

EEO PUBLIC FILE REPORT

For the 12 month period beginning December 1, 2021 and ending November 30, 2022

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</u> <u>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	Photographer/Video Editor	04/25/2022
2	Reporter/Forecaster	06/06/2022
3	Television Digital Sales Marketing Consultant	06/29/2022
4	Television Digital Sales Marketing Consultant	07/05/2022
5	Reporter/Photographer	11/07/2022

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 Email: brown_sr@mercer.edu	(478) 301-2700
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 Email: Pivey@midlegatech.edu	(478) 988-6947
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 Email: Scottw@uga.edu	(706) 542-8431

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 medialine@medialine.com	800-237-8073
14. Georgia Southern Univ.	PO Box 8069 Statesboro, GA 30460	Heather Scarboro Email: hscarboro@goerigasouthern.edu	(912) 478-5197
15. Clark Atlanta Univ.	223 James P. Brawley Dr. Atlanta, GA	Ernita Hemmitt Email: Ehemmitt@cau.edu	(404) 880-6127
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	Photographer/Video Editor	21	1, 3-20
2	Reporter/Forecaster	4	1, 3-20
3	Television Digital Sales Marketing Consultant	19	1-20
4	Television Digital Sales Marketing Consultant	19	1-20
5	Reporter/Photographer	21	1, 3-20

D. During the previous 12 months, there were a total of 14 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	GA College & State University	1	1
2	Indeed Web Site	2	7
3	Promotion	2	6

Station Outreach Initiatives

	Initiative	Description	Date	Personnel Involved by Title	Scope of Station Participation
1	Intern Program	Expose eligible college students to a broadcasting environment for college credit	On-going	News & Ops Director 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.
2	Training Programs	Trained employees to expand working knowledge and enhance skills on the job	On-going	General Manager News & Ops Director Chief Engineer Local Sales Manager Digital Sales Specialist Digital Operations Specialist 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.
3	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	General Manager News & Ops 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 .
4	Career Day	Station staff worked with Alexander II Magnet School in Macon, GA to provide students with experiences focused on career day readiness.	April 2022	News & Ops Director Meteorologist	Station staff worked with the school to provide students with experience focused on career readiness by providing them with the tools and pathways for their future. The Career Fair offered students an opportunity to learn more about careers in broadcast television and meteorology. Staff directly responded to student questions regarding the joys and challenges of the profession and offered them individual advice on required training and networking.
5	EXPO Booth Recruitment/ Health Fair	41NBC EXPO at local area mall in DMA southern region.	06/11/22	General Manager Local Sales Manager	Station administration and hiring managers hosted successful EXPO on site at local area mall. EXPO was well attended. 41NBC Booth was a cornerstone host presence available to meet and greet with public attendees for Q & A on all station career openings which were also available on station website. Internship seekers were also greeted and met with timely information as they requested at the EXPO.