

WXIA/WATL
EEO PUBLIC FILE REPORT
November 22, 2017 - November 21, 2018

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
Meteorologist	2-12, 14-18, 20-27, 29-32, 34, 36-38, 40-42, 44-45, 47-51, 53-61	12
Video Producer (Editor)	2-10, 12, 14-18, 20-25, 29, 32-34, 36, 38, 40-42, 47-48, 53-55, 59	33
Digital Producer	2-12, 14-18, 20-27, 29-32, 34, 36-38, 40-42, 44-45, 47-55, 57-60	52
Account Manager	2-12, 14-18, 20-27, 29-32, 34, 36-42, 44-45, 47-51, 53-60	58
Line Producer	2-12, 14-18, 20-27, 29-34, 36-38, 40-42, 44-45, 47-52, 55-61	52
Line Producer	2-12, 14-18, 20-27, 29-34, 36-38, 40-42, 44-45, 47-52, 55-61	33
Broadcast Systems Engineer	2-12, 14-18, 20-27, 29-32, 34, 36-38, 40-42, 44-45, 47-51, 55-61	12
Account Executive	2-12, 14-18, 20-27, 29-32, 34, 36-38, 40-42, 44-45, 47-51, 55-61	58
Local Sales Manager	2-12, 14-18, 20-27, 29-34, 36-38, 40-42, 44-45, 47-51, 55-61	33
Producer	2-12, 14-18, 20-27, 29-34, 36-38, 40-42, 44-45, 47-51, 55-61	12
Producer	2-12, 14-18, 20-27, 29-34, 36-38, 40-42, 44-45, 47-51, 55-61	33
Multi-skilled Journalist	2-12, 14-18, 20-25, 27, 29-32, 34, 36-38, 40-42, 44-45, 47-51, 55-61	58
Multi-Skilled Journalist	1-12, 14-15, 17-18, 20-22, 24-27, 29-34, 36-38, 40-45, 47-51, 55-61	43
Producer-in-Residence Program	1-15, 17-18, 20-22, 24-32, 34-38, 40-42, 44-51, 55-61	13
Digital Content Producer	1-12, 14-15, 17-18, 20-22, 24-27, 29-34, 36-45, 47-52, 55-61	52
Digital Content Producer	1-12, 14-15, 17-18, 20-22, 24-27, 29-34, 36-45, 47-52, 55-61	43
Digital Content Producer	1-12, 14-15, 17-18, 20-22, 24-27, 29-34, 36-45, 47-52, 55-61	58
Digital Content Producer	1-12, 14-15, 17-18, 20-22, 24-27, 29-34, 36-45, 47-52, 55-61	58
Digital Content Producer	1-12, 14-15, 17-18, 20-22, 24-27, 29-34, 36-45, 47-52, 55-61	33
Digital Content Producer	1-12, 14-15, 17-18, 20-22, 24-27, 29-34, 36-45, 47-52, 55-61	39
Producer-in-Residence Program	1-15, 17-18, 20-22, 24-32, 34-38, 40-42, 44-51, 55-61	46

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Account Manager	1-12, 14-15, 17-27, 29-32, 34, 36-38, 40-42, 44-45, 47-51, 55-61	19
Digital Sales Specialist	1-12, 14-15, 17-18, 20-22, 24-27, 29- 32, 34, 36-38, 40-42, 44-45, 47-51, 55- 61	12
Digital Sales Specialist	1-12, 14-15, 17-18, 20-22, 24-27, 29- 32, 34, 36-38, 40-42, 44-45, 47-51, 55- 61	12
Editor/Video Producer	1-12, 14-15, 17-18, 20-27, 29-34, 36- 38, 40-42, 44-45, 47-52, 55-61	33
Editor/Video Producer	1-12, 14-15, 17-18, 20-27, 29-34, 36- 38, 40-42, 44-45, 47-52, 55-61	52
Editor/Video Producer	1-12, 14-15, 17-18, 20-27, 29-34, 36- 38, 40-42, 44-45, 47-52, 55-61	52
Editor/Video Producer	1-12, 14-15, 17-18, 20-27, 29-34, 36- 38, 40-42, 44-45, 47-52, 55-61	33
Editor/Video Producer	1-12, 14-15, 17-18, 20-27, 29-34, 36- 38, 40-42, 44-45, 47-52, 55-61	33
Editor/Video Producer	1-12, 14-15, 17-18, 20-27, 29-34, 36- 38, 40-42, 44-45, 47-52, 55-61	12
Multimedia Journalist	1-12, 14-15, 17-18, 20-27, 29-32, 34, 36-38, 40-42, 44-45, 47-51, 55-61	12
Morning Show Line Producer	1-12, 14-18, 20-27, 29-32, 34, 36-38, 40-42, 44-45, 47-51, 55-61	58

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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	Americus County Branch NAACP 217 Forrest Street Americus, Georgia 31709 Phone : (229) 924-0880 Email : obsrj@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@aii.edu Fax : 1-770-394-9798 N/A N/A	N	0

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7	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
8	Augusta State University Placement Office 2500 Walton Way AUGUSTA, Georgia 30904 Phone : 706 396 7000 Fax : 1-706-731-7097 THOMAS GENTRY	N	0
9	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : dwendt@augustatech.edu Kerry Charles	N	0
10	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
11	Broadbean Network 200 N LasSalle St Ste 1100 Chicago, Illinois Career Services Manual Posting	N	0
12	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	17
13	Career Fair	N	1

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14	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cppc@cau.edu Andre' McKinney	N	0
15	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
16	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
17	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
18	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : http://www.emmabowenfoundation.com/ Email : Sandra.Rice@nbcuni.com Fax : 1-212-975-5884 Sandra Rice	N	0
19	Employee Referral	N	1
20	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

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21	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
22	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
23	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
24	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
25	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
26	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	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
28	Georgia Department of Labor-Savannah 5520 WHITE BLUFF ROAD Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : DaisyMae.Washington@dol.state.ga.us DaisyMae Washington	N	0
29	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
30	Glassdoor.com 100 Shoreline Hwy Mill Valley, California Career Services Manual Posting	N	0
31	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
32	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 770-962-7580 X 6252 Email : drichards@gwinnetttech.edu Delvalyn Richards	N	0
33	Indeed.com	N	9

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34	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
35	Internship Program	N	1
36	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
37	JuJu 151 First Ave Ste 19 New York, New York Career Services Manual Posting	N	0
38	LAGRANGE COLLEGE 601 BROAD ST. LAGRANGE, Georgia 30240 Phone : 706-880-8177 Email : CareerCenter@lagrange.edu Career Development Center	N	0
39	Linked In	N	2
40	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
41	National Academy of TV Arts & Sciences P.O. Box 225159 Atlanta, Georgia Phone : 770-414-8777 Email : emmysuncst@aol.com Career Service	N	0

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42	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
43	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : (301) 445-7100 Url : http://nabj.jobcontrolcenter.com/ Email : nabj@nabj.org Fax : 1-301-455-7101 Lisa Goodnight	N	2
44	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
45	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlgja.org Email : info@nlgja.org Matthew Rose	N	0
46	Non-Employee Referral	N	2
47	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

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48	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : Mamasky07@aol.com Gale Sky Edeawo	N	0
49	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
50	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
51	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
52	Station Website	N	5
53	Troy State University 2743 Perimeter Parkway Suite 201 Augusta, Georgia 30909 Phone : 706.210-2828 Email : bertramj@troy.edu Fax : 1-706-210-3803 James Bertram	N	0
54	Turner Job Corp 2000 Schilling Avenue Albany, Georgia 31705-1524 Phone : 229-883-8500 Email : business@jobcorp.gov Fax : 1-229-434-0383 Vince Andrews	N	0

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55	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
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	2
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 : http://www.11Alive.com Career Service Manual Posting	N	14
59	Wesleyan College 4760 Forsyth Road Macon, Georgia 31210 Phone : 478- 757-5224 Email : tbates@wesleyancollege.edu Fax : 1-478-757-4030 Tom Bates	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

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61	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			56

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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	2/2/2018	Establishment of training programs for station personnel	Byte Back Challenge - TEGNA rolled curriculum to educate employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is personally private or private to the company should never be stored on a computer or mobile phone and should not be shared through email. The training was rolled out 1/26/18 and completed on 2/2/18.	210	
2	2/7/2018	Participation in events or programs sponsored by educational institutions	Served as panelist/speaker as part of UGA's multi-day career week for the School of Journalism and Broadcasting. Along with three other industry panelists, spoke to a session of about 50 students and alum about careers in journalism, changes in the industry, and what they can do to position themselves for future industry opportunities.	2	Station Manager Director of Community Partnerships
3	2/8/2018	Participation in Job Fairs	Participated in Career Fair held by the University of Georgia - Athens. Attended by News Director, Station Manager, Director of HR, and Director of Community Relations. Engaged over 250 students to discuss careers at the Station and within the Company, how their current studies apply to available and future opportunities, and gave guidance on how to best position themselves for a career in broadcast and digital news.	4	Assistant News Director Director of Community Relations Station Manager
4	3/21/2018	Participation in events or programs sponsored by educational institutions	Investigative Journalist served as panel speaker at the University of Georgia's School of Journalism society panel. Here, he shared with students his path from a general reporter to an investigative journalist. He shared with students ways they could position themselves while still pursuing their studies. Over 60 students were in attendance.	1	Investigative Journalist

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5	4/19/2018	Establishment of training programs for station personnel	April 17-19, 2018 TEGNA Innovation Summit –Innovation summit where employees from across the country came to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms. 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. Many pilot projects that are in full swing (i.e., The Loop) came from ideas generated at the Innovation Summit.	2	Assistant News Director Managing Editor - Digital
6	4/26/2018	Participation in events or programs sponsored by educational institutions	Anchor/MSJ served as moderator and speaker for Georgia Tech University's Tech Talkz Panel. The purpose for the panel discussion was to highlight innovators and promote diversity in technology through social media. The Anchor spoke from the perspective of how news organizations use social media to both report and engage the audience on important subjects, and how these tactics can be used to progress the agenda of increasing diversity in technology.	1	Anchor/MSJ
7	5/3/2018	Participation in events sponsored by community groups	Director of Storytelling served as keynote speaker for Cobb County Schools C.T.A.E. Honors Night. At the event, he spoke to over 200 middle and high school students about careers in journalism, beginning with "the end in mind" in their studies, and to think and dream big about career possibilities once they finish school.	1	Director of Storytelling
8	5/10/2018	Provision of training to management	May 8-10, 2018 TEGNA Sales Summit - Annual Sales summit revolved around the topic of leadership and the belief that is it the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership coaching and cultural changes.	1	Director of Sales

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9	6/17/2018	Participation in events sponsored by community groups	June 14-17, 2018 Investigative Reporters & Editors Conference - Attended Investigative Reporters & Editors Conference (IRE), a grassroots nonprofit dedicated to improving the quality of Investigative reporting. Each participant attended multiple workshops focused on investigative reporting. Leaders also attended several management related workshops	3	Chief Investigative Journalist Investigative Journalist Investigative Journalist
10	7/26/2018	Participation in events sponsored by community groups	Main Anchor served as guest speaker and host for Call Me Miss Ambassador Young Women's Conference. She engaged with over 100 minority female students and women in the community about careers in journalism, life as a business woman, and building your own personal brand.	1	Anchor
11	11/12/2018	Participation in events or programs sponsored by educational institutions	Chief Meteorologist spoke to 50 students at St. Thomas Moore Catholic School about careers in meteorology. He spoke about his interest in math and science as a student and how he translated that interest into a field of study in college and on to a career in meteorology post college.	1	Chief Meteorologist