

**WMAZ**  
**EEO PUBLIC FILE REPORT**  
**November 22, 2017 - November 21, 2018**

**I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Manager	1-6, 8-9, 11-25, 27-28, 30-31, 33-37, 39-42	18
Sales Assistant	1-6, 8-9, 11-17, 19-25, 27-28, 30-37, 39-42, 44	6
Sales Assistant	1-6, 8-9, 11-17, 19-25, 27-28, 30-37, 39-42, 44	6
Sales Assistant	1-6, 8-9, 11-17, 19-25, 27-28, 30-37, 39-42, 44	32
Digital Content Producer	1-6, 8-17, 19-25, 27-28, 30-31, 33-37, 39-42, 44	10
Digital Content Producer	1-6, 8-17, 19-25, 27-28, 30-31, 33-37, 39-42, 44	6
Mult-Skilled Journalist	2-6, 8-9, 11-12, 14, 16, 18-22, 24-25, 28, 31, 33-38, 41-42	18
Mult-Skilled Journalist	2-6, 8-9, 11-12, 14, 16, 18-22, 24-25, 28, 31, 33-38, 41-42	6
Mult-Skilled Journalist	2-6, 8-9, 11-12, 14, 16, 18-22, 24-25, 28, 31, 33-38, 41-42	38
Mult-Skilled Journalist	2-6, 8-9, 11-12, 14, 16, 18-22, 24-25, 28, 31, 33-38, 41-42	6
Broadcast/IT Engineer	1-6, 8-9, 11-25, 27-28, 30-31, 33-42, 44	38
Broadcast/IT Engineer	1-6, 8-9, 11-25, 27-28, 30-31, 33-42, 44	38
Multi Platform Producer	1-9, 11-17, 19-25, 28, 30-31, 33-42	38
Multi Platform Producer	1-9, 11-17, 19-25, 28, 30-31, 33-42	38
Multi Platform Producer	1-9, 11-17, 19-25, 28, 30-31, 33-42	13
IT Network Administrator	1-6, 8-9, 11-37, 39-44	18
Meteorologist	1-6, 8-9, 11, 13-17, 19-28, 30-31, 33-42, 44	38
Multi-Skilled Journalist	1-6, 8-9, 11, 13-17, 19-28, 30-31, 33-42, 44	38
Commercial Producer/ Editor	1-6, 8-9, 11-17, 19-28, 30-31, 33-42, 44	38

## WMAZ

## EEO PUBLIC FILE REPORT

November 22, 2017 - November 21, 2018

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	13WMAZ Website Georgia Phone : na Url : www.13wmaz.com Career Service Manual Posting	N	1
2	Atlanta Association of Black Journalists P.O. Box 54128 Atlanta, Georgia 30309 Phone : 770-433-5975 Url : http://www.aabj.org/ Email : president@aabj.org Career Service	N	0
3	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4146 Email : dwendt@augustatech.edu Donna Wendt	N	0
4	Brenau University 500 Washington St. SE Gainesville, Georgia Phone : 770.534.6299 Url : http://www2009.brenau.edu/ Email : gbagel@brenau.edu Fax : 1-770-534-6236 George Bagel	N	0
5	Broadbean Network 200 N LaSalle St Ste 1100 Chicago, Illinois Career Services Manual Posting	N	1
6	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	12
7	Career Fair	N	1

## WMAZ

## EEO PUBLIC FILE REPORT

November 22, 2017 - November 21, 2018

## 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
8	Clark Atlanta University 223 James P. Brawley Dr. Atlanta, Georgia Phone : (404) 880-6701 Email : cppo@cau.edu Fax : 1-404-880-6736 Ms. Ernita Hemmitt	N	0
9	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
10	Current Intern	N	1
11	Georgia College & State Univ. 54 Highway 22 West Milledgeville, Georgia Phone : 478.757.3515 Email : mary.roberts@gcsu.edu Student Placement Services	N	0
12	Georgia Southern Univeristy PO Box 8069 Statesboro, Georgia Phone : 912.478.5197 Url : http://www.georgiasouthern.edu/ Email : hscarboro@georgiasouthern.edu Fax : 1-912-478-7233 Heather Scarboro	N	2
13	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	2
14	Goodwill Job Connection 5171 Eisenhower Pkwy Macon, Georgia Phone : 478-471-4816 Email : mneel@goodwillworks.org Fax : 1-478-471-4837 Marie Neel	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

November 22, 2017 - November 21, 2018

## 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
15	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com. Email : slizik@602communications.com Career Services	N	0
16	Green's Tabernacle Baptist Church 5310 Bloomfield Road Macon, Georgia 31206 Phone : 478-788-7817 Email : admin@greentabernacle.mgacoxmail.com Fax : 1-478-788-7070 Clifford Little	N	0
17	In-house posting Georgia Career Service Manual Posting	N	0
18	Indeed.com	N	4
19	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	2
20	Macedonia Baptist Church 600 Eisenhower Pkwy Macon, Georgia Phone : 478.750.0040 Url : www.macedoniamacon.org Fax : 1-478-750-0042 Rev. Eddie Smith	N	0
21	Macon Bibb County EOC 655 2nd Street Macon, Georgia Phone : 478.738.3240 Url : www.maconbibbeoc.com Fax : 1-478-738-3258 Human Resources	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

November 22, 2017 - November 21, 2018

## 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
22	Macon City Hall 700 Poplar Street Macon, Georgia Phone : (478) 751-7909 Email : nina.mckenzie@macon.ga.us Fax : 1-478-751-2735 Nina McKenzie	N	0
23	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
24	Mercer University 1400 Coleman Avenue Macon, Georgia Phone : 478.301.2700 Email : brown_sr@mercer.edu Student Placement Services	N	0
25	Mississippi State University PO Box P Mississippi State, Mississippi Phone : 662.325.3344 Url : www.career.msstate.edu Email : eirvin@career.msstate.edu Fax : 1-662-325-7975 Edie Irvin	N	0
26	Mt. Moriah Missionary Baptist 2789 Millerfield Road Macon, Georgia Phone : 478-745-1890 Url : http://www.geocities.com/Baja/Canyon/1785/ Fax : 1-478-745-2119 Belinda Wilmore	N	0
27	NAACP P.O. Box 6452 Macon, Georgia 31208 Phone : 478.745.9944 Email : naacpmacon@cox.net Fax : 1-478-752-5161 Career Service	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

November 22, 2017 - November 21, 2018

## 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
28	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
29	National Association of Television Producers and Executives Job Bank 2425 Olympic Blvd #550E Santa Monica, California Phone : 310-453-4440 Email : bbraen@natpe.org Career Service	N	0
30	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : membership@ncnw.org Career Services	N	0
31	National Hispanic Media Coalition 55 South Grand Ave Pasadena, California Phone : (626) 792-6462 Email : brivas@nhmc.org Fax : 1-626-792-6051 Brenda Rivas	N	0
32	Other Source	N	2
33	Paine College 1235 15th Street Augusta, Georgia Fax : 1-706-821-8373 Career Service	N	0
34	Peach Jobs Unit (DFCS) 456 Oglethorpe St, Macon, Georgia Fax : 1-478-751-6578 Marjorie Almand	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

November 22, 2017 - November 21, 2018

## 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
35	Phillip Merrill College of Journalism 1117 Journalism Building College Park, Maryland Email : charvey@jmail.umd.edu University of Maryland	N	0
36	Savannah State University State College Branch Savannah, Georgia Email : rileys@savannahstate.edu Shaunce Riley	N	0
37	State University of West GA 1600 Maple Street Carrollton, Georgia Email : careers@westga.edu Fax : 1-678-839-6432 Career Service	N	0
38	Station Website	N	10
39	The Telegraph P.O. Box 4167 Macon, Georgia Lenore Telegraph Manual Posting	N	0
40	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
41	Univ. of Tennessee 333 Communications Blvd Knoxville, Tennessee Phone : 865.974.0696 Email : utcareer@utk.edu School of Journalism	N	0

**WMAZ****EEO PUBLIC FILE REPORT****November 22, 2017 - November 21, 2018****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
42	Valdosta State University 1500 N. Patterson Street Valdosta, Georgia Phone : 229.333.7099 Email : dhargett@valdosta.edu Fax : 1-229-259-5515 Student Placement Services	N	0
43	Wesleyan College 4760 Forsyth Road Macon, Georgia Phone : 478.757.5214 Email : careerservices@wesleyancollege.edu Career Services	N	0
44	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>38</b>

# WMAZ

## EEO PUBLIC FILE REPORT

November 22, 2017 - November 21, 2018

### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/12/2017	Sponsorship of events in the community designed to increase public awareness	Main Anchor spoke to Monroe County Board of Education adults and high school students in the community. Anchor discussed opportunities in broadcasting at WMAZ, how the station goes about selecting and covering stories, and deciding what stories to run in which newscasts. The goal was to increase awareness of opportunities at the station as well as give insight into the news process for the community, using the most recognizable public personality in the market.	1	Main Anchor
2	2/2/2018	Establishment of training programs for station personnel	Byte Back Challenge - TEGNA rolled curriculum to educate employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out 1/26/18 and completed on 2/2/18.	55	
3	2/7/2018	Participation in events sponsored by community groups	News Director participated in student forum as guest speaker to "NewsSource" students at the University of Georgia. Speaking to about 20 students this elite program, she presented on topics including careers in journalism in the new media age, and how to take their NewsSource experience at UGA and apply it to their first career opportunity out of college.	1	News Director
4	2/8/2018	Participation in Job Fairs	News Director along with other TEGNA personnel attended University of Georgia School of Journalism career fair. Engaged over 250 students during fair and discussed opportunities at WMAZ along with better ways to articulate experience in their resumes.	1	News Director

# WMAZ

## EEO PUBLIC FILE REPORT

November 22, 2017 - November 21, 2018

### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	3/12/2018	Participation in events or programs sponsored by educational institutions	News Director served as speaker for Mercer University's Center for Collaborative Journalism. She spoke to about 35 students on careers in journalism - both in media and outside of media/news. She also critiqued their resumes and held mock interviews for students.	1	News Director
6	3/15/2018	Participation in events or programs sponsored by educational institutions	News Director participated in special session with Georgia College - Milledgeville students. She was guest speaker with Broadcast and Journalism students on careers in broadcasting and her matriculation from college to becoming a news director at a dominant station in the area. She also critiqued live newscasts the students performed for her and provided valuable feedback to both students and instructors.	1	News Director
7	3/21/2018	Participation in Job Fairs	News Director represented Company as key participant at the University of Florida - Broadcast and Digital job fair. Interacted with hundreds of current students and Uoff alum on career opportunities at WMAZ and other TEGNA stations. Provided feedback on resumes and reels.	1	News Director
8	3/22/2018	Participation in events or programs sponsored by educational institutions	Meteorologist spoke to 45 students at Southside Baptist School in the Central Georgia area. Discussion topics included careers in meteorology, journey from undergrad studies in science to a career as a meteorologist, and also tied their current meteorology studies into what he does day-to-day. Meteorologist also spoke to students about severe weather coverage and Hadley Cells.	1	Meteorologist

# WMAZ

## EEO PUBLIC FILE REPORT

**November 22, 2017 - November 21, 2018**

### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
9	4/19/2018	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.	2	News Director Digital Manager
10	5/10/2018	Provision of training to management	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.	1	Director of Sales
11	8/5/2018	Participation in events sponsored by community groups	Anchor/MSJ participated in National Association of Black Journalist (NABJ) convention representing station. Attended all workshops, seminars, and represented station at Job Fair, interacting with hundreds of NABJ members and current students.	1	Anchor/MSJ