

**ELTZ, WLTZ**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
TV & Digital Account Executive/Sales Representativ	7, 9	7
TV & Digital Account Executive/Sales Representativ	7, 9	9
Sales Account Executive - Media and Communications	1-6, 8, 10-11	5

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Auburn University 182 S College St Auburn, Alabama 36849 College Recruiter Manual Posting	N	0
2	Chattahoochee Valley Community College 2602 College Dr Phenix City, Alabama 36869 College Recruiter Manual Posting	N	0
3	Columbus State University 4225 University Ave Columbus, Georgia 31907 College Recruiter Manual Posting	N	0
4	Columbus Technical College 928 Manchester Expy Columbus, Georgia 31904 College Recruiter Manual Posting	N	0
5	Employee Referral	N	1
6	Georgia Military College 7300 Blackmon Rd Columbus, Georgia 31909 College Recruiter Manual Posting	N	0
7	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Job Board Manual Posting	N	1
8	Southern Union State Community College 301 Lake Condry Rd Opelika, Alabama 36801 College Recruiter Manual Posting	N	0
9	WLTZ 6140 Buena Vista Rd Columbus, Georgia 31904 TV Station Manual Posting	N	1

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
10	Word of Mouth Referral	N	1
11	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/13/2022	Establishment of training programs for station personnel	<p>Our specialized training with sales expert Mark Levy elevated our Account Executives' (AEs) skills at WLTZ. This focused initiative honed advanced sales, client engagement, and negotiation techniques, fostering adeptness in navigating the sales landscape.</p> <p>The training entailed interactive discussions, practical exercises, and real-world case studies, empowering AEs with refined communication and strategic prospecting. This initiative underscores our commitment to growth and expertise in a competitive industry.</p>	3	Account Executive Account Executive Account Executive
2	1/17/2023	Establishment of a mentoring program	WLTZ's Editorial Mentorship Program, guided by Denise Dubois, enriches our Managing Editor's expertise in strategic editorial procedures, ethical considerations, and fostering inclusivity. With immersive training, practical insights, and valuable networking, this program enhances our editorial quality, decision-making, and industry perspectives.	1	
3	3/23/2023	Participation in Job Fairs	Participated in Goodwill Career Fair at Chattahoochee Valley Community College	1	Allred
4	5/3/2023	Establishment of training programs for station personnel	The "Hometown Local Luncheon," a dynamic networking event organized by WLTZ, embodies our dedication to professional growth and client engagement. Account Executives and clients convened for a session led by advertising authority Paul Weyland, gaining actionable insights to bolster local direct campaigns and foster client success.	9	

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
5	6/19/2023	Establishment of training programs for station personnel	<p>Our specialized training with sales expert Mark Levy elevated our Account Executives' (AEs) skills at WLTZ. This focused initiative honed advanced sales, client engagement, and negotiation techniques, fostering adeptness in navigating the sales landscape.</p> <p>The training entailed interactive discussions, practical exercises, and real-world case studies, empowering AEs with refined communication and strategic prospecting. This initiative underscores our commitment to growth and expertise in a competitive industry.</p>	4	Account Executive Account Executive Account Executive Account Executive
6	6/22/2023	Participation in Job Fairs	Participated in Job Fair at Columbus Career Center	2	Allred Mangibin