

**WMAZ-TV**  
**EEO PUBLIC FILE REPORT**  
**November 22, 2022 - November 21, 2023**

**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
Multi Skilled Journalist - 13583	1-7, 11-12, 17-23, 25-26, 28, 32-35	28
Multi- Platform Producer - 13633	1-9, 11-13, 15, 17-23, 25-26, 28-30, 32-33, 35	28
Multi- Platform Producer - 13633	1-9, 11-13, 15, 17-23, 25-26, 28-30, 32-33, 35	8
Multi-Skilled Journalist - 13987	1-7, 11-12, 15, 17-19, 21, 23, 25-26, 28, 32-33, 35	28
Multi-Skilled Journalist - 13987	1-7, 11-12, 15, 17-19, 21, 23, 25-26, 28, 32-33, 35	28
Multi-Skilled Journalist - 13987	1-7, 11-12, 15, 17-19, 21, 23, 25-26, 28, 32-33, 35	28
Multi-Skilled Journalist - 13987	1-7, 11-12, 15, 17-19, 21, 23, 25-26, 28, 32-33, 35	28
Photojournalist/Visual Storyteller -13986	1-7, 11-12, 14-15, 17-19, 21, 23, 25-26, 28, 32-33, 35	15
Marketing and Commercial Producer - 13995	1-7, 11-12, 14-15, 17-19, 21, 23, 25-26, 28, 32-33, 35	28
Marketing and Commercial Producer - 13995	1-7, 11-12, 14-15, 17-19, 21, 23, 25-26, 28, 32-33, 35	28
Weekend Meteorologist - 14041	1-7, 9, 11-13, 15, 17-19, 21, 23, 25-26, 28-30, 32-33, 35	28
Account Executive - 014243	1-7, 9-13, 16-19, 21, 23-33, 35	28

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## 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	0
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	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	2
6	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

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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	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
8	Current Employee/Internal Promotion	N	1
9	Diversity Jobs 3980 North Broadway Ste 103-147 Boulder, Colorado Career Page Manual Posting	N	0
10	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 : <a href="mailto:ocpd@georgiasouthern.edu">ocpd@georgiasouthern.edu</a> Fax : 1-912-478-7233 Heather Scarboro	N	0
11	Goodwill Job Connection 5171 Eisenhower Pkwy Macon, Georgia Phone : 7043723434 Email : <a href="mailto:mneel@goodwillworks.org">mneel@goodwillworks.org</a> Fax : 1-704-372-3228 Paulette Griffin	N	0
12	Green's Tabernacle Baptist Church 5310 Bloomfield Road Macon, Georgia 31206 Phone : 478-788-7817 Email : <a href="mailto:admin@greentabernacle.mgacoxmail.com">admin@greentabernacle.mgacoxmail.com</a> Fax : 1-478-788-7070 Clifford Little	N	0
13	In-house posting , Georgia Career Service Manual Posting	N	0
14	Indeed.com	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Linked In	N	8
16	Macedonia Baptist Church 600 Eisenhower Pkwy Macon, Georgia Phone : 478.750.0040 Url : www.macedoniamacon.org Email : info@macedoniamacon.org Fax : 1-478-750-0042 Rev. Eddie Smith	N	0
17	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
18	Mercer University 1400 Coleman Avenue Macon, Georgia Phone : 478.301.2700 Email : brown_sr@mercer.edu Student Placement Services	N	0
19	Middle Georgia Consortium PO Box 8539 Warner Robins, Georgia Email : contact@mgwib.com Assessment Career	N	0
20	Mississippi State University PO Box P Mississippi State, Mississippi Phone : 662.325.3344 Url : www.career.msstate.edu Email : Jfitzgerald@career.msstate.edu Edie Irvin	N	0
21	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	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
23	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
24	Paine College 1235 15th Street Augusta, Georgia Email : careerservices@paine.edu Fax : 1-706-821-8373 Career Service	N	0
25	Peach Jobs Unit (DFCS) 456 Oglethorpe St, Macon, Georgia Fax : 1-478-751-6578 Marjorie Almand	N	0
26	Phillip Merrill College of Journalism 1117 Journalism Building College Park, Maryland Email : charvey@jmail.umd.edu University of Maryland	N	0
27	Savannah State University State College Branch Savannah, Georgia Shaunce Riley Manual Posting	N	0
28	TEGNA, Inc. 8350 Broad Street Tysons, Virginia 22102 Phone : 7038736600 Career Page Manual Posting	N	59

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29	The Telegraph P.O. Box 4167 Macon, Georgia Lenore Telegraph Manual Posting	N	0
30	The University of Georgia Aderhold Hall Athens, Georgia Student Placement Services Manual Posting	N	0
31	Troy University 101 Wallace Hall Troy, Alabama Hall School of Journalism & Communication Manual Posting	N	0
32	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
33	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
34	Walk In/Self-Referral	N	1
35	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>75</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	11/28/2022	Establishment of training programs for station personnel	The final Secure TEGNA quarterly training module for 2022 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training helps staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	68	All Station Staff
2	1/9/2023	Establishment of training programs for station personnel	Annual Ethics training: TEGNA has a company-wide training program to increase employees understanding of company policies around professional ethics. Training included an online course addressing fair dealings and open competition. All station employees were required to complete the training.	68	All Station Staff
3	2/8/2023	Participation in Job Fairs	The station's News Director participated in the 2023 GAB/Grady College Career Fair at the University of Georgia. The Career Fair connects organizations with students seeking internships and full-time positions in digital, print and broadcast journalism, entertainment, film, production, media sales, advertising and public relations.	1	News Director
4	2/22/2023	Participation in Job Fairs	The station's News Content Manager participated in Mercer University's Spring 2023 Career Expo. Through the event, employers are able to connect with Mercer students interested in job opportunities, including the fields of journalism and marketing.	1	News Content Manager

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5	3/6/2023	Establishment of training programs for station personnel	The Secure TEGNA quarterly training module for 2023 was titled Find the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	68	All Station Staff
6	3/8/2023	Participation in Job Fairs	The station's Executive Producer participated in Valdosta State University's Spring 2023 Career Expo. Employers had the opportunity to meet with students seeking to learn about career opportunities.	1	Executive Producer
7	3/11/2023	Participation in events sponsored by organizations representing the community	A station meteorologist made a presentation about weather and the field of meteorology to approximately 70 students at Jeffersonville Elementary School as part of Sigma Gamma Rho Sorority, Inc.'s Annual Youth Symposium.	1	Meteorologist
8	3/15/2023	Participation in events or programs sponsored by educational institutions	The station's News Director spoke to approximately 40 journalism students at Kennesaw State University's Center for Sustainable Journalism. Topics discussed included producing, reporting, TEGNA's Producer-In-Residence program and careers in digital journalism. The Center for Sustainable Journalism aims to produce distinctive, investigative, fair and balanced journalism that increases civic engagement, holds public officials accountable and strengthens our democratic institutions.	1	News Director



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9	3/15/2023	Participation in Job Fairs	The station's News Content Manager participated in Middle Georgia State University's All Industry Job and Internship career fair on the Macon campus. At the event, students interested in jobs in the television broadcasting industry could learn more about the station and its job opportunities.	1	News Content Manager
10	3/24/2023	Participation in events or programs sponsored by educational institutions	The station's General Manager participated in a Georgia Southern University Multimedia Communication Advisory Board Meeting. The meeting provided an update on current department goals, as well as a preview of an event which provided an opportunity for alumni/student interaction and coaching.	1	General Manager
11	3/28/2023	Participation in Job Fairs	The station's News Content Manager participated in the Spring 2023 Creative Industries Fair at Georgia College & State University in Milledgeville. At the event, students interested in jobs in the television broadcasting industry could learn more about the station and its job opportunities.	1	News Content Manager

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12	4/18/2023	Establishment of training programs for station personnel	The station's News Director and Director of Technology attended TEGNA's Leadership workshop called, Leading for Engagement, Performance, Collaboration & Change. As part of TEGNA's leadership development strategy TEGNA has made significant investment to provide leaders an opportunity to grow and develop. The session Leading for Engagement, Performance, Collaboration & Change is based on TEGNA's Critical Leadership Skills and is specifically designed for TEGNA's Department Head/Functional-level leader audience. The learning series is organized around the following themes: communicating for engagement, building accountability for performance, developing and motivating employees, strategic leadership, organizational collaboration and partnership, and leading through change. The three-day session took place on April 18 through April 21 in Atlanta.	2	News Director Director of Technology
13	5/10/2023	Participation in events or programs sponsored by educational institutions	A station meteorologist made a presentation about weather and the field of meteorology to fourth grade students at Central Fellowship Christian Academy in Macon.	1	Meteorologist
14	6/5/2023	Establishment of an intern program designed to assist members of the community	The station takes part in TEGNA's paid internship program, giving students an opportunity to explore career paths across TEGNA, gaining valuable real-world experience and working with leaders and colleagues who are both interested and invested in student success. Two interns joined WMAZ during the summer of 2023.	2	Intern
15	6/9/2023	Establishment of training programs for station personnel	A multi-skilled journalist participated in TEGNA's storytelling training program. The 10 sessions are designed to be interactive with assignments to help participants put the training into practice. TEGNA's Storytelling coach, Boyd Huppert, put the program together.	1	Journalist

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16	Ongoing Event	Establishment of a mentoring program	The station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nationwide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on-the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.	2	Producer-In-Residence Producer-In-Residence
17	8/25/2023	Participation in events or programs sponsored by educational institutions	A station meteorologist made a 45-minute presentation about weather and the field of meteorology to 130 students at Midway Hills School in Baldwin County.	1	Meteorologist
18	9/12/2023	Participation in events or programs sponsored by educational institutions	A station meteorologist made a presentation about weather and the field of meteorology to approximately 155 fourth grade students at Northwest Laurens Elementary School in Laurens County.	1	M

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19	9/13/2023	Establishment of training programs for station personnel	The station's local sales manager traveled to D.C. to participate in TEGNA's Premion Level Up Workshop on September 13 and 14. The workshop provided training on Premion and OTT advertising.	1	Local Sales Manager
20	9/16/2023	Establishment of training programs for station personnel	The station's General Manager attended education sessions at the Georgia Association of Broadcasters Conference (GABCON) event. The sessions included a legal update on broadcasting issues, best practices covering breaking news, innovating in the digital space, cybersecurity precautions, and a discussion on recruiting and retaining talent. The conference also included an opportunity to meet students from several universities in the state.	1	General Manager
21	9/20/2023	Participation in events or programs sponsored by educational institutions	The station's news content manager spoke to students studying journalism at Mercer University in Macon. The visit included listening to story pitch ideas and offering critiques. Seven students visited the station on September 12 to learn more about the day-to-day workflow of the station's newsroom.	1	News Content Manager
22	9/21/2023	Participation in events or programs sponsored by educational institutions	A station meteorologist met with fifth grade students at Bleckley County Elementary School to talk about weather and the use of technology and weather with constructive and destructive process, the school's fifth grade standard.	1	Meteorologist
23	9/22/2023	Participation in events or programs sponsored by educational institutions	A station meteorologist made a presentation about weather and the field of meteorology to approximately 106 first grade students at Byron Elementary School.	1	Meteorologist
24	9/26/2023	Participation in events or programs sponsored by educational institutions	A station meteorologist met with 110 fourth grade students at Hubbard Elementary School in Monroe County and made a presentation about weather and the field of meteorology.	1	Meteorologist

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25	10/4/2023	Establishment of training programs for station personnel	News staff attended training provided by TEGNA Senior Vice President of News. Sessions included a workshop on morning news, a session on writing, VERIFY training and a session on ethics with group discussion of recent stories.	28	News Staff
26	10/18/2023	Participation in events or programs sponsored by educational institutions	The station's news director spoke to students in several classes at the University of Georgia. Intro to Video, Capstone and Video Production were among the classes. In addition, the visit included a visit to Newsource to watch and critique the afternoon's newscast. Also included in the visit were one-on-one meetings with journalism students.	1	News Director