

WALB
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
MultiMedia Marketing Consultant	1-9, 12, 14-15	6
MultiMedia Marketing Consultant	1-15	6
NEWS PRODUCER (PRIMARY) - WALB	1-16	8
NEWS PRODUCER (Hybrid) - WALB	1-16	8
SALES ASSISTANT -WALB	1-7, 9-16	15
LIFESTYLE SHOW HOST/ PRODUCER - WALB	1-7, 9-16	6
TECHNICAL MEDIA PROD. (PRIMARY) - WALB	1-16	7
NEWS PRODUCER (PRIMARY) - WALB	1-16	8
MULTIMEDIA JOURNALIST - WALB (Valdosta Bureau)	1-16	8

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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	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334-229-4100 Url : http://www.alasu-csm.symplicity.com/employers David Okeowo Manual Posting	N	0
2	Albany Chamber of Commerce 225 W. Broad Ave Albany, Georgia 31701 Phone : 229-434-8700 Url : http://www.business.albanyga.com/jobs Mary Bickerstaff Manual Posting	N	0
3	Albany State University 504 College Drive Albany, Georgia 31705 Phone : 229-500-2000 Url : http://www.asurams.edu Connie Williams Manual Posting	N	0
4	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
5	Georgia Department of Labor 1608 S. Slappey Blvd Albany, Georgia 31701 Phone : 229-430-5010 Url : http://www.employgeorgia.com N/A N/A Manual Posting	N	0
6	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	4

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7	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	1
8	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	5
9	On-Air- WALB open Positions 1709 Stuart Ave Albany, Georgia 31709 Url : http://www.walb.com N/A N/A Manual Posting	N	0
10	Purple Briefcase - Valdosta State 1500 N. Patterson St Valdosta, Georgia 31698 Phone : 229-332-5000 Url : http://www.app.purplebriefcase.com N/A N/A Manual Posting	N	0
11	Savannah State University 3219 College Street Savannah, Georgia 31404 Phone : 912-325-4778 Url : http://www.savannahstate.edu Dr. Serajul Bhuiyan Manual Posting	N	0
12	TVJobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0

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13	University of Central Florida 4000 Central Florida Blvd Orlando, Florida 32816 Phone : 407-823-2000 Url : http://www.ucf.edu Steven Neel Manual Posting	N	0
14	University of Georgia 120 Hooper Street Athens, Georgia 30602 Phone : 706-542-0302 Url : http://www.grady.uga.edu Maria Cooper Manual Posting	N	0
15	WALB website 1709 Stuart Ave. Albany, Georgia 31709 Url : http://www.gray.tv/careers/currentopenings N/A N/A Manual Posting	N	5
16	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:			15

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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	Ongoing Event	Participation in other activities designed by the station employment unit	Broadcasting of outreach Recruitment to local organization's regarding job openings	2	Manager Marketing
2	2/8/2023	Participation in events sponsored by organizations representing the community	UGA Journalism and Mass Communication Career Day. The GAB is proud to continue the great partnership with UGA's Grady college of Journalism and Mass Communications. This is a great opportunity for broadcasters to meet the next generation of journalists.	1	Anchor (SR) EXEC Prod
3	4/20/2023	Establishment of a mentoring program	: On April 20, 2023, our stations participated in a training on the FCC's Rules and Regulations provided by Wiley.	1	Office Manager
4	9/28/2023	Participation in Job Fairs	Several members attended the Albany Area Chamber of Commerce Biz Expo 2023 on September 28, 2023, to speak with job seekers about jobs in broadcasting.	3	General Sales Manager Manager Local Sales Manager Digital Sales
5	10/17/2023	Participation in events sponsored by organizations representing the community	WALB attended the Tifton Chamber of Commerce Job Fair on Tuesday October 17, 2023, from 4-6 in Tifton. WALB was one of 30 companies in the area promoting open positions and meeting with potential candidates.	3	Account Executive Account Executive Account Executive