

**WMAZ**  
**EEO PUBLIC FILE REPORT**  
**December 4, 2015 - November 21, 2016**

**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
Multimedia Journalist	1, 16, 33-34, 69	16
Multimedia Journalist	1, 16, 33-34, 69	1
Administrative Assistant	1, 10, 32	32
Executive Producer	1, 9-10, 16-17, 27, 36	17
Digital News Producer	1, 9-10, 27, 34, 36, 51	1
Producer	1, 9-10, 16, 27, 34, 36, 51-52, 68	34
Producer	1, 9-10, 16, 27, 34, 36, 51-52, 68	68
Producer	1, 9-10, 16, 27, 34, 36, 51-52, 68	1
Account Manager	1, 9-10, 15, 27, 36	15
Multimedia Journalist	1, 9-10, 15, 17, 27, 33-34, 36, 51-52, 56, 68, 72	34
Multimedia Journalist	1, 9-10, 15, 17, 27, 33-34, 36, 51-52, 56, 68, 72	56
Multimedia Journalist	1, 9-10, 15, 17, 27, 33-34, 36, 51-52, 56, 68, 72	15
Sales Assistant	1, 9-10, 15, 27, 36	15
Sports Multi-skilled Journalist	1-8, 10-14, 18-26, 28-35, 37-50, 53-55, 57-67, 70-71, 73-74	1
Multi-Skilled Journalist	1-8, 10-15, 18-26, 28-31, 34-35, 37-50, 53-55, 57-67, 70-71, 73-74	34
Multi-Skilled Journalist	1-8, 10-15, 18-26, 28-31, 34-35, 37-50, 53-55, 57-67, 70-71, 73-74	15

## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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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	22
2	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
3	Armstrong Atlantic State University 11935 Abercorn St. Savannah, Georgia 31419 Phone : 912-344-3248 Email : elizabeth.wilson@armstrong.edu Fax : 1-912-344-3475 Elizabeth Wilson	N	0
4	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
5	Augusta State University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Fax : 1-706-731-7097 THOMAS GENTRY	N	0
6	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4146 Email : dwendt@augustatech.edu Fax : 1-706-771-4034 Donna Wendt	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Black College Radio P.O. Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Url : <a href="http://www.blackcollegeradio.com">http://www.blackcollegeradio.com</a> Email : <a href="mailto:bcrmail@blackcollegeradio.com">bcrmail@blackcollegeradio.com</a> Career Services	N	0
8	Brenau University 500 Washington St. SE Gainesville, Georgia Phone : 770.534.6299 Url : <a href="http://www2009.brenau.edu/">http://www2009.brenau.edu/</a> Email : <a href="mailto:gbagel@brenau.edu">gbagel@brenau.edu</a> Fax : 1-770-534-6236 George Bagel	N	0
9	Broadbean Network 200 N LasSalle St Ste 1100 Chicago, Illinois Career Services Manual Posting	N	0
10	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	2
11	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404 880-8000 Email : <a href="mailto:cpsc@cau.edu">cpsc@cau.edu</a> Ernita Hemmitt	N	0
12	Clark Atlanta University 223 James P. Brawley Dr. Atlanta, Georgia Phone : (404) 880-6701 Email : <a href="mailto:cpsc@cau.edu">cpsc@cau.edu</a> Fax : 1-404-880-6736 Ms. Ernita Hemmitt	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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13	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
14	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : <a href="http://www.emmabowenfoundation.com/">http://www.emmabowenfoundation.com/</a> Email : <a href="mailto:Sandra.Rice@nbcuni.com">Sandra.Rice@nbcuni.com</a> Fax : 1-212-975-5884 Sandra Rice	N	0
15	Employee Referral	N	7
16	Former Employee	N	3
17	Former Employee Referral	N	2
18	GA Dept of Labor -Brunswick 2517 Tara Lane Brunswick, Georgia 31520-2758 Phone : 912-264-7244 Email : <a href="mailto:Ronnie.Bivins@dol.state.ga.us">Ronnie.Bivins@dol.state.ga.us</a> Fax : 1-912-262-3334 Ronnie Bivins	N	0
19	GA Dept of Labor-Hinesville 740 General Stewart Way Suite 202 Hinesville, Georgia 31313-3217 Phone : 912-370-2595 Email : <a href="mailto:Gary.Varner@dol.state.ga.us">Gary.Varner@dol.state.ga.us</a> Fax : 1-912-370-2598 Gary Varner	N	0
20	GA Dept of Labor-Jesup 263 N. Brunswick St. Jesup, Georgia 31545-2840 Phone : 912-427-5842 Email : <a href="mailto:Donna.McCullough@dol.state.ga.us">Donna.McCullough@dol.state.ga.us</a> Fax : 1-912-427-5881 Donna McCullough	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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21	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
22	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
23	GA. Department of Labor-Albany Branch 1608 S. Slappey Blvd. Albany, Georgia 31706 Phone : (229) 430-5010 Fax : 1-229-430-5027 Lynne Jones	N	0
24	Georgia College & State Univ. 54 Highway 22 West Milledgeville, Georgia Phone : 478.757.3515 Email : mary.roberts@gcsu.edu Student Placement Services	N	0
25	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
26	Georgia Southern Univeristy PO Box 8069 Statesboro, Georgia Phone : 912.478.5197 Url : <a href="http://www.georgiasouthern.edu/">http://www.georgiasouthern.edu/</a> Email : hscarboro@georgiasouthern.edu Fax : 1-912-478-7233 Heather Scarboro	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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27	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	0
28	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
29	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
30	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
31	In-house posting Georgia Career Service Manual Posting	N	0
32	Indeed.com	N	2
33	Internal Candidate	N	6
34	Job Fair	N	18
35	Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Fax : 1-706-860-4871 Amy Gray	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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36	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	0
37	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
38	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
39	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
40	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
41	Mercer University 1400 Coleman Avenue Macon, Georgia Phone : 478.301.2700 Email : brown_sr@mercer.edu Student Placement Services	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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42	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
43	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
44	NAACP P.O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Fax : 1-912-233-3088 Prince Jackson	N	0
45	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
46	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
47	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



## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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48	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
49	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
50	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlja.org Career Service	N	0
51	Non-Employee Referral	N	6
52	Other Source	N	3
53	Paine College 1235 15th Street Augusta, Georgia Fax : 1-706-821-8373 Career Service	N	0
54	Peach Jobs Unit (DFCS) 456 Oglethorpe St, Macon, Georgia Fax : 1-478-751-6578 Marjorie Almand	N	0
55	Phillip Merrill College of Journalism 1117 Journalism Building College Park, Maryland Email : charvey@jmail.umd.edu University of Maryland	N	0
56	Recruiter	N	2

## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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57	Savannah State University State College Branch Savannah, Georgia Email : rileys@savannahstate.edu Shaunce Riley	N	0
58	Savannah State University-Career Counseling P.O. Box 20254 Savannah, Georgia 31404 Phone : 912-356-2202 Email : rileys@savannahstate.edu Fax : 1-912-356-2464 Shaunce Riley	N	0
59	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
60	State University of West GA 1600 Maple Street Carrollton, Georgia Email : careers@westga.edu Fax : 1-678-839-6432 Career Service	N	0
61	The Albany Herald 126 N. Washington Street Albany, Georgia 31701 Phone : 229 888-9344 Url : www.albanyherald.com Fax : 1-229-438-3200 Classified Department Albany Herald	N	0
62	The Columbus Times 2230 Buena Vista Road Classified Advertising Columbus, Georgia 31906 Phone : 706-324-2404 Fax : 1-706-596-0657 Carol Gerdes	N	0
63	The Telegraph P.O. Box 4167 Macon, Georgia Lenore Telegraph Manual Posting	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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64	Troy State University 2743 Perimeter Parkway Suite 201 Augusta, Georgia 30909 Phone : 706.210-2554 Email : frankenj@troyst.edu Fax : 1-706-210-3803 James Franken	N	0
65	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
66	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0
67	Univ. of Tennessee 333 Communications Blvd Knoxville, Tennessee Phone : 865.974.0696 Email : utcareer@utk.edu School of Journalism	N	0
68	Unknown (source not adequately identified upon inquiry by SEU)	N	3
69	Unsolicited	N	1
70	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Fax : 1-229-249-2602 Frank Barnas	N	0

## WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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71	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
72	Walk In/Self-Referral	N	1
73	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478 477-1110 Fax : 1-478-757-4030 Wendy Stanley	N	0
74	WTOC.com 11 The News Place Savannah, Georgia 31405 Phone : 912-238-8375 Fax : 1-912-231-9109 Tom Wichman	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>78</b>

# WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

### 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	12/4/2015	Sponsorship of events in the community designed to increase public awareness	WMAZ Weekend Meteorologist spoke to students at KB Sutton Elementary School about weather and a career in Meteorology	1	Meteorologist
2	12/4/2015	Sponsorship of events in the community designed to increase public awareness	WMAZ Weekend Meteorologist spoke to students at Bleckley County Middle School about weather and a career in Meteorology.	1	Meteorologist
3	2/1/2016	Co Sponsoring Job Fair	February 2016 WMAZ co-sponsored a job fair with the Georgia Association of Broadcasters at The Grady College of Journalism and Mass Communications on the campus of The University of Georgia. The Grady College is one of the oldest and most distinguished communication programs in the country. Its three departments - journalism, advertising and public relations, and telecommunications - are consistently ranked among the very best in the nation. WMAZ staff met with and interviewed multiple candidates for available positions	2	
4	2/10/2016	Sponsorship of events in the community designed to increase public awareness	WMAZ Weekend Meteorologist spoke to students at Lake Joy Elementary School about weather and a career in Meteorology.	1	Meteorologist
5	2/11/2016	Sponsorship of events in the community designed to increase public awareness	WMAZ Weekend Meteorologist spoke to students at Wells Elementary School about weather and a career in Meteorology.	1	Meteorologist
6	3/1/2016	Establishment of training programs for station personnel	WMAZ News Director attended New News Director Conference at Tegna in McLean Virginia	1	News Director
7	3/1/2016	Establishment of training programs for station personnel	WMAZ Meteorologist attended "Weather and Climate Broadcasting" a Climate Matters Workshop at National Center for Atmospheric Research in Boulder Colorado.	1	Meteorologist

# WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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	<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>
8	3/1/2016	Establishment of training programs for station personnel	WMAZ Multi-Media Journalist and Executive Producer attended Digital News Bluejeans Workshop 2016 at The Grady School of Journalism on the campus of The University of Georgia. Each year the Bluejeans workshop looks at current trends or issues in the profession, this year the topics included ethics, leadership, managing millennials and managing the current media landscape. (Six total attended)	2	Executive Producer Multimedia Journalist
9	3/1/2016	Establishment of training programs for station personnel	WMAZ Manager of Digital Content and Digital Content Producer attended Digital Media training at Tegna station WXIA in Atlanta	2	Digital Content Mgr Digital Content Producer
10	3/1/2016	Participation in Job Fairs	WMAZ News Director participated in the Georgia College Career Expo & Interview Day at Georgia College and State University. As Georgia's public liberal arts university, Georgia College offers undergraduate programs of study to talented and motivated students in a residential college setting. The Department of Mass communication has graduated many leaders in the communication industry	1	News Director
11	3/25/2016	Sponsorship of events in the community designed to increase public awareness	WMAZ Weekend Meteorologist spoke to students at LH Williams Elementary School Career Day about weather and a career in Meteorology.	1	Meteorologist
12	4/1/2016	Establishment of training programs for station personnel	WMAZ Digital Sales Manager and Local Sales Team Leader attended "Break Through to Excellence – G/O Digital's Leadership Summit" in Phoenix Arizona.	2	Digital Sales Manager Local Sales Manager
13	4/3/2016	Participation in Job Fairs	WMAZ General Manager attended the Communications Advisory Board meeting at Georgia Southern University. This was an opportunity to meet with and interview students majoring in broadcasting and journalism. Georgia Southern University is the state's largest and most comprehensive center of higher education south of Atlanta.	1	GM

# WMAZ

## EEO PUBLIC FILE REPORT

December 4, 2015 - November 21, 2016

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14	4/7/2016	Sponsorship of events in the community designed to increase public awareness	WMAZ Weekend Meteorologist spoke to students at Stratford Academy about weather and a career in Meteorology.	1	Meteorologist
15	4/26/2016	Establishment of training programs for station personnel	Break Through to Excellent was a Digital Summit that was held in Phoenix, AZ and was attended by the Digital and Local Sales Manager. The summit focused on leadership, enhancing sales through websites and social media and brand building.	2	Local Sales Manager Digital Sales Manager
16	4/27/2016	Sponsorship of events in the community designed to increase public awareness	WMAZ Weekend Meteorologist spoke to students at Whitehead Road Elementary School about weather and a career in Meteorology.	1	Meteorologist
17	4/27/2016	Sponsorship of events in the community designed to increase public awareness	WMAZ Weekend Meteorologist spoke to students at Holsenbeck Elementary School about weather and a career in Meteorology.	1	Meteorologist
18	5/2/2016	Sponsorship of events in the community designed to increase public awareness	WMAZ News Director made a Skype appearance for a journalism class at the Grady College of Journalism at University of Georgia speaking on the next steps to becoming a professional journalist.	1	News Director
19	5/31/2016	Establishment of a mentoring program	WMAZ Sports Anchor participated as mentor for a Stratford Academy senior. The student shadowed the anchor for a predetermined number of hours to get hands own experience in the life of broadcast sports.	1	Sports Anchor
20	6/1/2016	Establishment of training programs for station personnel	WMAZ Anchor and MMJ attended the National Press Photographer Associations Southeast Storytelling Workshop in Atlanta. This consisted of two days of great visual storytelling education.	2	
21	9/1/2016	Establishment of training programs for station personnel	WMAZ Director of Sales attended "Clarity in Chaos" at Tegna HQ in McLean Virginia.	1	Director of Sales
22	9/4/2016	Establishment of training programs for station personnel	WMAZ General Manager, News Director and Manager of Digital Content attended the Tegna Leadership Summit in McLean Virginia	2	GM News Director

# WMAZ

## EEO PUBLIC FILE REPORT

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23	10/2/2016	Establishment of training programs for station personnel	WMAZ Digital Content Producer has participated in the Digital Leadership training through UGA	1	Digital Content Producer
24	10/2/2016	Establishment of training programs for station personnel	WMAZ Digital Content Producer and Videographer participated in weekly Social Video training	1	Digital Content Producer
25	11/15/2016	Participation in scholarship programs	WMAZ received grants from Tegna Foundation: For the Macon College Foundation to fund a one-year scholarship for a rising junior majoring in New Media at Middle Georgia State University.	1	
26	11/15/2016	Sponsorship of events in the community designed to increase public awareness	For 21 years, WMAZ has provided an exceptional opportunity for local elementary age students in the form of our Junior Journalists Program. The program recruits 10 talented students who demonstrate an interest in journalism and/or broadcast careers. They are given a 24-month hands-on learning experience in which they are taught to conduct interviews and report actual events relevant to kids in the community on air each week. Every two years hundreds of kids show up to audition in hopes of being selected for one of the 10 slots.	40	
27	11/15/2016	Establishment of an intern program designed to assist members of the community	13WMAZ actively recruits students attending accredited colleges and universities. Our program offers the student/intern 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. The intern earns academic credit for their participation in the program. Internships are offered in all departments: News, Production, Engineering/IT, Business, Marketing and Sales. During the reporting period 3 interns from 2 colleges participated in the program: University of Georgia and Wesleyan College	13	News Director Managing Editor Broadcast Operations Supervisor Director of Technology