

## I. VACANCY LIST

[illegible]

**WALB-TV, WGCW-LD**  
**EEO PUBLIC FILE REPORT**  
December 1, 2019 – November 30, 2020

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Gray TV 4370 Peachtree Road Atlanta, GA 30319 470-225-5429 Url: <a href="https://gray.tv/careers">https://gray.tv/careers</a>	N	10
2	Medialine 1209 Wood Valley Rd. Augusta, GA 30909 706-364-7564 Email: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> Rich Everitt	N	0
3	TVJobs.com P.O. Box 4116 Oceanside, CA 92052 800-374-0119 Email: <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a> Mark Holloway	N	0
4	Indeed 6433 Champion Grandview Way Bldg. 1 Austin, Tx 78750 <a href="https://www.indeed.com">https://www.indeed.com</a>	N	2
5	Employee Referral	N	8
6	On-Air – WALB open Positions WALB 229-446-4025 <a href="mailto:Mike.leach@walb.com">Mike.leach@walb.com</a> Mike Leach	N	0
7	WALB website 1709 Stuart Ave Albany, GA 31707 229-446-4005 <a href="https://gray.tv/careers#currentopenings">https://gray.tv/careers#currentopenings</a>	N	1

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8	UGA/GAB Career Fair University of Georgia 6 West Druid Hills Drive, NE, Suite 330 Atlanta, GA 30329 Bob Houghton, President GAB 770-395-7200 www.gab.org	N	3
9	Albany Chamber of Commerce 225 W. Broad Ave. Albany, GA 317014 229-434-8700 Sara Hall http://business.albanyga.com/jobs	N	0
10	Georgia Department of Labor 1608 S. Slappey Blvd. Albany, GA 31701-2632 229-430-5010 Sandra Clayton <a href="https://dol.georgia.gov">https://dol.georgia.gov</a> <a href="https://employgeorgia.com">https://employgeorgia.com</a>	N	0
11	Handshake <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
12	Albany State University 504 College Drive Albany, GA 31705 229-500-2000 Connie Williams -Career Services Director <a href="https://www.asurams.edu">https://www.asurams.edu</a>	N	0
13	Purple Briefcase <a href="https://app.purplebriefcase.com">https://app.purplebriefcase.com</a> Valdosta State University 1500 N. Patterson St. Valdosta, GA 31698 229-332-5000	N	0
14	University of Central Florida 4000 Central Florida Blvd. Orlando, FL 32816 407-823-2000 <a href="https://www.ucf.edu">https://www.ucf.edu</a> Steven Neel, Instructor	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Savannah State University 3219 College St. Savannah, GA 31404 912-325-4778 <a href="https://www.savannahstate.edu">https://www.savannahstate.edu</a> Dr. Serajul E Bhuiyan – Instructor	N	0
16	University of Georgia Grady College of Journalism and Mass Communication 120 Hooper Street Athens, GA 30602 706-542-0302 <a href="https://www.uga.edu">https://www.uga.edu</a> <a href="https://www.grady.uga.edu">https://www.grady.uga.edu</a> Maria Cooper – Journalism Academic Advisor <a href="mailto:macooper@uga.edu">macooper@uga.edu</a>	N	0
17	Alabama State University 915 S. Jackson St. Montgomery, AL 36104 334-229-4100 <a href="https://alasu-csm.symplicity.com/employers">https://alasu-csm.symplicity.com/employers</a> A David Okeowo – Chairman of Dept of Communications	N	0
18	Mike Smith Director of Talent Recruitment and Retention <a href="mailto:Mike.smith@gray.tv">Mike.smith@gray.tv</a> 850-545-9195	N	9
19	Word of Mouth	N	2
20	WALB Facebook	N	1
21	LinkedIn	N	3
	<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>		<b>39</b>

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**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	No. of Station Participants	Participant Title
1	02/13/20	Participate in Job Fair	WALB attended a job career day at the GAB/UGA Career Fair	1	Assistant News Director
2	03/04/2020	Participate in a Job Fair	WALB attended a Media Day and Networking Session at University of West Georgia	1	Assistant News Director
3	August 5 <sup>th</sup> to the 8th	Participate in Events or programs sponsored by Education Institutions relating to Careers in Broadcasting	<p>The National Association of Black Journalists (NABJ) and the National Association of Hispanic Journalists (NAHJ) hosted a joint virtual conference and career fair due to the Coronavirus.</p> <p>WALB participated in the career fair each day as a recruiter on behalf of Gray Television.</p> <p>The News Director interviewed a number of both professional and student journalists.</p> <p>Those interviews included reviews of their resumes, bodies of work (video reels and writing), and interest in potential positions at stations within Gray Television.</p> <p>Details from those interviews was then shared with other News Directors and news department hiring managers across the company for recruiting purposes.</p>	1	News Director
4	Ongoing	Broadcasting of outreach Recruitment to local organization's regarding job openings	<p>WALB airs the below promo recruiting organizations who would like to receive job openings</p> <p>WALB is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. We encourage qualified community organizations to become part of this full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information,</p>	2	Marketing Director and Office Manager

			or can provide referrals as part of your regular activity, we would like to hear from you. Send your request to Human Resources, WALB News 10, PO Box 3130, Albany, GA 31706"		
5	07/09/2020 to 08/04/2020	Provide Training to Management Level Personnel "Foundations in Diversity, Equity and Inclusion"	Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability, how to apologize effectively.	2	General Manager and News Director
6	11/19/2020	Provide Training to Management Level Personnel	Office Manager participated in training on the FCC's EEO Rules and Regulations provided by Joan Stewart of Wiley Rein LLP.	2	Office Manager and General Manager