

WTOC, WPHJ-LD(Facility ID 8843, WQIX-LD (Facility ID 126225)**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****I. VACANCY LIST****See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Multi-Media Journalist	1, 3-4, 6-7, 10-11, 13-20, 22-23, 26-33, 36, 38-42, 44-48, 50-59, 61	31
WTOC General Sales Manager	1, 3-4, 6-7, 9-17, 19-20, 22-23, 26-30, 32-33, 36, 38-41, 44-48, 51-59, 61	26
Commercial Producer/Director-WTOC	1, 3-4, 6-7, 10-11, 13-17, 19-20, 22-23, 26-30, 32-33, 36, 38-41, 44-48, 51-59, 61	29
Digital Sales Assistant-WTOC	1, 3-4, 6-7, 10-17, 19-20, 22-23, 26-33, 36, 38-41, 44-48, 51-59, 61	29
Marketing Producer-Editor-WTOC	1, 3-4, 6-7, 10-11, 13-20, 24, 22-23, 26-30, 32-33, 36, 38-39, 41, 44-48, 50-59, 61	24
Executive Producer-WTOC	1, 3-4, 6-7, 10-11, 13-20, 22-23, 26-33, 36, 38-39, 41, 44-48, 50, 52-59, 61	31
Digital Anchor/MMJ-WTOC	1, 3-4, 6-7, 9-20, 22-23, 26-30, 32-33, 36, 38-41, 44-48, 51-59, 61	12
Multimedia Marketing Consultant-WTOC	1, 3-4, 6-8, 10-17, 19-20, 22-23, 26-30, 32-33, 36, 38-41, 44-48, 51-59, 61	8
Multimedia Marketing Consultant-WTOC	1, 3-4, 6-8, 10-17, 19-20, 22-23, 26-30, 32-33, 36, 38-41, 44-48, 51-59, 61	12
Multi-media Journalist-WTOC	1, 3-7, 10-17, 19-20, 22-23, 26-30, 32-33, 35-36, 38-41, 44-48, 51-59, 61	36
Multi-media Journalist-WTOC	1, 3-7, 10-17, 19-20, 22-23, 26-30, 32-33, 35-36, 38-41, 44-48, 51-59, 61	12
Multi-media Journalist-WTOC	1, 3-7, 10-17, 19-20, 22-23, 26-30, 32-33, 35-36, 38-41, 44-48, 51-59, 61	26
Multi-media Journalist-WTOC	1, 3-7, 10-17, 19-20, 22-23, 26-30, 32-33, 35-36, 38-41, 44-48, 51-59, 61	29
Director of Marketing	1, 3-4, 6-7, 9-11, 13-20, 22-23, 26-33, 36, 38-41, 44-48, 51-59, 61	31
News Anchor/MMJ(W/End)-WTOC	1, 3-4, 7, 10, 13-15, 17-20, 22-23, 27-28, 30-31, 38-39, 41, 44-48, 53-54, 57, 59, 61	31
Producer	1, 3-11, 13-23, 26-30, 32-33, 36, 38-41, 44-48, 51-59, 61	29
Producer	1, 3-11, 13-23, 26-30, 32-33, 36, 38-41, 44-48, 51-59, 61	5
Producer	1, 3-11, 13-23, 26-30, 32-33, 36, 38-41, 44-48, 51-59, 61	56
SALES ASSISTANT - WTOC	1, 3-4, 7, 10-17, 19-20, 22-23, 26-30, 32-33, 36, 38-41, 44-59, 61	36

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See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
DIGITAL CONTENT NEWS PRODUCER - WTOC	1-7, 10-11, 13-17, 19-20, 22-23, 26-30, 32-33, 36, 38-41, 44-59, 61	26
Investigative Anchor/Reporter-WTOC	1, 3-4, 6-7, 9-20, 22-23, 26-30, 32-33, 36, 38-41, 44-48, 50-59, 61	12
Account Executive - WTOC	1, 3-4, 6-7, 10-17, 19-20, 22-23, 26-30, 32-33, 36, 38-41, 44-61	29
INVESTIGATIVE ANCHOR/REPORTER - WTOC	1, 3-4, 6-7, 10-11, 13-17, 19-20, 22-23, 26-29, 31-33, 36, 38-41, 44-59, 61	31
EXECUTIVE NEWS PRODUCER - WTOC	1, 3-4, 6-7, 10-11, 13-17, 19-20, 22-23, 26-29, 31-33, 36, 38-41, 44-48, 50-59, 61	31
CREATIVE SERVICES PRODUCER - WTOC	1-4, 6-17, 19-20, 22-23, 25-29, 32-33, 36, 38-41, 44-59, 61	25
CREATIVE SERVICES PRODUCER - WTOC	1-4, 6-17, 19-20, 22-23, 25-29, 32-33, 36, 38-41, 44-59, 61	12
SPORTS DIRECTOR - WTOC	1-4, 6-7, 10, 12-17, 19-20, 22-23, 26-30, 32-33, 36, 38-41, 43-61	43
DIRECTOR/MASTER CONTROL OP. - WTOC	1-4, 6-7, 10, 12-17, 19-20, 22-23, 26-30, 32-34, 36, 38-41, 44-61	12
DIGITAL NEWS CONTENT PRODUCER - WTOC	1-4, 6-7, 10, 13-17, 19-20, 22-23, 26-30, 32-33, 36, 38-41, 44-61	36
MULTIMEDIA JOURNALIST - WTOC	1-4, 6-8, 10, 12-17, 19-20, 22-23, 26-30, 32-33, 36-41, 44-61	12
MULTIMEDIA JOURNALIST - WTOC	1-4, 6-8, 10, 12-17, 19-20, 22-23, 26-30, 32-33, 36-41, 44-61	26

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Alabama State University 915 South Jackson Street Levi Watkins Learning Center/5th Floor/#531 Montgomery, Alabama 36101-0271 Phone : (334) 229-4493 David Okeowo, Ph.d Manual Posting-Handshake.com	Y	0
2	Arizona State University 350 E Lemon St, Tempe, Arizona 85287 N/A N/A Manual Posting	N	0
3	Atlanta Broadcast Institute 6961 Peachtree Industrial Suite 102 Norcross, Georgia 30092 Phone : 404-929-0522 Email : jeff@completegame.tv Jeff Batten	Y	0
4	Beaufort Workforce Center 164 Castle Rock Road Beaufort, South Carolina 29906 Phone : 843-473-6315 Email : madams@dew.sc.gov Fax : 1-843-524-0904 Michelle Adams	N	0
5	Career or Job Fair - See Section III	N	3
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
7	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-6701 Url : Handshake as well Email : cppc@cau.edu and Handshake.com Andre' McKinney	N	0
8	Corporate Recruiter	N	5
9	Current Employee	N	10

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Dept of Labor-Vidalia 16 Carter Center Queen Street Vidalia, Georgia 30474 Phone : 912-538-3231 Email : Debbie.Dyal@GDOL.ga.gov Fax : 1-912-538-3238 Debbie Dyal	N	0
11	Employ GA 5520 White Bluff Rd Savannah, Georgia 31405 Url : https://employgeorgia.com Sally Badger Manual Posting	N	0
12	Employee Referral	N	20
13	EOA of Savannah 618 W. Anderson Street Savannah, Georgia 31415 Phone : 912-238-2960 ext 132 Url : www.eoasg.org Email : artb@eoasga.org Arthur Best	N	0
14	First Bryan Baptist Church 575 W. Bryan St Savannah, Georgia 31401 Phone : 912-232-5526 Email : Firstbryanbaptistsavannah@gmail.com Pastor Little John	Y	0
15	Fort Valley State University 1005 State University Drive Ft. Valley, Georgia 30130 Phone : 478-825-6350 Email : simmonsrfvsvu.edu Fax : 1-478-825-6471 Romelda Simmons	N	0
16	FSU University Center 4100 Career Center Tallahassee, Florida 32306 Phone : (850) 644-6431 Tory Dellaflora Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	GA Dept of Labor-Hinesville 740 General Stewart Way Suite 202 Hinesville, Georgia 31313-3217 Phone : 912-370-2595 Email : Howard.Brown@gdol.ga.gov Fax : 1-912-370-2598 Howard Brown	N	0
18	GA Dept of Labor-Savannah 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Patti.Fort@dol.state.ga.us Fax : 1-912-351-3800 Patti Fort	N	0
19	GA Dept of Labor-Statesboro 62 Packinghouse Rd Statesboro, Georgia 30458-4116 Phone : 912-681-5156 Email : Jennifer.Bradley@gdol.ga.gov Fax : 1-912-681-5228 Jennifer Bradley	N	0
20	Georgia Association of Broadcasters 8046 Roswell Road Atlanta, Georgia 30350 Phone : 770.395.7200 Url : http://www.gab.org Email : gchapman@gab.org Garrett Chapman	N	0
21	Georgia Department of Labor-Savannah 5520 WHITE BLUFF ROAD Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Patti.Fort@dol.state.ga.us Patti Fort	N	0
22	Georgia Southern University Department of Communications Post Office Box 8091 Statesboro, Georgia 30460 Phone : 912-478-5138 Url : www.georgiasouthern.edu and handshake Email : dcummings@georgiasouthern.edu Dean Cummings	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Georgia Southern University 1332 Southern Drive Statesboro, Georgia 30458 Pamela Goodman Manual Posting	N	0
24	Georgia Southern University Department of Communication Arts Georgia Southern University Statesboro, Georgia 30460 Phone : (912) 478-5702	N	0
25	Gray Career Page(WTOC) 11 The News Place Savannah, Georgia 31405 Phone : (912) 238 8381 Url : www.wtoc.com Christine Edwards Manual Posting	N	1
26	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	23
27	Hampton Workforce Center 12 Walnut St East Hampton St, South Carolina 29924 Phone : 803-943-3291 Email : jwashington@dew.sc.gov Fax : 1-803-943-5997 Julie Washington	N	0
28	Hundred Black Men of Savannah P.O. Box 14606 Savannah, Georgia 31416 Phone : 866-560-8865 Email : President@100BlackMenSav.org Harold Oglesby	N	0

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29	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	11
30	Interdenominational Ministerial Alliance P.O. Box 2083 Savannah, Georgia 31402 Phone : 912-659-9573 Email : holyspirit622@comcast.net Fax : 1-912-233-9694 James Nelson	N	0
31	Internal Transfer/Promotion	N	7
32	Job Recruitment AD 11 The News Place Savannah, , Georgia 31405 Phone : 912-234-1111 Christine Edwards Manual Posting	N	0
33	Kennesaw State University 1000 Chastain Rd Kennesaw, Georgia 30144 Amy Redd Manual Posting-Handshake.com	N	0
34	Linked In	N	1
35	Linked In - Not Directly Contacted by SEU	N	1
36	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	8
37	Media Match New York City, New York Url : www.media-match.com N/A N/A Manual Posting	N	0

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38	Mississippi State University Department of Communications Mississippi State, Mississippi 39761 Phone : (662) 325-7952 Email : career@career.msstate.edu and Handshake.com Allen Snow	N	0
39	Missouri School of Journalism 76 Gannet Hall Columbia, Missouri 65211-1200 Phone : 573-882-0373 Email : career@missouri.edu plus Handshake.com Career Services Career Services	N	0
40	Morehouse College 830 Westview Drive SW Atlanta, Georgia Phone : (404)215-2703 Url : www.morehouse.edu Email : bridget.baggett@morehouse.edu plus Handshake Bridget Baggett	N	0
41	NAACP P. O. Box 951 Savannah, Georgia 31402 Phone : 233-4161 Email : savnaacp1204@yahoo.com Fax : 1-912-233-3088 Carol Hunt	N	0
42	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
43	Non-Employee Referral	N	1

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44	Operation Open Doors Goodwill Industry 7220 sallie mood dr. Savannah, Georgia 31405 Phone : 912-663-1242 Email : mchampagne@goodwillsega.org Fax : 1-912-354-3787 Jennifer Tucker	Y	0
45	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706.821.8307 Email : aewing@paine.edu Fax : 1-706-432-0708 April Ewing	N	0
46	Penn State University Dept. of Meteorology 503 Walker Building University Park, Pennsylvania 16802-5013 Phone : 814-865-0478 Email : meteojobs@meteo.psu.edu Lan Lewis	N	0
47	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : Mamasky07@aol.com Gale Sky Edeawo	Y	0
48	Savannah College of Art and Design P.O. Box 3146 Savannah, Georgia 31402 Phone : 912-525-4653 Kay Wood Manual Posting	Y	0
49	Savannah Hispanic Chamber of Commerce P.O. Box 8968 Savannah, Georgia 31412 Alfonso Ribot Manual Posting	N	0

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50	Savannah State University Mass Communications Dept. Savannah State University Kennedy Fine Arts, Rm# 214 Savannah, Georgia Phone : 912.358.33373 Email : franklinr@savannahstate.edu Reginald Franklin	N	0
51	Savannah State University-Career Counseling P.O. Box 20254 Savannah, Georgia 31404 Phone : 912-356-2202 Shaunce Riley Manual Posting	N	0
52	SCWorks 164 Castle Rock Rd Beaufort, South Carolina 29901 Beaufort Workforce One Stop Manual Posting	N	0
53	South University 709 Mall Boulevard Savannah , Georgia 31406 Phone : (912) 790-4135 Url : www.wtoc.com Email : mkeating@southuniversity.edu Molly Keating	Y	0
54	Transition Services Soldier For Life-Transition Assistance Program Building 621 Fort Stewart, Georgia 31314 Phone : 770-686-7065 Email : michelle.y.gaines.ctr@mail.mil Fax : 1-912-767-8689 Michelle Y. Gaines	N	0
55	TVJobs.com Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 1-800-374-0119 Url : www.tvjobs.com Mark Holloway Manual Posting	N	0

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56	UGA College of Journalism UGA Athens, Georgia 30602-3018 Phone : 706-542-4993 Cecil Bentley Handshake.com Manual Posting	N	2
57	University of Florida College of Journalism & Communications PO Box 118400 Gainesville, Florida Phone : 352-392-0466 Url : http://www.jou.ufl.edu/ Email : kgraham@jou.ufl.edu Fax : 1-352-846-2484 Katrice Graham	N	0
58	University of Kentucky 107 Combs Bldg Lexington, Kentucky 40356 Beth Hanneman Handshake.com Manual Posting	N	0
59	USC Film and Media Studies 406 Welsh Humanities Office Building Columbia, South Carolina 29208 Phone : (803) 777-2213 Email : COOPERMG@mailbox.sc.edu /Handshake.com Mark Cooper	N	0
60	WorksourceGA 1800 Century Place, NE Suite 150 Atlanta, Georgia 30345-4304 Mark Lewis Manual Posting	N	0
61	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING			94

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Participation in events or programs sponsored by educational institutions	Assistant News Director is part of the UGA mentor program where she mentors a student.	1	Assistant News Director
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	During this reporting year 4 students participated in our internship program. The students worked in the news and digital departments learning about the responsibilities of each department.	2	News Director Asst. News Director
3	12/8/2022	Participation in events or programs sponsored by educational institutions	Chief Meteorologist spoke to students at Woodville Tompkins High School about making daily forecasts and his career in meteorology.	1	Chief Meteorologist
4	2/8/2023	Participation in Job Fairs	UGA Journalism and Mass Communication Career Day	2	News Director Asst. News Director
5	2/23/2023	Participation in events or programs sponsored by educational institutions	Weekend assignment editor and SSU alumni participated in the Southeast Regional Press Institute at Savannah State University where he talked to students about his career in broadcasting.	1	Weekend Assignment Editor
6	3/23/2023	Participation in events or programs sponsored by educational institutions	Richmond Hill Middle School Media Group toured the WTOC station and learned about the functions of a news station.	2	Marketing Producer Marketing Producer
7	3/25/2023	Participation in events or programs sponsored by educational institutions	A former GSU alumni and Bureau Chief reporter participated GSU's MMJ for a day where the students get a taste of what a real day would be like as a MMJ. Plus, teaching them what to do/not to do.	1	Bureau Chief Reporter
8	3/28/2023	Participation in Job Fairs	News Director attended the Spring 2023 Careers in Communication UF Fair.	1	News Director
9	3/31/2023	Participation in events or programs sponsored by educational institutions	WTOC Anchor WTOC participated in McIntosh Academy's Senior Interview day where she helped interview High School juniors and seniors to prepare them for the real world. She also participated in their Career Fair.	1	Anchor/Reporter
10	4/20/2023	Establishment of training programs for station personnel	Participated in a training on the FCC's EEO Rules and Regulations provided by Wiley Rein.	2	Business Manager Marketing/Promo Coordinator
11	6/21/2023	Listing of each upper-level category opening in a job bank or newsletter	WTOC is a member of the Savannah Hispanic Chamber of Commerce. All job positions for WTOC are posted on their online job bank on their website.	1	Marketing Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	Ongoing Event	Provision of training to personnel of unaffiliated non-profit organizations	<p>JULY 2023-JULY 2024</p> <p>WTOC partnered with the US Army's Training With Industry Program which is a cooperative arrangement between the Army and related civilian industries in order to train US Army officers in the management level. The Army Captains we had during this period were in the information outreach (special operations, stationed at Fort Bragg, NC).</p> <p>They observed and participated in station management meetings, sales presentations, marketing hands-on, news, effectively all aspects of a commercial TV station's operations.</p> <p>The Army's Training With Industry (TWI) Program was initiated in response to the Army's critical need for officers with state-of-the-art skills in industrial practices and procedures not available through military or civil education programs. The TWI Program includes training programs which support marketing, public affairs, artificial intelligence, physical security and finance.</p> <p>Once the TWI student is integrated back into an Army organization, they can use this information to improve the Army's ability to interact and conduct business with the relative industry. Participants are also exposed to innovative industrial techniques, procedures, etc., which have applicability to, and benefit for, the Army.</p> <p>As a Psychological Operations Officer working within the television broadcast industry, the officer prepares for broadcast operations and marketing for any number of projects and missions that support forward deployed PSYOP operators conducting Military Information Support Operations. The main purpose of a PSYOP operator is to disseminate</p>	2	Marketing Director Marketing Dept.

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			<p>environment for either military or diplomatic operations. This can vary from promoting community outreach programs in a foreign nation to informing the host nation civilians where to go for humanitarian assistance. Working with WTOC gives the officer an insight on producing audio video products as well as marketing ideas and information.</p> <p>Military Liaisons at WTOC have become an essential part of the WTOC working environment editing promos and shooting show segments.</p>		
13	8/2/2023	Participation in events sponsored by organizations representing the community	WTOC News Director attended the National Association of Black Journalists and represented WTOC at the Gray Television Career Booth. She met with interested applicants.	1	News Director
14	Ongoing Event	Establishment of training programs for station personnel	Gray Television has a Marketing Leadership program to find and enhance the selected candidates into the ideal team player. Courses are designed to create the next generation of Marketing Directors for Gray Television. Aspects such as social smarts, team building, and research are crucial elements taught in this 8-month course. Marketing Producer has been selected to be a part of this program.	1	Marketing Producer
15	9/16/2023	Participation in events sponsored by organizations representing the community	News Director presented a Breaking News Best Practices session at GABCON where she shared lessons learned from years of covering breaking news stories on-air and online in Georgia's largest television market outside of Atlanta. Questions and personal stories from attendees are encouraged during this session.	1	News Director

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16	9/26/2023	Participation in events or programs sponsored by educational institutions	News Director participated in a job fair at FAMU.	1	News Director
17	10/26/2023	Participation in events or programs sponsored by educational institutions	Haley Boland participated in the Senior Mock Interview Day at McIntosh County academy where she interviewed High School students and met with them after the event to talk to them about her career in broadcasting.	1	Anchor/Reporter
18	10/30/2023	Participation in events sponsored by organizations representing the community	<p>Sponsored by Associated Collegiate Press and College Media Association, the nation's largest gathering of college journalists and advisers meets at the Hyatt Regency Atlanta for four days of sessions, speakers, critiques and contests.</p> <p>With attendance upwards of 1,000 delegates, the annual fall gathering is the place to seek solutions to the most challenging publishing and broadcasting problems, share success stories, see what's new in the media marketplace, and network with students and advisers from across the nation.</p>	1	News Director
19	11/16/2023	Participation in events or programs sponsored by educational institutions	The Meteorology students Woodville Tompkins High School toured WTOC and talked to the meteorologists about weather and their jobs in meteorology.	1	Chief Meteorologist
20	11/27/2023	Participation in events or programs sponsored by educational institutions	Adaptive High Schools from Beach High School came for a tour to see how a television station works.	3	Programming Coordinator Chief Meteorologist News Anchor