

WXIA/WATL
EEO PUBLIC FILE REPORT
November 22, 2020 - November 21, 2021

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
Reporter	10, 49, 54	49
Reporter	10, 49, 54	49
Receptionist & Administrative Assistant - 9564	1-6, 8-12, 14-16, 18-19, 21-27, 30, 34-36, 38-42, 44-45, 47, 49, 51-57	49
Multimedia Producer - 009559	1-12, 14-16, 18-27, 30, 34-36, 38-42, 44-45, 47, 49, 51-57	49
Multimedia Producer - 009559	1-12, 14-16, 18-27, 30, 34-36, 38-42, 44-45, 47, 49, 51-57	49
Manager of Video Distribution - 009690	1-3, 5-6, 8-12, 14-16, 18-27, 30, 34-36, 38-45, 47, 49, 51-57	49
Digital Content Producer	1-2, 4, 6, 8-12, 14-16, 18, 20-27, 32, 34-36, 38-42, 44-45, 47, 49, 51-57	49
Line Producer - 9880	1-4, 6, 8-12, 14-16, 20-27, 30, 34-36, 38-42, 44-45, 47, 49, 51-52, 54-57	49
Digital Account Manager - 009923	1-2, 4, 6, 8-12, 14-16, 18, 20-27, 30, 34-36, 38-42, 44-47, 51-57	46
Broadcast Maintenance Engineer - 009976	1-2, 4, 6, 8-12, 14-16, 18, 20-22, 24-27, 30, 34-36, 38-42, 44-45, 47, 49, 51-57	49
IT Specialist - 009983	1-2, 4-6, 8-12, 14-16, 18, 20-27, 30, 34-36, 38-42, 44-45, 47, 49, 51-57	49
Junior Account Executive - 010089	1-2, 4, 6, 8-12, 14-17, 19-27, 30-31, 33, 35-42, 44-45, 47, 49, 51-57	49
Sales & Marketing Producer - 010102	1-3, 5-6, 8-12, 14-16, 18, 20-23, 25-27, 30, 34-36, 38-42, 44-45, 47, 49, 51-57	49
Traffic Coordinator - 10148	1-2, 4, 6, 8-12, 14-16, 18, 21-22, 24-27, 30, 34-36, 38-42, 44-45, 47-49, 51-57	49
Programming and Production Coordinator-10149	1-2, 4-6, 8-13, 15-16, 18, 20-24, 26-27, 30, 34-36, 38-42, 44-45, 47, 49-51, 54-55, 57	49
Broadcast Director 10344	1-6, 8, 10-12, 14-15, 19-27, 30, 36, 38-42, 44, 47, 49, 51-57	49
Camera Operator 10367	1-2, 4-6, 8, 10-12, 14-15, 18, 20-28, 30, 34, 36, 38-42, 44, 47, 49, 51-55, 57	49
Digital Content Producer	1-2, 4-6, 8-12, 14-15, 18-27, 30, 34-42, 44-45, 47, 49, 51-57	49
Producer - 10807	1-2, 4-6, 8, 10-12, 14-15, 19-23, 25-27, 30, 34, 36, 38-42, 44-45, 47, 49, 51-54, 56-57	49

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Weekend Evening Producer - 10923	1-6, 8, 10-12, 14-15, 18-19, 21-25, 27, 30, 34, 36, 38-42, 44, 47, 49, 51, 53-54, 56-57	49
Media Strategist - 10933	1-2, 5-6, 8, 10-12, 15, 18, 26-27, 30, 34, 36-42, 44, 47, 51, 53-54, 57	37
Morning Show Content Producer - 10932	1-6, 8-12, 14-15, 18-22, 24-27, 30, 34-36, 38-42, 44-45, 47, 49, 51-54, 56-57	49
Sports MMJ - 11013	1-2, 4-6, 8-12, 15, 18-19, 21-27, 30, 34-36, 38-42, 44-45, 47, 49, 51-54, 56-57	49
Digital Content Producer	1, 5, 8-12, 14-15, 21-26, 29-30, 34-42, 44-45, 47, 49, 51, 53-54, 56-57	37
Digital Content Producer	1, 5, 8-12, 14-15, 21-26, 29-30, 34-42, 44-45, 47, 49, 51, 53-54, 56-57	37
Primetime Producer 11243	1-2, 4-6, 8, 10-12, 14-15, 18, 21-24, 26-27, 30, 34, 36, 38-42, 44, 47, 49, 51-54, 57	49
Studio Camera Operator-11346	1-2, 4-6, 8, 10-12, 14-15, 18-19, 21-24, 26-27, 30, 34, 36-42, 44, 47, 49, 51-54, 56-57	49
Newscast Director-11357	1-2, 4-6, 8, 10-12, 14-15, 18-19, 21-24, 26-27, 30, 34, 36, 38-42, 44, 47, 49, 51-54, 56-57	49
Broadcast Directore- 11431	1-2, 4-6, 8, 10-12, 14-15, 18-24, 26-27, 34, 36-42, 44, 47, 49, 51-54, 56-57	49
Studio Camera Operator 11515	1-2, 4-6, 8, 10-12, 14-15, 18-24, 26-27, 34, 36, 38-42, 44, 47, 49, 51-54, 56-57	49
Assignment Desk Manager-11533	1-6, 8, 10-12, 14-15, 18-24, 26-27, 30, 34, 36, 38-42, 44, 47, 49, 51-54, 56-57	49
Associate One Content Producer-11569	1-2, 4-6, 8, 10-12, 14-15, 18-24, 27, 30, 34, 36, 38-42, 44, 47, 49, 51-54, 56-57	49

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	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
4	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
5	Art Institute of Atlanta 6600 Peachtree Dunwoody Road 100 Embassy Row Atlanta, Georgia 30328 Phone : 770-689-4808 Email : aiacareersvc@aii.edu Fax : 1-770-394-9798 N/A N/A	N	0
6	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : kellis@tcsg.edue Kimberly Ellis	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
7	Augusta University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Fax : 1-706-731-7097 THOMAS GENTRY	N	0
8	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
9	Broadbean Network 200 N LasSalle St Ste 1100 Chicago, Illinois Career Services Manual Posting	N	0
10	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	2
11	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cppo@cau.edu Andre' McKinney	N	0
12	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
13	Columbus Ledger-Enquirer 17 W 12th St. Columbus, Georgia 31901 Phone : 706-322-4500 ext 315 Amanda Silberman Manual Posting	N	0

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14	COLUMBUS TECHNICAL COLLEGE 382 MANCHESTER EXPRESSWAY COLUMBUS, Georgia 31904 Phone : 706 649 7512 Email : echerster@columbustech.edu Fax : 1-706-649-1054 Elaine Chester	N	0
15	Connecticut School of Broadcasting 1117 Perimeter Center West STE 301 Atlanta, Georgia 30338 Phone : 678 205 2210 Email : mhessing@gocsb.com Michael Hessing	N	0
16	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 917-626-7488 Url : http://www.emmabowenfoundation.com/ Email : michael.barham@nbcuni.com Michael Barham	N	0
17	Employee Referral	N	3
18	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
19	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
20	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	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
22	Georgia Department of Labor 2943 North Druid Hills Road Atlanta, Georgia Phone : (404) 679-5200 Fax : 1-404-679-1713 Career Service	N	0
23	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
24	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
25	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
26	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	0

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27	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 770-962-7580 X 6252 Email : drichards@gwinnettech.edu Delvalyn Richards	N	0
28	Indeed.com	N	1
29	Indeed.com - Not Directly Contacted by SEU	N	1
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 Candidate	N	1
32	Internal Transfer/Promotion	N	1
33	Job posting on internet	N	2
34	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
35	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	0
36	LAGRANGE COLLEGE 601 BROAD ST. LAGRANGE, Georgia 30240 Phone : 706-880-8177 Email : CareerCenter@lagrange.edu Career Development Center	N	0
37	Linked In	N	25

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38	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
39	National Academy of TV Arts & Sciences P.O. Box 225159 Atlanta, Georgia Phone : 770-414-8777 Email : emmysuncst@aol.com Career Service	N	0
40	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
41	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
42	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
43	Previous Applicant	N	1
44	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : Mamasky07@aol.com Gale Sky Edeawo	N	0

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45	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 202-725-8318 Url : http://www.rtnda.org Katie Switchenko Manual Posting	N	0
46	Re-hire	N	1
47	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
48	Station Website	N	1
49	TEGNA, Inc. 8350 Broad Street Suite 200 Tysons, Virginia 22102 Career Page Manual Posting	N	69
50	The Columbus Times 2230 Buena Vista Road Classified Advertising Columbus, Georgia 31906 Phone : 706-324-2404 Carol Gerdes Manual Posting	N	0
51	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.tvjobs.com Email : info@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
52	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

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53	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
54	WATL/WXIA-TV Website One Monroe Place Atlanta, Georgia 30324 Phone : (404) 892-1611 Url : http://www.11Alive.com Career Service Manual Posting	N	0
55	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
56	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
57	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 PERIOD:			108

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/1/2020	Establishment of training programs for station personnel	Director of Marketing attended a Marketing Leadership Team retreat in Dallas. This 3-day workshop was for training and setting strategic direction. A trainer from the Center of Creative Leadership group assessed and coached on our managers on how to lead more effectively.	1	Marketing Director
2	12/1/2020	Establishment of training programs for station personnel	All 11 Alive Employees participated in virtual 90 minutes training sessions on Diversity Equity and Inclusion moderated by the National Center for Civil and Human Rights. Sessions focused on DEI and Implicit Bias.	180	GM News Dir Dir of Mar DOS
3	1/4/2021	Establishment of training programs for station personnel	Sales Inside Out Training - New Account Executives attend training as part of TEGNA on-boarding training for all new sales professionals. Over the training, topics covered include product intelligence and awareness, prospecting, presentations, building proposals and closing the deal.	4	Account Executive
4	1/4/2021	Establishment of a mentoring program	TEGNA/11Alive regularly trains with Byte Back Security Awareness campaigns to help employees understand TEGNA's IT Standards and procedures and employees role in keeping our company safe from attacks and how to incorporate security practices into our employees daily work routines. The challenge helps employees increase their cyber security awareness on a variety of topics including social media accounts, email security, safe browsing and sensitive data protection. Every employee is required to take the Byte Back Challenge to test their knowledge on how employees can prevent cyber attacks.	180	GM News Dir Dir of Mar DOS

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5	1/4/2021	Establishment of a mentoring program	Disinformation Training - Our audiences tell us they want transparency, and they want help deciphering what is real and what isn't on their social media feed. TEGNA is training journalists to identify false information online to help audiences distinguish between accurate and inaccurate information and become better informed digital news consumers.	60	News Dir Asst News Dir EP MSJ
6	2/5/2021	Participation in events or programs sponsored by educational institutions	Atlanta Technical College student information session and job opportunity placement for students in specific technical trades related to broadcast and digital employment.	2	Dir Comm Rel Sr AE
7	2/7/2021	Participation in events or programs sponsored by educational institutions	Grady College at the University of Georgia held a virtual Career and Job opportunity Fair for students to engage with 11Alive Employees and internships and employment opportunities.	2	Dir Comm Rel Integrated Proj Mgr
8	4/5/2021	Participation in events or programs sponsored by educational institutions	Kennesaw State University Career and Industry Virtual Event for students showcasing various employment opportunities within 11Alive from Sales with the KSU Sales Institute to digital content and sales employment positions.	2	Sales MGR Dig Sales MGR
9	5/3/2021	Participation in events sponsored by organizations representing the community	Coweta County School System Virtual Event on career industry opportunities for students to consider various employment paths and internship opportunities.	1	Dir Comm Rel
10	5/3/2021	Participation in events sponsored by organizations representing the community	GM and GSM attended NABOB and the Media Sales Institute event where upcoming training program was launched with the AUC. Graduates of the program were in attendance, creating an opportunity for employment and job opportunity discussions.	2	GM DOS
11	6/7/2021	Establishment of an intern program designed to assist members of the community	11Alive and TEGNA Internship program developing opportunity for students in college to join and immersion summer with employees at 11Alive. Opportunities to showcase employment and job positions within the station at all levels with exposure to various levels of station management.	30	GM News Dir Dir of Mar DOS

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12	7/5/2021	Establishment of training programs for station personnel	Sales Inside Out Training - New AE's attend training as part of TEGNA onboarding training for all new sales professionals. Over the training, topics covered include product intelligence and awareness, prospecting, presentations, building proposals and closing the deal.	4	AE
13	7/5/2021	Establishment of training programs for station personnel	Integrity is a core value at TEGNA and 11Alive. As a media company, we must comply with all laws and take the necessary safeguards to prevent any action or association that may adversely impact our business and the trusted information and services we provide to our communities. Knowing and understanding and abiding by our TEGNA Ethics Policy is fundamental to our ability to serve our communities with the highest standards. Because it is critical that we hold ourselves to the highest levels of ethics we require all employees to complete the Conflicts Of Interest: Protecting the Company's Interests" training as well as a brief survey on ethics.	180	GM News Dir Dir of Mar DOS
14	7/21/2021	Participation in events sponsored by organizations representing the community	News Digital manager attended the NABJ (National Association of Black Journalists) virtual conference interviewing and speaking with numerous job candidates. One MSJ was hired from this event.	1	Dir Dig Content
15	7/21/2021	Participation in events sponsored by organizations representing the community	Asian American Journalist Association virtual conference on digital journalism. Digital News Manager spoke with potential candidates.	1	Dir Dig Content
16	7/21/2021	Participation in events sponsored by organizations representing the community	General Manager met with business owners to discuss hiring and employment opportunities for minority populations.	1	GM
17	8/2/2021	Participation in events or programs sponsored by educational institutions	Fulton County School System meeting with personnel to showcase internship and job opportunity requirements for prospective new hires at 11Alive.	1	Dir Comm Rel

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18	9/6/2021	Establishment of a mentoring program	Sales leaders participated in Inside-Out Training as part of management training for sales leaders at TEGNA and 11Alive. Training covered best practices for sales management of teams, new product integration, presentations, prospecting and client relationships.	3	LSM Dig Sales MGR
19	9/16/2021	Provision of training to management	11Alive teamed up with the National Center for Civil and Human Rights for their Diversity Equity and Inclusion training focused on Intergenerational Diversity and Inclusive Behaviors.	30	GM News Dir Dir of Mar DOS
20	11/1/2021	Participation in events or programs sponsored by educational institutions	Virtual Recruiting event with the Grady Journalism College at the University of Georgia to include interviews and job discussions with the University's top Journalism December Grads.	3	Anchor MSJ Group News MGR
21	11/3/2021	Establishment of training programs for station personnel	TEGNA/11Alive regularly trains with Byte Back Security Awareness campaigns to help employees understand TEGNA's IT Standards and procedures and employees role in keeping our company safe from attacks and how to incorporate security practices into our employees daily work routines. The challenge helps employees increase their cyber security awareness on a variety of topics including social media accounts, email security, safe browsing and sensitive data protection. Every employee is required to take the Byte Back Challenge to test their knowledge on how employees can prevent cyber attacks.	180	GM News Dir Dir of Mar DOS