

EEO PUBLIC FILE REPORT

For the 12 month period beginning December 1, 2017 and ending November 30, 2018

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	3/26/2018
2	Anchor/Reporter/Producer	7/9/2018
3	Anchor/Reporter/Producer	8/20/2018
4	Reporter/Photographer	11/26/2018
5	Anchor/Reporter/Producer	9/13/2018
6	Newscast Director	10/1/2018
7	Production Assistant	9/11/2018
8	Production Assistant	9/11/2018
9	Meteorologist/Reporter	10/29/2018
10	Creative Services Producer	6/18/2018
11	Master Control Operator	4/28/2018
12	Maintenance Engineer	6/11/2018
13	Marketing Consultant	4/19/2018
14	Marketing Consultant	8/13/2018
15	Staff Accountant	11/14/2018

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

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| 2. Central GA Technical College | 3300 Macon Tech Drive
Macon, GA 31206 | Tony Turner (478) 757-3400
Email: Tturner@centralgatech.edu |
| 3. Macon State College | 1000 College State Drive
Macon, GA 31206 | Barbara Warren (478) 471-2700
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@middlegatech.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. Handshake Online
Recruitment Services | | https://joinhandshake.com |
| 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. Ernita Hemmitt (404) 880-6127
 Atlanta, GA Email: Ehemmitt@cau.edu
17. TVJobs.com P.O. Box 4116 Mark Holloway (800) 374-0119
 Oceanside, CA 92052
18. Employee Referral 301 Poplar St. Inhouse Staff (478) 745-4141
 Macon, GA 31201
19. University of Tennessee 1345 Circle Park DR Suite Placement Office (865) 974-5435
 Knoxville, TN 37996
20. Indeed.com 6433 Champion Grandview Online Staff (800) 475-4361
 Austin, TX 78750
21. LinkedIN.com Internet Online Staff (650) 687-3600
 Sunnyvale, Ca
22. Other Source

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	Reporter/Photographer	10	1, 3-20,22
2	Anchor/Reporter/Producer	18	1, 3-20,22
3	Anchor/Reporter/Producer	22	1, 3-20,22
4	Reporter/Photographer	20	1, 3-20,22
5	Anchor/Reporter/Producer	10	1, 3-20,22
6	Newscast Director	22	1-20,22
7	Production Assistant	20	1-20,22
8	Production Assistant	20	1-20,22
9	Meteorologist/Reporter	22	1-20,22
10	Creative Services Producer	10	1-19,22
11	Master Control Operator	18	1-20,22
12	Maintenance Engineer	18	1-20,22
13	Marketing Consultant	21	1, 3-22
14	Marketing Consultant	20	1, 3-22
15	Staff Accountant	20	20-21

D. During the previous 12 months, there were a total of 51 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	3	15
2	41 NBC Web Site	3	10
3	Indeed Web Site	5	16
4	LinkedIN Web Site	1	3
5	Other Source	3	7

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; 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.

4	Educational Student Weather Seminar	St. Joseph's Catholic School Student Weather Seminar	10/2018	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.
5	Educational Student Weather Seminar	Russell Elementary Read Across America Day	5/2018	41NBC News Anchor – WMGT	Station news anchor on-site visit to Russell Elementary to help bring awareness to the real issue of illiteracy across America and locally in our area. By participating on site in this initiative 41NBC helped promote reading at all levels.