

EEO PUBLIC FILE REPORT

For the 12 month period beginning December 1, 2020 and ending November 30, 2021

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 Television Digital Sales Marketing Consultant	01/04/2021
2 Creative Services Producer	03/15/2021
3 Digital Operations Specialist	04/19/2021
4 Television Digital Sales Marketing Consultant	05/17/2021
5 Anchor/Reporter/Producer	06/09/2021
6 Digital News Operations Spec./Assign Editor	07/06/2021
7 Television Digital Sales Marketing Consultant	07/27/2021
8 Master Control Operator	08/13/2021
9 Meteorologist/Reporter	08/26/2021
10 Newscast Director	10/01/2021
11 Reporter/Photographer	10/18/2021
12 Reporter/Photographer (Sports)	10/25/2021
13 Digital Sales Specialist	11/03/2021

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
4. GA College & State University	Campus Box 42 Milledgeville, GA 31061	Mary Roberts Email: Mary.Roberts@gcsu.edu	(478) 445-5384
5. Ft. Valley College & State Univ.	1005 State University Drive Fort Valley, GA 31030	Romelda Simmons Email: SimmonsR@fvsu.edu	(478) 825-8801

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. Promotion	301 Poplar Street Macon, GA 31201	Staff (478) 745-4141

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	Television Digital Sales Marketing Consultant	19	1, 3-20
2	Creative Services Producer	9	1-20
3	Digital Operations Specialist	21	1-20
4	Television Digital Sales Marketing Consultant	19	1, 3-20
5	Anchor/Reporter/Producer	9	1, 3-20
6	Digital News Operations Spec./Assign Editor	21	1, 3-20
7	Television Digital Sales Marketing Consultant	19	1, 3-20
8	Master Control Operator	21	1-20
9	Meteorologist/Reporter	9	1, 3-20
10	Newscast Director	21	1-20
11	Reporter/Photographer	19	1, 3-20
12	Reporter/Photographer (Sports)	19	1, 3-20
13	Digital Sales Specialist	17	1, 3-20

D. During the previous 12 months, there were a total of 47 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	1	4
2	41 NBC Web Site	3	14
3	Indeed Web Site	5	26
4	Promotion	4	3

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 Brandon Long, News Director	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; Nate Rimmer, 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	GAB/UGA Career Fair	02/2021	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.