

**WMAZ**  
**EEO PUBLIC FILE REPORT**  
**November 22, 2016 - November 21, 2017**

**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
Digital Sales Specialist	1, 5, 8-11, 14-15, 22, 24-29, 32-38, 40-46, 48, 50, 53, 55-56, 58	1
Account Executive	1-7, 9-11, 13-46, 48-60	1
Multi Platform Producer	1, 5, 8-12, 14-15, 22, 24-29, 32-38, 41-46, 48, 50, 53, 55-56, 58	25
Multi Platform Producer	1, 5, 8-12, 14-15, 22, 24-29, 32-38, 41-46, 48, 50, 53, 55-56, 58	11
Commercial Producer	1, 5, 8-11, 14-15, 22, 24-29, 32-38, 41-46, 48, 50, 53, 55-56, 58	32
Mult-Skilled Journalist	5, 8-11, 14-15, 22, 24, 26, 28, 32-35, 37-38, 41, 43-46, 48, 50, 56, 58	32
Mult-Skilled Journalist	5, 8-11, 14-15, 22, 24, 26, 28, 32-35, 37-38, 41, 43-46, 48, 50, 56, 58	10
Mult-Skilled Journalist	5, 8-11, 14-15, 22, 24, 26, 28, 32-35, 37-38, 41, 43-46, 48, 50, 56, 58	11
Copy Coordinator/Sales Assistant	1, 5, 8-11, 14-15, 22, 24-30, 32-38, 41-46, 48, 50, 53, 55-56, 58	11
Digital Sales Specialist	5, 8-9, 11, 14-15, 22, 24, 26, 28, 30, 33-35, 37-38, 41, 43-46, 48, 50, 56, 58	11
Multimedia Producer	1, 5, 8-11, 14-15, 22, 24-29, 32-38, 41-48, 50, 53, 55-56, 58	47

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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	5
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	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
5	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
6	Augusta State University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Fax : 1-706-731-7097 THOMAS GENTRY	N	0

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7	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
8	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706-771-4146 Email : dwendt@augustatech.edu Donna Wendt	N	0
9	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 : gbagel@brenau.edu Fax : 1-770-534-6236 George Bagel	N	0
10	Broadbean Network 200 N LasSalle St Ste 1100 Chicago, Illinois Career Services Manual Posting	N	1
11	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	16
12	Career Fair	N	1
13	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404 880-8000 Email : cppc@cau.edu Ernita Hemmitt	N	0

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14	Clark Atlanta University 223 James P. Brawley Dr. Atlanta, Georgia Phone : (404) 880-6701 Email : cppc@cau.edu Fax : 1-404-880-6736 Ms. Ernita Hemmitt	N	0
15	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 : bille@michaelsmedia.com Michael Bille	N	0
16	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
17	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
18	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
19	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

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20	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
21	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
22	Georgia College & State Univ. 54 Highway 22 West Milledgeville, Georgia Phone : 478.757.3515 Email : mary.roberts@gcsu.edu Student Placement Services	N	0
23	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
24	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	3
25	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	1

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26	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
27	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
28	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
29	In-house posting Georgia Career Service Manual Posting	N	0
30	Indeed.com	N	3
31	Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Fax : 1-706-860-4871 Amy Gray	N	0
32	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	3

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33	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
34	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
35	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
36	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
37	Mercer University 1400 Coleman Avenue Macon, Georgia Phone : 478.301.2700 Email : brown_sr@mercer.edu Student Placement Services	N	0
38	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 Eddie Irvin	N	0

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39	NAACP P.O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Fax : 1-912-233-3088 Prince Jackson	N	0
40	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
41	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
42	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
43	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
44	Paine College 1235 15th Street Augusta, Georgia Fax : 1-706-821-8373 Career Service	N	0



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45	Peach Jobs Unit (DFCS) 456 Oglethorpe St, Macon, Georgia Fax : 1-478-751-6578 Marjorie Almand	N	0
46	Phillip Merrill College of Journalism 1117 Journalism Building College Park, Maryland Email : charvey@jmail.umd.edu University of Maryland	N	0
47	Recruiter	N	1
48	Savannah State University State College Branch Savannah, Georgia Email : rileys@savannahstate.edu Shaunce Riley	N	0
49	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
50	State University of West GA 1600 Maple Street Carrollton, Georgia Email : careers@westga.edu Fax : 1-678-839-6432 Career Service	N	0
51	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
52	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

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53	The Telegraph P.O. Box 4167 Macon, Georgia Lenore Telegraph Manual Posting	N	0
54	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
55	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
56	Univ. of Tennessee 333 Communications Blvd Knoxville, Tennessee Phone : 865.974.0696 Email : utcareer@utk.edu School of Journalism	N	0
57	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Fax : 1-229-249-2602 Frank Barnas	N	0
58	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

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59	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478 477-1110 Fax : 1-478-757-4030 Wendy Stanley	N	0
60	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>34</b>

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### 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	12/2/2016	Participation in events or programs sponsored by educational institutions	Presentation at Cirrus Academy Charter School to over 30 students re: careers in broadcasting and meteorology.	1	Meteorologist
2	2/8/2017	Participation in events or programs sponsored by educational institutions	News Director and Senior Producer participated in University Career Fair to source current and open roles for Producer and MSJ positions. Connected with hundreds of UGA alum and rising juniors and seniors in attendance.	2	News Director Senior Producer
3	3/20/2017	Establishment of training programs for station personnel	<ul style="list-style-type: none"> <li>• VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows.               <ul style="list-style-type: none"> <li>• Monday, March 20 at 1:00 PM (CT)</li> <li>• Tuesday, March 21 at 5:00 PM (CT)</li> <li>• Thursday, March 30 at 9:00 AM (CT)</li> </ul> </li> <li>Those that could not make the live training options were provided a link to watch a recorded version.</li> </ul>	65	
4	3/24/2017	Establishment of an intern program designed to assist members of the community	Hosted two members of the Westfield Community in an internship and mentorship program whereby they spent substantial time with both producers and directors increasing their broadcasting skills. This program ran in the Spring.	4	News Director
5	3/30/2017	Participation in events sponsored by community groups	<ul style="list-style-type: none"> <li>• March 30, 2017: As a member of the Multimedia Communication Arts Advisory Board for Georgia Southern University, Station President and General Manager attended Q&amp;A sessions with students, had lunch with students in a small group setting and attended the Advisory Board Meeting with professors in the department.</li> </ul>	1	President and General Manager

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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>
6	4/18/2017	Participation in events or programs sponsored by educational institutions	University of Georgia, Grady NewsSource – April 18, 2017  News VP of TEGNA and News Director went to UGA's Grady College of Journalism to talk with students about careers in broadcasting and opportunities in TEGNA. Critiqued the student-run newscast and provided students with feedback on their work.	1	News Director
7	5/10/2017	Provision of training to management	• VP Labor Relations conducted 2 hour training session on Harassment in the work place. Prevention and action steps for all managers.	10	President and GM
8	5/10/2017	Provision of training to management	VP Labor Relations conducted 2 hour training session on Discipline and performance improvement plans. Prevention and action steps for all managers	10	
9	5/18/2017	Establishment of training programs for station personnel	Storm Lab Meteorology and Engineering training on new technology for storm lab and weather vehicle. Training included latest technology on storm tracking, allowing personnel after training to enhance their technical skills.	8	Director of Technology
10	7/25/2017	Participation in events or programs sponsored by educational institutions	WMAZ-TV announced a partnership with Mercer University's Center for Collaborative Journalism and the John S. and James L. Knight Foundation. Our partnership gives students the opportunity to learn from professional journalists in the WMAZ-TV newsroom and allows students the opportunity to produce local stories as part of their educational experience.	15	President and General Manager
11	8/9/2017	Participation in events sponsored by community groups	NABJ Convention - attended various workshops and career fairs to recruit diverse members and non-members of the organization. Workshops included sessions on how to lead diverse workforces.	1	Senior Producer