

WXIA/WATL-TV
EEO PUBLIC FILE REPORT
November 22, 2022 - November 21, 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
Multiskilled Journalist - 012188	1-2, 5-6, 8, 10-15, 18, 20, 22-29, 32-34, 36, 40-41, 43-44, 46-47, 49-50, 53-56, 58-59, 61-63	32
Multiskilled Journalist - 012188	1-2, 5-6, 8, 10-15, 18, 20, 22-29, 32-34, 36, 40-41, 43-44, 46-47, 49-50, 53-56, 58-59, 61-63	32
Anchor-13234	1, 3, 5-6, 10-15, 18, 20-29, 31, 33-34, 36, 40-47, 49, 53-56, 58-63	45
Digital Content Producer-13436	1, 5-6, 10-15, 18, 20-29, 31, 33-34, 36-37, 41-44, 46-47, 49, 53-56, 58-59, 61-63	37
Producer-13481	1, 5-6, 10-15, 18, 20-21, 23-29, 31-34, 36-37, 41-44, 46-47, 49, 53-56, 58-63	53
Multiplatform Producer - Assignment Desk-13523	1, 5-6, 10-15, 18, 20-27, 29, 31-34, 36-37, 41-44, 46-47, 49-50, 53-56, 58-59, 61-63	37
Senior Producer - 13786	1, 5-6, 10-15, 18, 20, 22-31, 33-36, 41, 43-44, 46-49, 53-56, 58-63	53
Photojournalist - 13953	1, 6, 9-15, 18, 20, 23-25, 27-29, 31, 33-34, 36, 41, 43-44, 46-47, 49, 53-56, 58-59, 61-63	53
Executive Producer -14026	1, 6, 9-15, 17-18, 20, 23-25, 27-31, 33-37, 41-44, 46-49, 53-56, 58-59, 61-63	17
Morning Producer - 14027	1, 5-6, 8-20, 23-36, 38-44, 46-49, 51-63	17
Broadcast Director - 14174	1, 6, 9-15, 18, 20, 22-29, 31-34, 36, 41-44, 46-47, 49, 53-56, 58-59, 61-63	53
Broadcast Director - 14298	1, 5-6, 8-15, 18-20, 23-29, 31, 33-34, 36-44, 46-47, 51-59, 61-63	37
Multi-Platform Producer-14335	1, 5-6, 8-15, 18-20, 23-29, 31-34, 36-44, 46-47, 51-59, 61-63	53
Anchor-14370	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31, 34, 36, 38-44, 46-47, 51-63	53
Special Projects Photojournalist - 14399	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31, 33-34, 36-44, 46-47, 51-56, 58-59, 61-63	53
Broadcast Engineer- 14486	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31, 33-34, 36-44, 46-47, 51-56, 58-59, 61-63	37
Producer - 014493	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31-34, 36, 38-44, 46-47, 51-56, 58-59, 61-63	32

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Photojournalist - 14494	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31-34, 36, 38-44, 46-47, 51-56, 58-59, 61-63	53
News Editor-14534	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31, 34, 36-44, 46-47, 51-56, 58-59, 61-63	53
Broadcast Director-14748	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31, 33-34, 36, 38-44, 46-47, 51-56, 58-59, 61-63	53
Host - 014837	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31, 34, 36, 38-44, 46-47, 51-56, 58-59, 61-63	53
Editor #14842	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31, 34, 36-41, 43-44, 46-47, 51-56, 58-59, 61-63	11
Camera Operator -14928	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31, 34, 36-44, 46-47, 51-56, 58-59, 62-63	53
Broadcast Director-14974	1, 5-6, 8-12, 14-15, 18-20, 23-29, 31-32, 34, 36, 38-44, 46-47, 51-56, 58-59, 61-63	53
Multiplatform Producer -015050	1, 4-12, 14-15, 18-20, 23-29, 31-34, 36-44, 46-47, 51-56, 58-59, 61-63	37

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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	Agency Referral	N	1
3	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
4	Americus County Branch NAACP 217 Forrest Street Americus, Georgia 31709 Phone : (229) 924-0880 Email : naacpsumter@gmail.com Tonya Argo	N	0
5	Army Career Alumni Program Building 253 Suite 2056 Fort Stewart, Georgia 31314 Phone : 912-767-2611 Email : Warren.D.Waye.CTR@mail.mil 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@aai.edu Fax : 1-770-394-9798 N/A N/A	N	0

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7	Atlanta Christian College (Point University) 2605 Ben Hill Road East Point, Georgia 30344 Phone : 404-669-2088 Url : www.acc.edu Email : Jacoba.Durrell@point.edu Jacob Durrell	N	0
8	Atlanta University Campus Consortium 156 Mildred St SW Atlanta, Georgia 30314 Phone : (404) 523-5157 Email : cwilliams@aucenter.edu Fax : 1-404-525-7377 Christina Williams	N	0
9	Augusta Technical College 3200 Augusta Tech Drive Augusta, Georgia 30906 Phone : 706.771.4146 Email : dwendt@augustatech.edu Donna Wendt	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	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Career Service Manual Posting	N	1
12	Clark Atlanta University 223 James P. Brawley Drive Atlanta, Georgia 30314 Phone : 404-880-6701 Email : cppc@cau.edu Andre' McKinney	N	0

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13	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
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	Current Employee - Transfer/Promotion	N	1
17	Current Employee/Internal Promotion	N	2
18	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
19	GA Assoc. for Comm. Ed. GSU P.O. Box 8133 Statesboro, Georgia 30460 Phone : 9126815247 Email : hrrservice@georgiasouthern.edu Fax : 1-912-681-5247 Sherry Smith	N	0

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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
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 Gary Varner	N	0
22	GA Dept of Labor-Savannah 5520 White Bluff Road Savannah, Georgia 31405-6908 Phone : 912-356-2773 Email : Kimberly.Brown@dol.state.ga.us Kimberly Brown	N	0
23	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
24	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
25	Georgia Association of Broadcasters 6 West Druid Hills Dr NE Suite 330 Atlanta, Georgia 30329 Phone : 770.395.7200 Url : http://www.gab.org Email : gchapman@gab.org Garrett Chapman	N	0

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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
27	Georgia Department of Labor 2943 North Druid Hills Road Atlanta, Georgia Phone : (404) 679-5200 Fax : 1-404-679-1713 Career Service	N	0
28	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
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	Gwinnett Technical College 5150 Sugar Loaf Parkway Lawrenceville, Georgia 30043 Phone : 770-962-7580 X 6252 Email : drichards@gwinnetttech.edu Delvalyn Richards	N	0
32	Indeed.com	N	15

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33	Interdenominational Ministerial Alliance P.O. Box 2083 Savannah, Georgia 31402 Phone : 912-659-9573 Email : Imacolumbus@gmail.com James Nelson	N	0
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	26
38	Middle Georgia State College 1000 College State Drive Macon, Georgia 31206 Phone : 478 471-2700 Email : careerservices@mga.edu Barbara Warren	N	0
39	NAACP 1204 Martin Luther King Jr Blvd Savannah, Georgia 31415-6355 Phone : 912-233-4161 Email : Savnaacp1204@yahoo.com Fax : 1-912-233-3088 Al Scott	N	0

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40	National Academy of TV Arts & Sciences P.O. Box 225159 Atlanta, Georgia Phone : 770-414-8777 Email : emmyoffice@southeastemmy.com Career Service	N	0
41	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
42	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland 20783 Phone : (301) 445-7100 Url : http://nabj.jobcontrolcenter.com/ Email : info@nabjcareers.org Fax : 1-301-455-7101 Lisa Goodnight	N	0
43	National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, District of Columbia Phone : 202-737-0120 Url : www.ncnw.org Email : mholder@ncnw.org M Holder	N	0
44	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@nlaja.org Matthew Rose	N	0
45	Other Source	N	1

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46	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
47	Project Welcome Home 12511 Largo Drive Savannah, Georgia 31419 Phone : 912-920-9411 Email : Mamasky07@aol.com Gale Sky Edeawo	N	0
48	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
49	Savannah State University-Student Affairs King-Frazier Complex, Ste 247 P.O. Box 20521 Savannah, Georgia 31404 Phone : 912-358-3118 Dr. Irvin Clark Manual Posting	N	0
50	Self Referral	N	6
51	South Georgia Tech. College 900 South GA Tech Pkwy Americus, Georgia 31709 Phone : 229-931-2057 Email : ccarter@southgatech.edu Fax : 1-229-931-2732 Cynthia Garter	N	0
52	Spelman College Career Planning Center 350 Spelman Lane, Box 10 Atlanta, Georgia 30314 Phone : 404-270-5269 Email : hbell@spelman.edu Fax : 1-404-223-1476 Harold Bell	N	0

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53	TEGNA, Inc. 8350 Broad Street Suite 200 Tysons, Virginia 22102 Career Page Manual Posting	N	59
54	Turner Job Corp 2000 Schilling Avenue Albany, Georgia 31705-1524 Phone : 229-405-7326 Email : robinson.timothy@jobcorps.gov Timothy Robinson	N	0
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	0
57	University System of Georgia 270 Washington Street Atlanta, Georgia 30334 Phone : 404-962-3049 Email : usohr@usg.edu Fax : 1-404-657-1332 Human Resources	N	0
58	Urban League of Greater Atlanta Workforce Development 229 Peachtree St NE Atlanta, Georgia 30303 Phone : 404-840-6295 Email : lpulliam@ulgatl.org Leah Pulliam	N	0

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59	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
60	Walk In/Self-Referral	N	6
61	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
62	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
63	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:			118

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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	11/28/2022	Establishment of training programs for station personnel	The final Secure TEGNA quarterly training module for 2022 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	183	All Station Staff
2	1/9/2023	Establishment of training programs for station personnel	Annual Ethics training: This important training includes real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data.	183	All Station Staff
3	1/24/2023	Participation in job banks, internet programs and other programs designed to promote outreach	Member of 11Alive sales department met with leadership of Media Sales Institute to discuss MSI upcoming program. MSI is a ten-day sales training program for recent college graduates who are passionately interested in pursuing a career in media sales. The curriculum is designed to prepare talented individuals with diverse backgrounds for positions in radio, television, cable, print, digital and interactive sales.	3	Director of Sales Local Sales Manager Digital Sales Manager
4	1/30/2023	Participation in events sponsored by organizations representing the community	11Alive Community Relations Manager participated in an event with Atlanta Civic Collaboratory Committee to share different community outreach initiatives. The purpose of the Atlanta Civic Collaboratory Committee is to help strengthen the culture and practice of citizenship and democratic practices in our region. One of the topics that they addressed is the challenges and opportunities of neighborhood revitalization and gentrification as a critical issue & attribute of a changing Atlanta.	1	Comm Rel Mgr

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5	2/4/2023	Participation in events or programs sponsored by educational institutions	An 11Alive investigative reporter and anchor participated in Georgia Tech's annual student and early career workshop. This workshop was developed to teach students how to land their first job/ internship from recruiters, managers, reporters, and anchors from top news organizations.	2	News Anchor Reporter
6	2/5/2023	Participation in events sponsored by organizations representing the community	11Alive Meteorologists visited the Children's Museum of Atlanta with the Thunder Truck and a setup explaining what meteorologists do for National Weatherpersons Day. 11Alive Meteorologists explained what a meteorologist is. The Meteorologists also explained what the atmosphere and different weather forecasts are using props and songs.	4	Meteorologist
7	2/8/2023	Participation in Job Fairs	11Alive station participated in the University of Georgia career fair. This fair gave 11Alive the opportunity to speak to the students at the University of Georgia about internships and employment opportunities at the 11Alive news station.	3	Dir Comm Rel Dig Prod Dir Innovation
8	2/8/2023	Participation in other activities designed by the station employment unit	Over forty Forsyth Central and Marist School students visited the station for a tour. 11Alive had a panel to discuss the broadcast industry and opportunities within it with students and share with them the different departments within the news station. Students were also able to watch a live taping of ATL & Co and the news for that day to get a feel for what a day at a news station looks like.	9	Reporter Reporter Exec Producer Breaking News Manager
9	3/6/2023	Establishment of training programs for station personnel	The Secure TEGNA quarterly training module for 2023 was titled Find the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training helps staff recognize the risks and increases their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	182	All Station Staff

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10	3/9/2023	Participation in events or programs sponsored by educational institutions	A digital director and marketing producer from 11Alive attended the Leap College mock career fair for middle school students and shared information regarding the broadcast industry. The goal of Leap College was to inform middle school students about potential career paths in the broadcast and digital news industries. The students were given a brief overview of the industry and things they can do to get started such as education and training that would be needed.	2	Digital Content Director Marketing Producer
11	3/17/2023	Participation in other activities designed by the station employment unit	Twenty-five students from the University of Southern California visited 11Alive for a tour and met with various news employees about careers in broadcasting, journalism & 11Alive. Students are also able to watch live taping of ATL & CO as well as the newscast.	6	Assistant News Director Reporter Anchor
12	3/30/2023	Establishment of training programs for station personnel	Atlanta Broadcast Advertising Club held an event titled "Changing Media Behaviors" with Nielsen. This event was held so advertisers and agencies can learn about the growing impact of cord-cutters in Broadband only homes, the evolution of streamers, demographic changes, how to reduce Standard Error - plans more effectively, and how Nielsen is making changes to enable measuring complete TV consumption in the Southeast.	3	Director of Sales Local Sales Manager Account Executive
13	4/21/2023	Participation in events or programs sponsored by educational institutions	11Alive Meteorologist participated in "Career on Wheels" portion of Pitner Elementary School Career Day for their kindergarten, 1st and 2nd grade students. 11Alive meteorologist explained what their typical work day is like, the education/training required in their field, character traits required for their job and how the Thunder Truck helps the 11Alive Meteorologist do their job.	1	Meteorologist

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14	5/17/2023	Participation in other activities designed by the station employment unit	Twenty students from Kennesaw State visited 11Aive for a tour and met with various news employees about careers in broadcasting, journalism & 11Alive. Students are also able to watch live taping of ATL & CO as well as the newscast.	6	Anchor Reporter News Manager Production Manager
15	6/13/2023	Participation in events or programs sponsored by educational institutions	11Alive local sales and digital sales manager attended the 6th Annual Media Sales Institute at the Atlanta University Center hosted by Morehouse College. The Media Sales Institute is a 10-day sales training program for college graduates, career changers, and military veterans who are interested in a media department sales career.	2	Local Sales Manager Digital Sales Manager
16	7/23/2023	Participation in events sponsored by organizations representing the community	An 11alive reporter attended The National Association Hispanic Journalist Conference. The National Association of Hispanic Journalists (NAHJ) is an educational and charitable association dedicated to the recognition and professional advancement of Hispanic students, professionals and educators in the field of journalism.	1	Reporter
17	7/26/2023	Sponsorship of events in the community designed to increase public awareness	Thirty Cobb County administrators and teachers visited 11Alive for a tour and met with various 11Alive News employees. The administrators and teachers were also able to tour the studio and watch the live taping of ATL & CO as well as the newscast.	4	News Manager News Manager Reporter Reporter
18	7/26/2023	Participation in events sponsored by organizations representing the community	The community relations manager attended the Annual Past President Breakfast with the Atlanta Corporate Volunteer Council, recruiting new corporate social responsibility (CSR) companies and employees. The Corporate Volunteer Council of Atlanta supports member companies in delivering business results through their strategic commitment to civic engagement and social impact.	1	Comm Rel Mgr

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19	9/19/2023	Participation in events or programs sponsored by educational institutions	11Alive meteorologist visited Burruss Elementary School. The meteorologist showed a presentation about the different weather forecast as well as what the atmosphere is and how it works. Meteorologist informed student of what a meteorologist is and how to become one.	1	Meteorologist
20	9/21/2023	Participation in events or programs sponsored by educational institutions	11Alive Meteorologist attended Mount Vernon School to speak to students ranging from kindergarten to third grade. While there 11Alive Meteorologist taught students about the different weather forecasts and the atmosphere. 11Alive meteorologist also explained what meteorologists do and what the educational requirements are to become a meteorologist.	1	Meteorologist