

WANF, WKTB-CD, WPCH-TV
EEO PUBLIC FILE REPORT
December 1, 2021 - November 30, 2022

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
Account Executive	3, 5-6, 8-10, 12-14, 16-22, 24-25, 28-30, 32-38, 41-47, 49-63, 65-70	6
Account Executive	3, 5-6, 8-10, 12-21, 23-26, 28-30, 32-34, 37-38, 41-47, 49-50, 52-63, 65-66, 68-70	23
Broadcast Systems Engineer	3, 5, 8-10, 12-14, 16-26, 28-30, 32-38, 41-63, 65-70	23
Content News Producer	3, 5, 8-10, 12-14, 16-22, 24-25, 27-30, 32-38, 41-47, 49-63, 65-70	27
Creative Marketing Producer	3, 5, 8-10, 12-14, 16-22, 24-25, 27-30, 32-34, 37-38, 41-47, 49-66, 68-70	27
Creative Marketing Producer	3, 5, 8-10, 12-14, 16-22, 24-25, 27-30, 32-34, 37-38, 41-47, 49-66, 68-70	27
Creative Marketing Producer	3, 5, 8-10, 12-14, 16-22, 24-25, 27-30, 32-34, 37-38, 41-47, 49-66, 68-70	64
Creative Services Director	3-5, 7-10, 12-14, 16-22, 24-25, 27-30, 32-38, 41-47, 49-63, 65-70	27
Digital Content Producer	3, 5, 8-10, 12-14, 16-26, 28-30, 32-34, 37-38, 41-63, 65-66, 68-70	23
Digital Content Producer	3, 5, 8-10, 12-14, 16-26, 28-30, 32-34, 37-38, 41-63, 65-66, 68-70	23
Digital Content Producer	3, 5, 8-10, 12-14, 16-26, 28-30, 32-34, 37-38, 41-63, 65-66, 68-70	48
Digital Content Producer	3, 5, 8-10, 12-14, 16-26, 28-30, 32-34, 37-38, 41-63, 65-66, 68-70	48
Digital Content Producer	3, 5-6, 8-10, 12-14, 16-21, 23-30, 32-34, 37-38, 42-47, 49-50, 52-63, 65-66, 68-70	27
Digital Content Producer	3, 5-6, 8-10, 12-14, 16-21, 23-30, 32-34, 37-38, 42-47, 49-50, 52-63, 65-66, 68-70	27
Digital Content Producer/Assignment Editor	3, 5, 8-10, 12-14, 16-25, 28-30, 32-34, 37-38, 41-47, 49-63, 65-66, 68-70	58
Digital Content Producer/Assignment Editor	3, 5, 8-10, 12-14, 16-25, 28-30, 32-34, 37-38, 41-47, 49-63, 65-66, 68-70	23
Digital Content Producer/Assignment Editor	3, 5, 8-10, 12-14, 16-25, 28-30, 32-34, 37-38, 41-47, 49-63, 65-66, 68-70	23
Digital Marketing Manager	5, 8-10, 12-14, 16-22, 24-25, 27-30, 32-34, 37-38, 41-47, 49-63, 65-70	27
Digital Sales Manager	3, 5, 7-10, 12-14, 16-22, 24-25, 27-30, 32-38, 41-47, 49-63, 65-70	27

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Executive News Producer	3, 5, 8-10, 12-14, 16-25, 28-30, 32-38, 41-47, 49-63, 65-70	23
Graphic & Motion Artist	3, 5, 8-10, 12-25, 28-30, 32-34, 37-38, 41-47, 49-63, 65-66, 68-70	15
Graphic & Motion Artist	3, 5, 8-10, 12-25, 28-30, 32-34, 37-38, 41-47, 49-63, 65-66, 68-70	23
HR Generalist	3, 5, 8-10, 17-22, 24, 27-28, 32-36, 38- 40, 43, 46-47, 51, 54-55, 58, 66-68, 70	27
Marketing & Sales Assistant	6, 15, 23, 26	15
Meteorologist	3, 5-6, 8-10, 12-14, 16-21, 23-26, 28- 30, 32-34, 37-38, 41-47, 49-50, 52-63, 65-66, 68-70	58
Multimedia Account Executive	6, 15, 23, 26	15
Multimedia Journalist	3, 5, 8-25, 28-30, 32-38, 41-47, 49-63, 65-70	23
Multimedia Journalist	3, 5, 8-25, 28-30, 32-38, 41-47, 49-63, 65-70	23
Multimedia Journalist	3, 5, 8-25, 28-30, 32-38, 41-47, 49-63, 65-70	23
National Sales Assistant	5, 8-10, 12-18, 20-21, 23-26, 28-30, 37- 38, 41-47, 49-50, 52-63, 65-66, 68-70	23
National Sales Assistant	5, 8-10, 12-18, 20-21, 23-26, 28-30, 37- 38, 41-47, 49-50, 52-63, 65-66, 68-70	26
National Sales Assistant	5, 8-10, 12-18, 20-21, 23-26, 28-30, 37- 38, 41-47, 49-50, 52-63, 65-66, 68-70	23
National Sales Assistant	5, 8-10, 12-18, 20-21, 23-26, 28-30, 37- 38, 41-47, 49-50, 52-63, 65-66, 68-70	15
National Sales Manager	3, 5, 8-10, 12-14, 16-22, 24-25, 27-30, 32-38, 41-47, 49-63, 65-70	27
News Anchor/Reporter	3, 5, 8-10, 12-25, 28-30, 32-34, 37-38, 41-47, 49-63, 65-66, 68-70	15
News Director	3, 5, 7-10, 12-14, 16-22, 24-25, 27-30, 32-38, 41-47, 49-63, 65-70	27
News Editor	3, 5-6, 8-10, 12-14, 16-26, 28-30, 32- 38, 41-47, 49-63, 65-70	26
News Editor	3, 5-6, 8-10, 12-14, 16-26, 28-30, 32- 38, 41-47, 49-63, 65-70	26
News Editor	3, 5-6, 8-10, 12-14, 16-26, 28-30, 32- 38, 41-47, 49-63, 65-70	38

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News Editor	3, 5-6, 8-10, 12-14, 16-26, 28-30, 32-38, 41-47, 49-63, 65-70	26
News Editor/Videographer	6, 23, 26, 64	64
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	27
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	27
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	27
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	23
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	15
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	31
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	31
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	15
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	23
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	23
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	27
News Producer	1-3, 5, 7-10, 12-25, 27-38, 40-47, 49-63, 65-70	23
News Producer	3, 5-6, 8-10, 12-14, 16-21, 23-30, 32-34, 37-38, 42-47, 49-50, 52-63, 65-66, 68-70	27
News Producer	3, 5-6, 8-10, 12-14, 16-21, 23-30, 32-34, 37-38, 42-47, 49-50, 52-63, 65-66, 68-70	23
Photojournalist	3, 5-6, 8-10, 12-14, 16-21, 23-26, 28-30, 32-34, 37-38, 42-47, 49-50, 52-63, 65-66, 68-70	6
Photojournalist	3, 5, 8-38, 41-47, 49-70	23
Photojournalist	3, 5, 8-38, 41-47, 49-70	64
Photojournalist	3, 5, 8-38, 41-47, 49-70	23

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Photojournalist	3, 5, 8-38, 41-47, 49-70	11
Photojournalist	3, 5, 8-38, 41-47, 49-70	27
Photojournalist	3, 5, 8-38, 41-47, 49-70	26
Photojournalist	3, 5, 8-38, 41-47, 49-70	31
Photojournalist	3, 5, 8-38, 41-47, 49-70	23
Reporter	3, 5, 8-10, 12-25, 28-38, 41-47, 49-63, 65-70	15
Reporter	3, 5, 8-10, 12-25, 28-38, 41-47, 49-63, 65-70	31
Reporter	3, 5, 8-10, 12-25, 28-38, 41-47, 49-63, 65-70	23
Reporter	3, 5, 8-10, 12-25, 28-38, 41-47, 49-63, 65-70	23
Reporter	3, 5, 8-10, 12-25, 28-38, 41-47, 49-63, 65-70	23
Sports Producer	3, 5, 8-10, 17-22, 24, 27-28, 32-36, 38, 43, 46-47, 51, 54-55, 58, 66-68, 70	27
Statewide Reporter/MMJ	3, 5, 8-10, 12-14, 16-22, 24-25, 27-30, 32-34, 37-38, 41-47, 49-63, 65-66, 68- 70	27
TMP/Director	3, 5, 8-10, 12-22, 24-25, 27-30, 32-34, 37-38, 41-47, 49-63, 65-66, 68-70	27
TMP/Director	3, 5, 8-10, 12-22, 24-25, 27-30, 32-34, 37-38, 41-47, 49-63, 65-66, 68-70	15
Weather/News Anchor	3, 5, 8-10, 12-14, 16-22, 24-25, 27-30, 32-38, 41-47, 49-63, 65-70	27

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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	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
2	Asian Americans Journalist Association PO Box 117 Windsor, California 95492 Phone : 6267923846 Not Applicable Manual Posting	N	0
3	Atlanta Press Club 191 Peachtree St. N.E. Suite 3960 Atlanta, Georgia 30303 Phone : 404-577-7377 Sheena Roetman Manual Posting	N	0
4	Better Jobs 425 14th St. NW Atlanta, Georgia 30318 Phone : 404-327-3149 Job Board Manual Posting	N	0
5	Briggs & Assoc 2300 Holcomb Bridge Road Suite 103, PMB 366 Roswell, Georgia 30076 Phone : 404-290-6868 Email : cynthia@briggsassociates.org Cynthia Patterson	Y	0
6	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	2
7	Circa 1000 N Water St Suite 1200 Milwaukee, Wisconsin 53202 Url : https://jobs.localjobnetwork.com/ Kristina Wamboldt Manual Posting	N	0

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8	Clark Atlanta University 223 James P. Brawley Drive, SW Atlanta, Georgia 30314 Phone : 404-880-8000 Email : amckinney@cau.edu Andre McKinney	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Billie	Y	0
10	Connecticut School of Broadcasting Atlanta, LLC 1755 North Brown Rd. Suite 175 Lawrenceville, Georgia 30034 Phone : 678-205-2210 Email : mhessing@gocsb.com Michael Hessing	N	0
11	Current Employee	N	2
12	Dakota State University 820 N Washington Ave Madison, South Dakota 57042 Phone : 605-256-5123 Debra M Roach Manual Posting	N	0
13	Davidson College 405 North Street Davidson, North Carolina 28036 Phone : 704-894-2000 George Hatalowich Manual Posting	N	0
14	Emory University 201 Dowman Drive Atlanta, Georgia 30332 Phone : 404-727-6123 Laura Garcia Manual Posting	N	0
15	Employee Referral	N	16

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16	Florida A&M University 1735 Wahnish Way Tallahassee , Florida 32310 Phone : (850) 599-3700 Makayla Webb Manual Posting	N	0
17	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-671-2240 Email : rnicholson@fullsail.com Risa Nicholson	Y	0
18	Full Sail University 3300 University Blvd. Winter Park, Florida 32792 Phone : 407-671-2240 Email : wdavis@fullsail.com Wynn Davis	Y	0
19	GA Dept of Labor/South Metro Career Center 2636-14 MLK Jr. Drive Atlanta, Georgia 30311 Phone : 404-699-6900 Tabatha Burks Manual Posting	N	0
20	GA State University 260 University Cntr Courtland Street Atlanta, Georgia 30303 Phone : 404-413-1820 Email : gsuhr@gsu.edu Ramona Simien	N	0
21	Georgia Assn. of Broadcasters 6 West Druid Hills Drive NE Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Email : gchapman@gab.org Garrett Chapman	N	0
22	Glassdoor Inc. 100 Shoreline Highway Building A Mill Valley, California 94941 Phone : 415-944-6967 Kristen Smith Manual Posting	N	0

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23	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	41
24	Herzing University-Atlanta Campus 3393 Peachtree Road, NE Suite 1003 Atlanta, Georgia 30326 Phone : 404-816-4533 Email : ayevans@herzing.edu Ayana Evans	Y	0
25	Howard University 2397 6th St NW Washington, District of Columbia 20001 Phone : 202-806-6006 Justice Brown Duso Manual Posting	N	0
26	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	10
27	Internal Transfer/Promotion	N	21
28	Jewish Family Career Service 4549 Chamblee-Dunwoody Rd. Atlanta, Georgia 30338 Phone : 770-677-9300 Email : jobs@atlantajcc.org Faye Dresner	N	0
29	Johns Hopkins University 242 Garland Hall Baltimore, Maine 21218 Phone : 410-516-8000 Career Coaches Manual Posting	N	0

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30	Kennesaw State University 1000 Chastain Road Kennesaw, Georgia 30133 Phone : 770-423-6555 Ryan Whitfield Manual Posting	N	0
31	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Katie Ferrick Manual Posting	N	4
32	MediaBistro 825 8th Avenue 29th Floor New York, New York 10019 Phone : 800-205-7792 Url : https://www.mediabistro.com/ Alex Spignesi Manual Posting	N	0
33	Medialine 1209 Wood Valley Road Augusta, Georgia 30309 Phone : 706-364-7564 Rich Everitt Manual Posting	N	0
34	Mediamatch P.O. Box 48220 Los Angeles, California 90048 Laurel Berenguer Manual Posting	N	0
35	Meredith 425 14th St. NW Atlanta, Georgia 30318 Phone : 404-327-3149 Email : laurel.berenguer@cbs46.com Laurel Berenguer	N	0
36	Meredith Other Website 425 14th St. NW Atlanta, Georgia 30318 Phone : 404-327-3149 Email : laurel.berenguer@cbs46.com Laurel Berenguer	N	0

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37	Morehouse College 830 Westview Drive, SW Atlanta, Georgia 30314 Phone : 404-215-2703 Bridgett Baggett Manual Posting	N	0
38	National Academy of Television Arts & Sciences 1697 Broadway Suite 404 New York, New York 10019 Phone : 212-586-8424 Paul Pillitteri Manual Posting	N	2
39	National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Url : https://nabjcareers.org/ Kanya Stewart Manual Posting	N	0
40	National Association of Hispanic Journalists 1000 National Press Building 529 14th ST NW Washington, District of Columbia 20045 Phone : 2026627145 Michelle Vignoli Manual Posting	N	0
41	North Carolina A&T State University 1601 E Market St Greensboro , North Carolina 27411 Phone : 336-334-7755 Jenell McMillon Manual Posting	N	0
42	North Carolina Central University 1801 Fayetteville St Durham, North Carolina 27707 Monica Stuckey Manual Posting	N	0
43	Partnership for Community 3597 Covington Hwy Atlanta, Georgia 30032 Phone : 404-929-2448 Email : heather.smith@pcaction.org Brittany Eubanks	N	0

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44	Prairie A&M University 100 University Drive Prairie View, Texas 77446 Shadia Washington Manual Posting	N	0
45	Rollins College 1000 Holt Ave Winter Park, Florida 32789 Phone : 407-646-2000 Shirley Haberjan Manual Posting	N	0
46	ShowbizJobs Los Angeles, California 90077 Url : http://www.showbizjobs.com/ Customer Support Manual Posting	N	0
47	Spelman College 350 Spelman Lane SW Atlanta, Georgia 30314 Phone : 404-681-3643 Email : tireland@spelman.edu Toni Ireland	N	0
48	Station Website	N	3
49	Stevenson College 1525 Greenspring Valley Rd Stevenson , Maine 21153 Phone : 877-468-6852 Jill Pajak Manual Posting	N	0
50	Syracuse University 310 Women's Bldg., 820 Comstock Ave. Rm 214 Syracuse, New York 13244 Michael LaMarche Manual Posting	N	0
51	Talent Dynamics 600 Las Colinas Blvd Suite 100 Irving, Texas 75039 Phone : 214-640-3180 Email : pumphrey@talentdynamics.com Julie Pumphrey	N	0

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52	Tennessee State University 3500 John A Merritt Blvd Nashville, Tennessee 37209 Antoinette Drake Manual Posting	N	0
53	Texas Southern University 3100 Cleburne St Houston, Texas 77004 Emmanuel Joshua Manual Posting	N	0
54	The Art Institute of Atlanta 6600 Peachtree Dunwoody RD, NE 100 Embassy Row Atlanta, Georgia 30328 Phone : 770-689-4771 Shanta Hutchins Manual Posting	Y	0
55	The Craig Newmark Graduate School of Journalism at CUNY 425 E 25th St New York, New York 10010 Url : https://www.journalism.cuny.edu/current-students/c Yolanda Rodriguez Manual Posting	Y	0
56	Trevecca Nazarene University 333 Murfreesboro Rd Nashville, Tennessee 37210 Phone : 615-248-1463 Url : www.trevecca.edu Michelle Gaertner Manual Posting	N	0
57	Tuskegee University 1200 W Montgomery Rd Tuskegee, Alabama 36088 Pam Gray Manual Posting	N	0
58	TVJobs P.O.Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Job Board Manual Posting	N	4

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59	University of Georgia Room 209, Journalism Bldg. Athens, Georgia 30602 Phone : 706-542-2006 Aaron Brown Manual Posting	N	0
60	University of Miami Sanford Drive Coral Gables, Florida 33124 Phone : 305-284-2211 Richard Combs Manual Posting	N	0
61	University of Missouri 201 Student Success Center Columbia, Missouri 65211 Phone : 5738829370 Rob McDaniels Manual Posting	N	0
62	University of South Florida 4202 E. Fowler Ave Tampa, Florida 33620-6930 Phone : 813-974-2171 Employer Relations Manual Posting	N	0
63	University of Virginia 400 Ray C Hunt Dr Charlottesville, Vermont 22902 Phone : 434-924-0311 Benjamin Klotz Manual Posting	N	0
64	Unknown (source not adequately identified upon inquiry by SEU)	N	3
65	Walter Cronkite School of Journalism and Mass Communications 555 N. Central Ave. Suite 302 Phoenix, Arizona 85004 Phone : 6024967430 Mike Wong Manual Posting	N	0

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66	West GA Technical College 1 College Circle La Grange, Georgia 30240 Phone : 706-756-4628 Email : dawne.white@westgatech.edu Dawne White	N	0
67	WGCL TV Website/CBS46.com 425 14th St. NW Atlanta, Georgia 30318 Phone : 404-325-4646 Wesley Goheen Manual Posting	N	0
68	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
69	Xavier University of Louisiana 1 Drexel Dr New Orleans, Louisiana 70125 Marian Minnard Manual Posting	N	0
70	Young Harris College 1 College Street Young Harris, Georgia 30582 Phone : 800-241-3754 Email : sscinfo@yhc.edu SSC Info	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	Points
1	2/17/2022	Provision of training to management	Joan Stewart from Wiley Rein LLP presented a webinar on the FCC's Equal Employment Opportunity Rules	50	Office Manager	1.00
2	3/23/2022	Participation in events or programs sponsored by educational institutions	Discussed opportunities in broadcasting with a focus on interviewing. For students as they prepare to go into their first summer of job hunting.	1	HR Director	0.25
3	6/8/2022	Provision of training to personnel of unaffiliated non-profit organizations	Sales team hosted Media Sales Institute (MSI) students at the station for a day of training. The Media Sales institute (MSI) is an intense, ten-day sales training program for recent college graduates who are passionately interested in pursuing a career in media sales. T	16	Director of Sales Local Sales Manager Local Sales Manager Station Manager	1.00
4	6/13/2022	Participation in events or programs sponsored by educational institutions	Participated in day 1 of Media Sales Institute (MSI) recruitment fair.	2	Director of Sales Local Sales Manager	0.25
5	6/15/2022	Participation in events or programs sponsored by educational institutions	Participated in day 2 of recruitment event with Media Sales Institute (MSI)	1	Office Manager	0.25
TOTAL POINTS OVER REPORTING PERIOD:						2.75