

EEO PUBLIC FILE REPORT

For the 12 month period beginning December 1, 2019 and ending November 30, 2020

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 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	Reporter/Forecaster	02/10/2020
2	Television Digital Sales Marketing Consultant	02/24/2020
3	Television Digital Sales Marketing Consultant	02/24/2020
4	Sales Assistant	02/27/2020
5	Creative Services Producer	09/23/2020
6	News Production Assistant - PT	10/01/2020
7	News Production Assistant – PT	10/19/2020
8	Maintenance Engineer	11/02/2020
9	Reporter/Photographer	11/04/2020
10	Reporter/Photographer	11/30/2020

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for jobs opened.

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>
1. Wesleyan College	4760 Forsyth Road Macon, GA 31210	Tom Bates Email: tbates@weselyancollege.edu	(478) 477-1110
2. Central GA Technical College	3300 Macon Tech Drive Macon, GA 31206	Tony Turner Email: Tturner@centralgatech.edu	(478) 757-3400
3. Macon State College	1000 College State Drive Macon, GA 31206	Barbara Warren Barbara.Warren@MaconState.edu	(478) 471-2700

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| 4. GA College & State University | Campus Box 42
Milledgeville, GA 31061 | Mary Roberts (478) 445-5384
Email: Mary.Roberts@gcsu.edu |
| 5. Ft. Valley College & State Univ. | 1005 State University Drive
Fort Valley, GA 31030 | Romelda Simmons (478) 825-8801
Email: Simmonsr@fvsu.edu |
| 6. Mercer University | 1400 Coleman Avenue
Macon, GA 31204 | Dr. Steven Brown (478) 301-2700
Email: brown_sr@mercer.edu |
| 7. GA Military College | 201 E. Green Street
Milledgeville, GA 31061 | Career Services (478) 387-4900 |
| 8. Middle GA Technical | 80 Cohen Walker Dr.
Warner Robins, GA 31088 | Patrick Ivey (478) 988-6947
Email: Pivey@midlegatech.edu |
| 9. 41NBC Web Site | 301 Poplar Street
Macon, GA 31201 | Staff (478) 745-4141 |
| 10. University of Georgia | Clark Howell Hall
212 Carlton St.
Athens, GA 30602-3332 | Scott Williams (706) 542-8431
Email: Scottw@uga.edu |
| 11. Handshake Online
Recruitment Services | | https://joinhandshake.com |
| 12. Georgia Department of Labor | 3090 Mercer Univ. Drive
Macon, GA 31204 | Placement Service (478) 751-4400 |
| 13. Media Line | PO Box 51909
Pacific Grove, CA 93950 | Job Placement 800-237-8073
medialine@medialine.com |
| 14. Georgia Southern Univ. | PO Box 8069
Statesboro, GA 30460 | Heather Scarboro (912) 478-5197
Email: hscarboro@goerigasouthern.edu |
| 15. Clark Atlanta Univ. | 223 James P. Brawley Dr.
Atlanta, GA | Ernita Hemmitt (404) 880-6127
Email: Ehemmitt@cau.edu |
| 16. TVJobs.com | P.O. Box 4116
Oceanside, CA 92052 | Mark Holloway (800) 374-0119 |
| 17. Employee Referral | 301 Poplar St.
Macon, GA 31201 | Inhouse Staff (478) 745-4141 |
| 18. University of Tennessee | 1345 Circle Park DR Suite
Knoxville, TN 37996 | Placement Office (865) 974-5435 |
| 19. Indeed.com | 6433 Champion Grandview
Austin, TX 78750 | Online Staff (800) 475-4361 |
| 20. LinkedIN.com | Internet
Sunnyvale, Ca | Online Staff (650) 687-3600 |
| 21. 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:

	Job Title	Recruitment Source Referring Person Hired	Recruitment Source Used to Fill Vacancy
1	Reporter/Forecaster	17	1, 3-21
2	Television Digital Sales Marketing Consultant	17	1, 3-21
3	Television Digital Sales Marketing Consultant	17	1, 3-21
4	Sales Assistant	17	1, 3-21
5	Creative Services Producer	9	1-21
6	News Production Assistant - PT	19	1-21
7	News Production Assistant – PT	19	1-21
8	Maintenance Engineer	17	1-21
9	Reporter/Photographer	9	1, 3-21
10	Reporter/Photographer	21	1, 3-21

D. During the previous 12 months, there were a total of 27 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	6
2	41 NBC Web Site	2	10
3	Indeed Web Site	2	10
4	Other Source	1	1

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 site 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 and/or visit online at www.41nbc.com/jobs .
2	Intern Program	Expose eligible college students to a broadcasting environment for college credit	On-going	Brandon Long, News Director and Operations Director; 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; Denise Fritze, Local Sales Manager; Erin Epps, Digital Operations Specialist; Debbie Wright, Traffic Manager	Employees are trained and cross trained to gain skills which enable them to experience internal or external growth to larger markets. General station training includes new hire orientation, safety training, anti-harassment seminars and industry specific skills training. Staff are encouraged to attend job related seminars for personal skills improvement. Training in Production/ Operations Department is mandated by technological advancements that require new skill acquisition in order to remain competitive in the industry.
4	Educational Journalism and Mass Communications Career Fair	UGA Journalism and Mass Communication Career	02/2020	WMGT News and Operations Director, Brandon Long	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.
5	Educational Student Panel	University of Tennessee Virtual Career Panel	10/21/20	WMGT News and Operations Director, Brandon Long	Panel was a virtual forum where students could participate and learn helpful tips towards seeking their first jobs in the Journalism career field.
6	Educational Student Panel	Abilene Christian University Virtual Career Panel	10/8/2020	WMGT News Producer & Anchor, Shelby Coates	Panel was a virtual forum where students could participate and learn helpful tips towards seeking their first jobs in the Journalism career field.
4	REPORT NOTE	Educational ON-SITE Visits & Career Fairs	03/2020-11/30/20	ALL ON-SITE VISITS CANCELLED DUE TO COVID-19 DURING PERIOD of 3/2020—11/30/2020.	These educational weather school presentations will resume as soon as CDC and local school initiatives allow for safety concerns in the prevention of the spread of the COVID-19 virus.