

EEO PUBLIC FILE REPORT

For the 12 month period beginning December 1, 2015 and ending November 30, 2016

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. Account Executive	02/11/16
2. Account Executive	03/03/16
3. AM Meteorologist	05/16/16
4. General Sales Manager	04/05/16
5. Reporter/Photographer	07/11/16
6. Anchor/Reporter	08/29/16
7. Account Executive	06/16/16
8. Chief Meteorologist	08/01/16
9. Reporter/Photographer	10/10/16
10. Account Executive	08/29/16
11. Sales Assistant	09/14/16
12. Anchor/Producer	10/06/16
13. Producer	10/03/16
14. Account Executive	11/07/16

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

<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	Barbara Warren	(478) 471-2700

- Macon, GA 31206 Barbara.Warren@MaconState.edu
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. Ft. Valley College & State Univ. 1005 State University Drive
Fort Valley, GA 31030 Clara Braswell (478) 825-6544
braswellc@fvsu.edu
 7. Mercer University 1400 Coleman Avenue
Macon, GA 31204 Dr. Steven Brown (478) 301-2700
Email: brown_sr@mercer.edu
 8. GA Military College 201 E. Green Street
Milledgeville, GA 31061 Career Services (478) 387-4900
 9. Middle GA Technical 80 Cohen Walker Dr.
Warner Robins, GA 31088 Patrick Ivey (478) 988-6947
Email: Pivey@midlegatech.edu
 10. 41NBC Web Site 301 Poplar Street
Macon, GA 31201 Staff (478) 745-4141
 11. University of Georgia Clark Howell Hall
212 Carlton St.
Athens, GA 30602-3332 Scott Williams (706) 542-8431
Email: Scottw@uga.edu
 12. American Women in
Radio and Television 8405 Greensboro Drive #800
McLean, VA 22102 Kate Niswander Fax: (703) 506-3290
 13. Georgia Department of Labor 3090 Mercer Univ. Drive
Macon, GA 31204 Placement Service (478) 751-4400
 14. Media Line PO Box 51909
Pacific Grove, CA 93950 Job Placement 800-237-8073
medialine@medialine.com
 15. Georgia Southern Univ. PO Box 8069
Statesboro, GA 30460 Heather Scarboro (912) 478-5197
Email: hscarboro@goerigasouthern.edu
 16. Clark Atlanta Univ. 223 James P. Brawley Dr.
Atlanta, GA Ernita Hemmitt (404) 880-6127
Email: Ehemmitt@cau.edu
 17. TVJobs.com Mark Holloway
Email: jobs@tvjobs.com

18. Employee Referral

19. University of Tennessee 1345 Circle Park DR Suite
 Knoxville, TN 37996

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:

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>	<u>Recruitment Source Used to Fill Vacancy</u>
1. Account Executive	10	1-19
2. Account Executive	10	1-19
3. AM Meteorologist	17	1, 3-11, 14-18
4. General Sales Manager	18	1-19
5. Reporter/Photographer	04	1, 3-11, 14-18
6. Anchor/Reporter	10	1-19
7. Account Executive	10	1-19
8. Chief Meteorologist	17	1, 3-11, 14-18
9. Reporter/Photographer	17	1, 3-11, 14-18
10. Account Executive	18	1-19
11. Sales Assistant	18	1-19
12. Anchor/Producer	18	1, 3-11, 14-18
13. Producer	18	1-19
14. Account Executive	10	1-19

D. During the previous 12 months, there were a total of 46 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:

<u>Recruitment Source</u>	<u>Total No.of Hiree</u>	<u>Total No. of Interviewees</u>
1. 41 NBC Employee Referral	5	7
2. 41 NBC Web Site	5	29
3. TV Jobs	3	20
4. GA College & State University	1	5

Station Outreach Initiatives

	<u>Initiative</u>	<u>Description</u>	<u>Date</u>	<u>Personnel Involved by Title</u>	<u>Scope of Station Participation</u>
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	Elizabeth Gantt, Human Resources Coordinator	All open positions are posted on internet web sites 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 or online at www.41nbc.com.

2	Intern Program	Expose eligible college students to a broadcasting environment for college credit	On-going	Brandon Long, News Director; Dixon Cassara, Digital Content Coordinator; Tracy Armbruster, Managing Editor/Anchor; Skyler Henry, Anchor/Reporter; Tucker Sargent, Sports Anchor; Marco Lamanno, Meteorologist; Chris Simmons, Chief Meteorologist; Karlisha Booze, Producer/Reporter; Alexa Rodriguez, Reporter; Brandon Hill, Producer; Sean Franklin, Anchor/Reporter; Taylor Terrell, Anchor/Reporter	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; Scott Fussell, Chief Engineer; Elizabeth Gantt, Business/Human Resources; Gary McPhail, General Sales Manager; Jonathan Swanson, Production; Cameron Evans, Promotions; Dixon Cassara, Digital Content Coordinator; Lindsey Holland, Digital Sales Specialist; Debbie Wright, Traffic Manager	Employees are trained and cross trained to gain skills which enable them to obtain internal promotions or transfers to larger markets. General station training includes new hire orientation, safety training, anti-harassment seminars, etc. All 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. Operations training initiatives mainly focus on implementation of techniques required to acquire, edit and convert HD and SD video files, graphics, and feeds for newscasts and master control operations. Specifically new training was received by both production and news staff on updated versions of our DeJero live shot technology and new field production switcher used for multi-camera productions out of studio. We continually train/cross train Business Manager and Staff Accounting responsibilities. Business Manager received additional training on new payroll system functions from corporate office. Year-round, the news department trains staff in all areas of effective news writing and newscast production to improve current job skill sets and to advance their skills.

4	Career Fair/Education	University of Georgia, Grady College/GAB Career Fair	2/10/2016	Todd Buccelli – General Manager Elizabeth Gantt -- H.R. Manager Brandon Long – News Director	Station administration and hiring managers attended very well attended career fair sponsored by the Georgia Association of Broadcasters and hosted by the University of Georgia, Grady College. 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	Career Fair/Education	Peach County Schools Student Weather Seminar	3/18/2016	Marco LaManno – WMGT Meteorologist	Station meteorologist local area on-site visit to an area Peach County School where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts.

6	Career Fair/Education	Georgia Southern University Career Fair	4/27/2016	Elizabeth Gantt -- H.R. Manager Brandon Long – News Director	Station administration and hiring managers attended this career fair hosted by Georgia Southern University. WMGT News Director and Human Resources Manager were 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.
7	Educational Student Weather Seminar	Thomson Middle School Student Weather Seminar	9/6/2016	Kristen Kennedy – WMGT Meteorologist	Station meteorologist local area on-site visit to Thomson Middle School Student Weather Seminar where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.
8	Educational Student News Seminar	Washington Park Elementary Student 'How We Report the News' Seminar	9/23/2016	Tucker Sargent – WMGT Reporter	Station news reporter on-site visit to Washington Park Elementary Student 'How We Report the News' Seminar where younger students are introduced to elementary levels of how a local news affiliate goes about gathering and reporting the news every day. General and foundational definitions of journalism are introduced and students can participate in question and answer session directly with a local

					reporter whose job it is to cover the news and report it. Elementary technical workflow concepts are also introduced to students to educate on the cutting edge technology used in news gathering business and how for example, cameras, live shots and content editing techniques all are used to communicate to our local news audience shaping the daily news that the students watch or watch with their parents in their homes.
9	Educational Student Weather Seminar	Springdale Elementary School Student Weather Seminar	11/10/2016	Kristen Kennedy – WMGT Meteorologist	Station meteorologist local area on-site visit to Springdale Elementary School Student Weather Seminar where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.

Name of Respondent: Elizabeth Gantt

Signed: 

Typed Name: Elizabeth Gantt

Title: Business Manager & HR Manager

Date: 11-30-16

Telephone No: (478) 745-4141