, Digital Operations Specialist; Denise Fritze, Digital Sales Manager; Debbie Wright, Traffic Manager | Employees are trained and cross trained to gain skills which enable them to obtain internal promotions or transfers to larger markets. General station training includes new hire orientation, safety training, anti-harassment seminars, etc. All staff are encouraged to attend job related seminars for personal skills  |

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|--|--|--|--|--|---|
|  |  |  |  |  | improvement. Training in Production/ Operations Department is mandated by technological advancements that require new skill acquisition in order to remain competitive in the industry. Specifically new training was received by both production and news staff on updated versions of our AVID/ORAD newscast production technology. |
|--|--|--|--|--|---|

|   |                                     |  |         |                                    |   |
|---|-------------------------------------|--|---------|------------------------------------|---|
| 4 | Educational Student Weather Seminar | Gray Elementary School Student Weather Seminar | 02/2019 | WMGT Meteorologist Dalton Mullinax | Station meteorologist local area on-site visit to Gray Elementary School for Student Weather Seminar on weather safety topics and general weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.          |
| 5 | Educational Student Weather Seminar | Holly Springs Elementary School                | 02/2019 | WMGT Meteorologist Dalton Mullinax | Station meteorologist local area on-site visit to Holly Springs Elementary School for Student Weather Seminar on weather safety topics and general weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond. |
| 6 | Educational Student Weather Seminar | Veterans Elementary School                     | 03/2019 | WMGT Meteorologist Dalton Mullinax | Station meteorologist local area on-site visit to Veterans Elementary School for Student Weather Seminar on weather safety topics and general weather vocabulary and  |

|   |                                     |                                 |         |                                    |  |
|---|-------------------------------------|---------------------------------|---------|------------------------------------|--|
|   |                                     |                                 |         |                                    | <p>awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.</p>   |
| 7 | Educational Student Weather Seminar | Holly Springs Elementary School | 08/2019 | WMGT Meteorologist Dalton Mullinax | <p>Station meteorologist local area on-site visit to Holly Springs Elementary School for Student Weather Seminar on weather safety topics and general weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.</p> |
| 8 | Educational Student Weather Seminar | Alexander II Magnet School      | 08/2019 | WMGT Meteorologist Dalton Mullinax | <p>Station meteorologist local area on-site visit to Alexander II Magnet School for Student Weather Seminar on weather safety topics and general weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.</p>      |
| 9 | Educational Student Weather Seminar | Saint Joseph's School           | 10/2019 | WMGT Meteorologist Dalton Mullinax | <p>Station meteorologist local area on-site visit to Saint Joseph's School for Student Weather Seminar on weather safety topics and general</p>  |

|    |  |  |         |  |   |
|----|--|--|---------|--|---|
|    |  |  |         |  | <p>weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.</p>   |
| 10 | Educational Student Weather Seminar                        | Morgan County High School                    | 10/2019 | WMGT Meteorologist Dalton Mullinax   | <p>Station meteorologist local area on-site visit to Morgan County High School for Student Weather Seminar on weather safety topics and general weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.</p>  |
| 11 | Educational Journalism and Mass Communications Career Fair | UGA Journalism and Mass Communication Career | 02/2019 | WMGT News and Operations Director, Brandon Long and Dixon Cassara, Digital Operations Specialist | <p>Station administration and hiring managers attended very well attended career fair sponsored by the University of Georgia Journalism and Mass Communications Career Fair. WMGT managers are on-site for the duration of the career fair and are available for question and answer sessions on all current job openings; as well as, internships at the station in different departments. Resumes are also collected on site and information on all station employment job descriptions are distributed to educate students on the many different kinds of jobs available at the television station—some of these positions are open and some are not—but it is educational to many students to learn that students from many different disciplines may fit into a television broadcasting and digital marketing services career.</p> |