

WBRC, WJMY-CD, WTBM-CD
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer (Evening/5pm)	1, 3-4, 8	3
Producer (morning)	1, 3-4, 8	3
Executive Producer	1, 3-4, 8	3
Videojournalist	1-5, 8	2
General Sales Manager	1-4, 6, 8	2
Digital Content Producer	1, 3-4, 7-8	4
Digital Content Producer	1, 3-4, 7-8	4
News Producer	1-4, 6, 8	6
News Producer	1-4, 6, 8	2
Supervisor of Engineering	1, 3-5, 8	3
Video Editor (Late News)	1-6, 8	3
Video Editor (Late News)	1-6, 8	4
VIDEOJOURNALIST (W/END ASSIGNMENT DESK) - WBRC	1-4, 8-9	2
VIDEOJOURNALIST - WBRC	1-5, 8-9	5
Creative Service Producer	1-4	2
CREATIVE SERVICES PRODUCER - WBRC	1-4, 8-9	2
TRAFFIC ANCHOR (MORNING) - WBRC	1-4, 6-9	2
MMJ/REPORTER - WBRC	1-4, 6, 8-9	3
ACCOUNT EXECUTIVE - WBRC	1-4, 8-9	2
VIDEOJOURNALIST (W/END ASSIGNMENT DESK) - WBRC	1, 3-4, 6, 8-9	6

WBRC, WJMY-CD, WTBM-CD**EEO PUBLIC FILE REPORT****December 1, 2022 - November 30, 2023****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	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
2	Employee Referral	N	21
3	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	20
4	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	9
5	Internal Transfer/Promotion	N	4
6	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	13
7	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : https://www.tvjobs.com/ Job Board Manual Posting	N	0
8	WBRC On-Air Announcement 1720 Valley View Dr Birmingham, Alabama 35209 Phone : 205-583-4343 Url : http://www.wbrc.com Felicia Rylee Manual Posting	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
9	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:			67

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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	1/9/2023	Establishment of an intern program designed to assist members of the community	Spring Session 1 Interns. WBRC hired two interns from local colleges for the Spring term. The interns came in to the news department and were trained on all aspects of the news department. They were mentored by producers, reporters, photographers, and more.	2	News Director Intern Coordinator
2	2/22/2023	Participation in events or programs sponsored by educational institutions	UNC Greensboro Zoom Meeting with News Analysis Class. News Director had a zoom meeting with 20 juniors at UNC Greensboro. She spoke with them about important news processes and hiring information and internship programs.	1	News Director
3	2/22/2023	Participation in events or programs sponsored by educational institutions	Attended career fair at University of Montevallo. Assistant News Director, Executive Producer, and Producer spoke with attendees about career opportunities in broadcasting and at WBRC	3	Assistant News Director Executive Producer Producer
4	3/22/2023	Establishment of an intern program designed to assist members of the community	Spring Session 2 Interns. WBRC hired two interns from local colleges for the Spring term. The interns came in to the news department and were trained on all aspects of the news department. They were mentored by producers, reporters, photographers, and more.	2	News Director Intern Coordinator
5	4/14/2023	Participation in events sponsored by organizations representing the community	NABJ Regional Conference and career fair attendance. WBRC News Director attended the NABJ Regional Conference in Jackson, MS. She spoke with attendees about job opportunities at WBRC and Gray Media Group.	1	News Director
6	4/20/2023	Provision of training to management	EEO Training. Gray Media Group hosted an EEO training for all station EEO Coordinators, GM, and Department Heads. Training was conducted by legal EEO counsel for Gray. Attendees learned about all aspects of EEO requirements and reporting. Training was shared with managers who did not attend.	2	EEO Coordinator General Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
7	6/5/2023	Establishment of an intern program designed to assist members of the community	Spring Session 1 Interns. WBRC hired two interns from local colleges for the Spring term. The interns came in to the news department and were trained on all aspects of the news department. They were mentored by producers, reporters, photographers, and more.	2	News Director Intern Coordinator
8	8/15/2023	Participation in events sponsored by organizations representing the community	Participation in the NABJ National Convention in Birmingham, AL. News Director and Assistant News Director spent time at the career fair and spoke with attendees about the industry and requirements for broadcasting jobs	2	News Director Assistant News Director
9	8/15/2023	Establishment of an intern program designed to assist members of the community	WBRC was the host station for the NABJ student journalists. For four days, WBRC and Gray staff worked with the students on stories, scripts, video, and more to assemble a newscast. Each night of the convention (Tues-Fri), the students came to WBRC and recorded the newscast they had worked to produce that day. They used our studio and equipment, as well as our employees for the project. The newscasts aired the following day at the convention.	3	News Director General Manager News Employees
10	10/5/2023	Co Sponsoring Job Fair	Governor's Job Fair for People with Disabilities WBRC was a co-sponsor with the State of Alabama and other organization for a job fair geared toward community members with disabilities.	4	GM GSM EEO Coordinator Creative Service Director
11	10/19/2023	Participation in events or programs sponsored by educational institutions	Signature Broadcast Academy Coordinator at Clay Chalkville High School. October kicks off our media intensive workshops where students will be exposed to industry, local industry professionals, bootcamps, and more! We would love to have a representative from WBRC to attend one or more of our upcoming events. October 17th: Women's Media Day (One female representative to be apart of panel)	1	Assistant News Director