

**EEO PUBLIC FILE REPORT**

For the 12 month period beginning December 1, 2016 and ending November 30, 2017

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 / Photographer	12/05/2016
2. Managing Editor / Producer	01/16/2017
3. Producer / Assignment Editor	01/18/2017
4. Media Coordinator / MCO	02/13/2017
5. Digital Marketing Consultant	04/24/2017
6. Reporter / Photographer	05/22/2017
7. Maintenance Engineer	05/24/2017
8. Engineering Manager	06/01/2017
9. Newscast Director	07/03/2017
10. Promotions Event Marketing Consultant	07/17/2017
11. Creative Services Writer / Producer / Editor	07/17/2017
12. Producer / Assignment Editor	09/25/2017
13. Marketing Consultant	10/02/2017
14. Sales Assistant	10/16/2017
15. Digital News Operations Specialist	11/01/2017
16. Anchor / Reporter	11/20/2017

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: <a href="mailto:tbates@weselyancollege.edu">tbates@weselyancollege.edu</a>	(478) 477-1110
2. Central GA Technical College	3300 Macon Tech Drive Macon, GA 31206	Tony Turner Email: <a href="mailto:Tturner@centralgatech.edu">Tturner@centralgatech.edu</a>	(478) 757-3400

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|--|---|--|
| 3. Macon State College                       | 1000 College State Drive<br>Macon, GA 31206                   | Barbara Warren (478) 471-2700<br><a href="mailto:Barbara.Warren@MaconState.edu">Barbara.Warren@MaconState.edu</a>          |
| 4. GA College & State University             | Campus Box 42<br>Milledgeville, GA 31061                      | Mary Roberts (478) 445-5384<br>Email: <a href="mailto:Mary.Roberts@gcsu.edu">Mary.Roberts@gcsu.edu</a>                     |
| 5. Ft. Valley College & State Univ.          | 1005 State University Drive<br>Fort Valley, GA 31030          | Romelda Simmons (478) 825-8801<br>Email: <a href="mailto:Simmonsr@fvsu.edu">Simmonsr@fvsu.edu</a>                          |
| 6. Ft. Valley College & State Univ.          | 1005 State University Drive<br>Fort Valley, GA 31030          | Clara Braswell (478) 825-6544<br><a href="mailto:braswellc@fvsu.edu">braswellc@fvsu.edu</a>                                |
| 7. Mercer University                         | 1400 Coleman Avenue<br>Macon, GA 31204                        | Dr. Steven Brown (478) 301-2700<br>Email: <a href="mailto:brown_sr@mercer.edu">brown_sr@mercer.edu</a>                     |
| 8. GA Military College                       | 201 E. Green Street<br>Milledgeville, GA 31061                | Career Services (478) 387-4900   |
| 9. Middle GA Technical                       | 80 Cohen Walker Dr.<br>Warner Robins, GA 31088                | Patrick Ivey (478) 988-6947<br>Email: <a href="mailto:Pivey@midlegatech.edu">Pivey@midlegatech.edu</a>                     |
| 10. 41NBC Web Site                           | 301 Poplar Street<br>Macon, GA 31201                          | Staff (478) 745-4141   |
| 11. University of Georgia                    | Clark Howell Hall<br>212 Carlton St.<br>Athens, GA 30602-3332 | Scott Williams (706) 542-8431<br>Email: <a href="mailto:Scottw@uga.edu">Scottw@uga.edu</a>                                 |
| 12. Handshake Online<br>Recruitment Services |   | <a href="https://joinhandshake.com">https://joinhandshake.com</a>  |
| 13. Georgia Department of Labor              | 3090 Mercer Univ. Drive<br>Macon, GA 31204                    | Placement Service (478) 751-4400   |
| 14. Media Line                               | PO Box 51909<br>Pacific Grove, CA 93950                       | Job Placement 800-237-8073<br><a href="mailto:medialine@medialine.com">medialine@medialine.com</a>                         |
| 15. Georgia Southern Univ.                   | PO Box 8069<br>Statesboro, GA 30460                           | Heather Scarboro (912) 478-5197<br>Email: <a href="mailto:hscarboro@goerigasouthern.edu">hscarboro@goerigasouthern.edu</a> |
| 16. Clark Atlanta Univ.                      | 223 James P. Brawley Dr.<br>Atlanta, GA                       | Ernita Hemmitt (404) 880-6127<br>Email: <a href="mailto:Ehemmitt@cau.edu">Ehemmitt@cau.edu</a>                             |

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:

<b>Job Title</b>	<b>Recruitment Source Referring Person Hired</b>	<b>Recruitment Source Used to Fill Vacancy</b>
1. Reporter / Photographer	10	1, 3-11, 14-18
2. Managing Editor / Producer	18	1, 3-11, 14-18
3. Producer / Assignment Editor	18	1, 3-11, 14-18
4. Media Coordinator / MCO	18	1-19
5. Digital Marketing Consultant	18	1-19
6. Reporter / Photographer	7	1, 3-11, 14-18
7. Maintenance Engineer	13	1-19
8. Engineering Manager	18	1-19
9. Newscast Director	18	1-19
10. Promotions Event Marketing Consultant	18	1-19
11. Creative Services Writer / Producer / Editor	18	1-19
12. Producer / Assignment Editor	18	1, 3-11, 14-18
13. Marketing Consultant	18	1-19
14. Sales Assistant	18	1-19
15. Digital News Operations Specialist	10	1-19
16. Anchor / Reporter	18	1, 3-11, 14-18

D. During the previous 12 months, there were a total of 35 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 Hired</u>	<u>Total No. of Interviewees</u>
1. 41 NBC Employee Referral	12	26
2. 41 NBC Web Site	2	5
3. Georgia Department of Labor	1	2
4. Mercer University	1	2

## 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	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 Operations Specialist; Tucker Sargent, Sports Anchor; Cecilia Reeves, Chief Meteorologist; Kristen Kennedy, 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; Scott Fussell, Chief Engineer; Mark Rish, Engineering Manager; Elizabeth Gantt, Business/Human Resources; Gary McPhail, General Sales Manager; Dixon Cassara, Digital Operations Specialist; Lindsey Holland, Digital Sales Manager; 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. Specifically new training was received by both production and news staff on updated versions of our AVID/ORAD newscast production technology. 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	2/10/2017	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	Georgia Department of Labor	3/18/2017	Elizabeth Gantt -- H.R. Manager Brandon Long – News Director	Station administration and hiring managers attended very well attended career fair and hosted by the Georgia Department of Labor. 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.

6	Educational Student Weather Seminar	St. Joseph's Catholic School Student Weather Seminar	12/6/2017	Kristen Kennedy – WMGT Meteorologist	Station meteorologist local area on-site visit to St. Joseph's Catholic School Student Weather Seminar on weather safety topics and general weather vocabulary and awareness 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.
7	Educational Student Weather Seminar	Gray Elementary Student Weather Seminar	2/15/2017	Kristen Kennedy – WMGT Meteorologist	Station meteorologist local area on-site visit to Gray Elementary Student Weather Seminar on weather safety topics and general weather vocabulary and awareness 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 Weather Seminar	Northside Middle School Student Weather Seminar	1/17/2017	Kristen Kennedy – WMGT Meteorologist	Station meteorologist local area on-site visit to Northside Middle School Student Weather Seminar on weather safety topics and general weather vocabulary and awareness 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.

9	Educational Student Weather Seminar	Springdale Elementary School Student Weather Seminar	9/7/2017	Kristen Kennedy – WMGT Meteorologist	Station meteorologist local area on-site visit to Springdale Elementary School Student Weather Seminar on weather safety topics and general weather vocabulary and awareness 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.
10	Educational Student Weather Seminar	Springdale Elementary School Student Weather Seminar	11/9/2017	Kristen Kennedy – WMGT Meteorologist	Station meteorologist local area 2 <sup>nd</sup> on-site visit this year to Springdale Elementary School Student Weather Seminar on weather safety topics and general weather vocabulary and awareness 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: 11-30-2017

Telephone No: (478) 745-4141