

**WXIA/WATL**  
**EEO PUBLIC FILE REPORT**  
**November 22, 2019 - November 21, 2020**

**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
Multiskilled Journalist - 007544	1-5, 10-12, 15-19, 22-23, 25-31, 33-34, 36-38, 40-61	17
Multi-Platform Producevr	1-5, 10-12, 15-19, 22-23, 25-31, 33-34, 36-44, 46-61	17
Local Sales Assistant - 008171	1-5, 10-12, 15-19, 21-23, 25-29, 31, 33- 34, 36-61	39
Broadcast Director	1-20, 22-30, 39	39
Local Traffic Coordinator - 008381	2, 4-5, 10-12, 15-19, 21-23, 25-29, 33- 34, 36, 38-47, 49-61	39
Video Editor - 008385	1-5, 10-12, 15-19, 21-23, 25-29, 33-34, 36, 38-47, 49-61	39
Assistant Broadcast Director - 009261	1-2, 4-6, 11-12, 15-19, 21-23, 26, 28- 30, 32-36, 38-39, 41-43, 45-47, 49-61	17
Assistant Broadcast Director - 009261	1-2, 4-6, 11-12, 15-19, 21-23, 26, 28- 30, 32-36, 38-39, 41-43, 45-47, 49-61	17
Editor - 009282	1-2, 4-5, 11-12, 15-19, 21-23, 25-26, 28, 32-36, 38, 41-43, 45-47, 49-61	17
Multiskilled Journalist - 009304	1-2, 4-6, 12, 15-19, 21-23, 25-26, 28, 32-36, 38-39, 41-47, 49-61	17
Bilingual Multiskilled Journalist - 009305	1-2, 4, 6, 12, 15-19, 21-23, 26, 32, 36, 38, 41-47, 49-55, 58-59, 61	17
Photojournalist - 009485	1-2, 4, 6, 12, 15-19, 21-23, 25, 30, 32- 36, 38-47, 49-52, 54-61	39

## WXIA/WATL

## EEO PUBLIC FILE REPORT

November 22, 2019 - November 21, 2020

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	2nd African Baptist Church 123 Houston St Savannah, Georgia 31404 Phone : 233-6163 Email : jholmes3166@hotmail.com Fax : 1-912-233-2949 CMegill Brown	N	0
2	Albany State University 504 College Drive Albany, Georgia 3175 Phone : 229-430-4654 Email : careers@asurams.edu Fax : 1-229-878-3098 Dr. Ernest Brown	N	0
3	Americus County Branch NAACP 217 Forrest Street Americus, Georgia 31709 Phone : (229) 924-0880 Email : obsrrj@bellsouth.net Fax : 1-229-924-7080 Tonya Argo	N	0
4	Armstrong Atlantic State University 11935 Abercorn St. Savannah, Georgia 31419 Phone : 912- 927-5267 Email : myersbar@mail.armstrong.edu Fax : 1-912-344-3475 Barbara Myers	N	0
5	Army Career Alumni Program Building 253 Suite 2056 Fort Stewart, Georgia 31314 Phone : 912-767-2611 Fax : 1-912-767-8689 Transition Services	N	0
6	Art Institute of Atlanta 6600 Peachtree Dunwoody Road 100 Embassy Row Atlanta, Georgia 30328 Phone : 770-689-4808 Email : aiacareersvc@aia.edu Fax : 1-770-394-9798 N/A N/A	N	0

## WXIA/WATL

## EEO PUBLIC FILE REPORT

November 22, 2019 - November 21, 2020

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7	Atlanta Broadcast Institute 1355 Terrill Mill Road Building 1372-100 Marietta, Georgia 30067 Phone : 404-927-0523 Email : cyndit@radioschool.com Fax : 1-770-984-9113 Cyndi Todd	N	0
8	Atlanta Christian College 2605 Ben Hill Road East Point, Georgia 30344 Phone : 404-669-2088 Url : www.acc.edu Email : kwagner@acc.edu Fax : 1-404-460-2451 Keith Wagner	N	0
9	Atlanta University Career Planning & Placement Service 440 Westview Drive, SW Atlanta, Georgia Phone : (404) 523-5157 Fax : 1-404-523-5162 Douglas A. Cooper	N	0
10	Atlanta Urban League 100 Edgewood Drive Atlanta, Georgia 30303 Phone : 404-659-1150 Email : aroberson@ulgatl.org Fax : 1-404-659-5326 Africa Roberson	N	0
11	Augusta State University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Fax : 1-706-731-7097 THOMAS GENTRY	N	0
12	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : dwendt@augustatech.edu Kerry Charles	N	0

## WXIA/WATL

## EEO PUBLIC FILE REPORT

November 22, 2019 - November 21, 2020

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13	Authorize Magazine 901 Sterling Ridge Dr. Augusta, Georgia 30909 Phone : 888.858.2410 Url : authorizemag.com Email : cmajor@authorizemag.com Fax : 1-888-858-2410 Charles Major	N	0
14	Board of Regents 270 Washington Street Atlanta, Georgia 30334 Phone : 404-463-0481 Fax : 1-404-657-1332 Human Resources	N	0
15	Brenau University Career Services 1 Centennial Circle Gainesville, Georgia 30501 Phone : 800.252.5119 Email : gbagel@brenau.edu Fax : 1-770-534-6236 George Bagel	N	0
16	Broadbean Network 200 N LasSalle St Ste 1100 Chicago, Illinois Career Services Manual Posting	N	0
17	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	26
18	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cppc@cau.edu Andre' McKinney	N	0

## WXIA/WATL

## EEO PUBLIC FILE REPORT

November 22, 2019 - November 21, 2020

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19	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
20	Columbus Ledger-Enquirer 17 W 12th St. Columbus, Georgia 31901 Phone : 706-322-4500 ext 315 Amanda Silberman Manual Posting	N	0
21	COLUMBUS TECHNICAL COLLEGE 382 MANCHESTER EXPRESSWAY COLUMBUS, Georgia 31904 Phone : 706 649 7512 Email : <a href="mailto:echerster@columbustech.edu">echerster@columbustech.edu</a> Fax : 1-706-649-1054 Elaine Chester	N	0
22	Connecticut School of Broadcasting 1117 Perimeter Center West STE 301 Atlanta, Georgia 30338 Phone : 678 205 2210 Email : <a href="mailto:mhessing@gocsb.com">mhessing@gocsb.com</a> Michael Hessing	N	0
23	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : <a href="http://www.emmabowenfoundation.com/">http://www.emmabowenfoundation.com/</a> Email : <a href="mailto:Sandra.Rice@nbcuni.com">Sandra.Rice@nbcuni.com</a> Fax : 1-212-975-5884 Sandra Rice	N	0
24	GA Assoc. for Comm. Ed. GSU P.O. Box 8133 Statesboro, Georgia 30460 Phone : 9126815247 Email : <a href="mailto:shesmith@saix2.cc.gasou.edu">shesmith@saix2.cc.gasou.edu</a> Fax : 1-912-681-5247 Sherry Smith	N	0

## WXIA/WATL

## EEO PUBLIC FILE REPORT

November 22, 2019 - November 21, 2020

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	GA Dept of Labor -Brunswick 2517 Tara Lane Brunswick, Georgia 31520-2758 Phone : 912-264-7244 Email : Ronnie.Bivins@dol.state.ga.us Fax : 1-912-262-3334 Ronnie Bivins	N	0
26	GA Dept of Labor-Hinesville 740 General Stewart Way Suite 202 Hinesville, Georgia 31313-3217 Phone : 912-370-2595 Email : Gary.Varner@dol.state.ga.us Fax : 1-912-370-2598 Gary Varner	N	0
27	GA Dept of Labor-Jesup 263 N. Brunswick St. Jesup, Georgia 31545-2840 Phone : 912-427-5842 Email : Donna.McCullough@dol.state.ga.us Fax : 1-912-427-5881 Donna McCullough	N	0
28	GA Dept of Labor-Savannah 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Kimberly.Brown@dol.state.ga.us Fax : 1-912-351-3800 Kimberly Brown	N	0
29	GA Dept of Labor-Statesboro 62 Packinghouse Rd Statesboro, Georgia 30458-4116 Phone : 912-681-5156 Email : Monty.Craft@dol.state.ga.us Fax : 1-912-681-5228 Monty Craft	N	0
30	Ga. Dept of Labor-Valdosta office P.O. Box 1008 221 S. Ahsley Street Valdosta, Georgia 31603 Phone : (229) 333-5211 Email : richard.ramsey@dol.state.ga.us Fax : 1-229-333-5301 Richard Ramsey	N	0

## WXIA/WATL

## EEO PUBLIC FILE REPORT

November 22, 2019 - November 21, 2020

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31	Georgia College & State University Campus Box 42 Milledgeville, Georgia 31061 Phone : 478 445-5384 Email : sara.schanck@gcsu.edu Fax : 1-478-445-5818 Sara Schanck	N	0
32	Georgia Department of Labor 2943 North Druid Hills Road Atlanta, Georgia Phone : (404) 679-5200 Fax : 1-404-679-1713 Career Service	N	0
33	Georgia Department of Labor Carter Center, Suite 16 Vidalia, Georgia 30474 Phone : 538-3231 Email : bruce.medderse@dol.state.ga.us Fax : 1-912-538-3238 Bruce Medders	N	0
34	Georgia Dept. of Labor Placement Office 601 Greene Street Augusta, Georgia 30901 Phone : 706.721.2165 Email : gregory.criste@dol.state.ga.us Fax : 1-706-721-7680 Gregory Criste	N	0
35	Georgia State University Campus Career Services 33 Gilmer Street Atlanta, Georgia 30303 Phone : (404) 413-1835 Email : kgaw@gsu.edu Fax : 1-404-413-1825 Kevin Gaw	N	0
36	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	0

## WXIA/WATL

## EEO PUBLIC FILE REPORT

November 22, 2019 - November 21, 2020

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37	Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Phone : (602) 954-8373 Url : www.vault.com. Email : slizik@602communications.com Sandy Lizik	N	0
38	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 770-962-7580 X 6252 Email : drichards@gwinnettech.edu Delvalyn Richards	N	0
39	Indeed.com	N	12
40	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
41	Job Shop 218 Oak Street Suite F Martinez, Georgia 30907 Phone : 706.860.4820 Email : jobpros@jobshopstaffing.com Fax : 1-706-860-4871 Rob Eichner	N	0
42	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	0
43	LAGRANGE COLLEGE 601 BROAD ST. LAGRANGE, Georgia 30240 Phone : 706-880-8177 Email : CareerCenter@lagrange.edu Career Development Center	N	0
44	Linked In	N	9



## WXIA/WATL

## EEO PUBLIC FILE REPORT

November 22, 2019 - November 21, 2020

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45	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Fax : 1-831-648-5204 Mark Shilstone	N	0
46	National Academy of TV Arts & Sciences P.O. Box 225159 Atlanta, Georgia Phone : 770-414-8777 Email : emmysuncst@aol.com Career Service	N	0
47	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : lojelks@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
48	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : mhill@ncnw.org Melody Hill	N	0
49	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlja.org Matthew Rose	N	0
50	Paine College 1235 15th Street Augusta, Georgia 30901 Phone : 706.821.8307 Email : aewing@paine.edu Fax : 1-706-774-1564 April Ewing	N	0

## WXIA/WATL

## EEO PUBLIC FILE REPORT

November 22, 2019 - November 21, 2020

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51	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : Mamasky07@aol.com Gale Sky Edeawo	N	0
52	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 202-725-8318 Url : <a href="http://www.rtnda.org">http://www.rtnda.org</a> Katie Switchenko Manual Posting	N	0
53	Savannah State University-Career Counseling King-Frazier Student Center Room 244 Savannah, Georgia 31404 Phone : 912-358-3128 Email : rileys@savannahstate.edu Fax : 1-912-356-2464 Shaunce Riley	N	0
54	Savannah State University-Student Affairs King-Frazier Complex, Ste 247 P.O. Box 20521 Savannah, Georgia 31404 Phone : 912-358-3118 Email : saffairs@savannahstate.edu Fax : 1-912-358-3159 Dr. Irvin Clark	N	0
55	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Email : info@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
56	University Of Georgia UGA Career Center 2nd floor, Clark Howell Hall Athens, Georgia 30602-3332 Phone : 706-542-2006 Email : cecilb@uga.edu Fax : 1-706-542-8431 Cecil Bentley	N	0

**WXIA/WATL****EEO PUBLIC FILE REPORT**

November 22, 2019 - November 21, 2020

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57	Valdosta State University 1500 N. Patterson St. Valdosta, Georgia 31698 Phone : 229-333-7099 Email : dbogart@valdosta.edu Fax : 1-229-249-2602 Dr. Denise Bogart	N	0
58	WATL/WXIA-TV Website One Monroe Place Atlanta, Georgia 30324 Phone : (404) 892-1611 Url : <a href="http://www.11Alive.com">http://www.11Alive.com</a> Career Service Manual Posting	N	0
59	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478- 757-5224 Email : sschanck@wesleyancollege.edu Fax : 1-478-757-4030 Sarah Schanck	N	0
60	WTOC TV P O BOX 8086 Savannah, Georgia 31412 Phone : 912-234-1111 Email : charney@wtoc.com Fax : 1-912-232-4945 Craig Harney	N	0
61	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>47</b>

## WXIA/WATL

## EEO PUBLIC FILE REPORT

November 22, 2019 - November 21, 2020

## 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	12/3/2019	Provision of training to management	Attended GM Summit of broadcast general managers. Discussed business strategies, content, sales, marketing and community services.	1	President and General Manager
2	12/11/2019	Participation in other activities designed by the station employment unit	A multi-platform producer attended the TEGNA Innovation summit with fellow employees from across the country to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. Those in attendance also discussed options for greater audience involvement, how to get our talent noticed, how to gain audience trust and how to report hard issues without being too negative.	1	Multi Platform Producer
3	12/19/2019	Provision of training to management	Two employees participated in a six month Leadership Development Program (LDP). This program was specifically designed for a select group of leaders with the aspiration and ability to become a Director in TEGNA. The program involved a combination of virtual and in person sessions in preparation for promotional opportunities within TEGNA.	2	Creative Content Director Digital Director
4	1/15/2020	Establishment of training programs for station personnel	TEGNA teamed up with First Draft and they provided training to prepare TEGNA journalists for cover and combat election misinformation. This training was just for TEGNA and included Election Crisis Simulation that placed journalists in the heart of a disinformation campaign and challenged them to make editorial decisions about how to report in real-time.	1	Director of Digital
5	1/16/2020	Establishment of training programs for station personnel	When it comes to cybersecurity, TEGNA, like other companies, works around the clock to prevent IT security breaches and ensure the confidentiality and integrity of our business systems. To help, TEGNA launched it's annual Byte Back Security Awareness campaign in January and all employees were required to participate.	191	All Employees

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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>
6	4/20/2020	Establishment of training programs for station personnel	Integrity is a core value at TEGNA. All newsroom employees completed Conflicts of Interest and Protecting Company Interest training.	112	All Newsroom Staff
7	8/7/2020	Participation in Job Fairs	The Group Human Resources Director attended the National Black Journalists and National Hispanic (NABJ-NAHJ) career fair and annual conference virtually this year in August. The Group HRD interviewed and provided feedback on careers in Broadcast and Media.	1	Group Human Resources Director