### WALB-TV
#### EEO PUBLIC FILE REPORT
**December 1, 2018 – November 30, 2019**

#### I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (“RS”) Used to Fill Vacancy</th>
<th>RS Referring Hires</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales Success Manager</td>
<td>2; 3; 5-7; 18; 20-23</td>
<td>5</td>
</tr>
<tr>
<td>Reporter MMJ</td>
<td>2-3; 6-7; 13; 18; 20-23</td>
<td>18</td>
</tr>
<tr>
<td>News Producer</td>
<td>2-3; 6-7; 18; 20-23</td>
<td>18</td>
</tr>
<tr>
<td>Reporter MMJ</td>
<td>1-4; 6-7; 11; 13; 19</td>
<td>19</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-4; 6-7; 11; 13; 17</td>
<td>1</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-4; 6-7; 11; 13; 17</td>
<td>1</td>
</tr>
<tr>
<td>News Producer</td>
<td>1-4; 6-7; 11</td>
<td>1</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Gray TV</td>
<td>N</td>
<td>3</td>
</tr>
</tbody>
</table>
|           | 4370 Peachtree Road  
Atlanta, GA 30319   
470-225-5429  
Url: https://gray.tv/careers |                                   |
| 2         | Medialine      | N                                             | 0                                                       |
|           | 1209 Wood Valley Rd.  
Augusta, GA 30909  
706-364-7564  
Email: medialine@medialine.com  
Rich Everitt |                                   |
| 3         | TVJobs.com     | N                                             | 0                                                       |
|           | P.O. Box 4116  
Oceanside, CA 92052  
800-374-0119  
Email: admin@tvjobs.com  
Mark Holloway |                                   |
| 4         | Indeed         | N                                             | 1                                                       |
|           | 6433 Champion Grandview Way  
Bldg. 1  
Austin, Tx 78750  
https://www.indeed.com |                                   |
| 5         | Employee Referral | N                                           | 2                                                       |
| 6         | On-Air – WALB open Positions  
WALB  
229-446-4025  
Mike.leach@walb.com  
Mike Leach | N                                             | 0                                                       |
| 7         | WALB website   | N                                             | 0                                                       |
|           | 1709 Stuart Ave  
Albany, GA 31707  
229-446-4005  
https://gray.tv/careers#currentopenings |                                  |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 8         | UGA/GAB Career Fair  
University of Georgia  
6 West Druid Hills Drive, NE, Suite 330  
Atlanta, GA 30329  
Bob Houghton, President GAB  
770-395-7200  
www.gab.org | N | 0 |
| 9         | Albany Chamber of Commerce  
225 W. Broad Ave.  
Albany, GA 317014  
229-434-8700  
Sara Hall  
http://business.albanyga.com/jobs | N | 0 |
| 10        | Georgia Department of Labor  
1608 S. Slappey Blvd.  
Albany, GA 31701-2632  
229-430-5010  
Sandra Clayton  
https://dol.georgia.gov  
https://employgeorgia.com | N | 0 |
| 11        | Handshake  
https://app.joinhandshake.com | N | 0 |
| 12        | Albany State University  
504 College Drive  
Albany, GA 31705  
229-500-2000  
Connie Williams-Career Services Director  
https://www.asuрамs.edu | N | 0 |
| 13        | Purple Briefcase  
https://app.purplebriefcase.com  
Valdosta State University  
1500 N. Patterson St.  
Valdosta, GA 31698  
229-332-5000 | N | 0 |
| 14        | University of Central Florida  
4000 Central Florida Blvd.  
Orlando, FL 32816  
407-823-2000  
https://www.ucf.edu  
Steven Neel, Instructor | N | 0 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 15        | Savannah State University  
            3219 College St.  
            Savannah, GA 31404  
            912-325-4778  
            https://www.savannahstate.edu  
            Dr. Serajul E Bhuiyan – Instructor | N | 0 |
| 16        | University of Georgia  
            Grady College of Journalism and Mass Communication  
            120 Hooper Street  
            Athens, GA 30602  
            706-542-0302  
            https://www.uga.edu  
            https://www.grady.uga.edu  
            Maria Cooper – Journalism Academic Advisor  
            macooper@uga.edu | N | 0 |
| 17        | Alabama State University  
            915 S. Jackson St.  
            Montgomery, AL 36104  
            334-229-4100  
            https://alasu-csm.symplicity.com/employers  
            A David Okeowo – Chairman of Dept of Communications | N | 0 |
| 18        | Raycom Media Careers  
            https://careers-raycommedia.icims.com  
            Donna Tadlock  
            Donna.tadlock@raycommedia.com  
            Note: no longer used after 3-3-2019 | N | 9 |
| 19        | Mike Smith  
            Director of Talent Recruitment and Retention  
            Mike.smith@gray.tv  
            850-545-9195 | N | 3 |
| 20        | NAHJ  
            https://www.nahjcareers.com  
            note: no longer used after 1-1-19 | N | 0 |
| 21        | NAJA  
            rebacallandsberry@naja.com  
            note: no longer used after 1-1-19 | N | 0 |
| 22        | AAJA  
            www.aaja.com  
            note: no longer used after 1-1-2019 | N | 0 |
<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>23</td>
<td>Linkedin – Raycom account</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Scraped over from Raycom Careers site</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><a href="http://www.linkedin.com/jobsview/raycom-media">www.linkedin.com/jobsview/raycom-media</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL INTERVIEWEES OVER REPORTING PERIOD**: 21
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description of Activity</th>
<th>No. of Station Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>02/7/2019</td>
<td>Participate in Job Fair</td>
<td>News Director attended a job career day at the GAB/UGA Career Fair</td>
<td>1</td>
<td>News Director</td>
</tr>
<tr>
<td>02/11/19 – 08/02/19</td>
<td>Internship Program</td>
<td>WALB had 6 interns that participated in training that helped enable their skills to apply for a broadcast-related job We had students from University of Central Florida; Albany State University; Savannah State University; Valdosta State University and University of Georgia</td>
<td>4</td>
<td>News Director; Assistant News Director; Assignment Editor and Digital News Manager</td>
</tr>
<tr>
<td>03/11/19</td>
<td>Participate in Events or programs sponsored by Education Institutions relating to Careers in Broadcasting</td>
<td>News Managers visited and talked to the Mass Media and Journalism classes at Valdosta State University about working in the Broadcast Journalism industry</td>
<td>2</td>
<td>Assistant News Director and Digital News Manager</td>
</tr>
<tr>
<td>Ongoing</td>
<td>Broadcasting of outreach Recruitment to local organization’s regarding job openings</td>
<td>WALB asks the below promo recruiting organizations who would like to receive job openings WALB is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. We encourage qualified community organizations to become part of this full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information, or can provide referrals as part of your regular activity, we would like to hear from you. Send your request to Human Resources, WALB News 10, PO Box 3130, Albany, GA 31705</td>
<td>2</td>
<td>Marketing Director and Office Manager</td>
</tr>
<tr>
<td></td>
<td>Date</td>
<td>Activity Description</td>
<td>Activity Details</td>
<td>Person1</td>
</tr>
<tr>
<td>---</td>
<td>----------</td>
<td>----------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------</td>
<td>---------</td>
</tr>
<tr>
<td>5</td>
<td>05/15/19</td>
<td>Participate in Events or programs sponsored by Education Institutions relating to Careers in Broadcasting</td>
<td>Meteorologist had 8th grader from Patula Charter Academy job shadowed him throughout the day</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>6/20/19</td>
<td>Provide EEO Training to Management Level Personnel</td>
<td>Management participated in a training EEO Webinar to understand rules of EEO</td>
<td>7</td>
</tr>
<tr>
<td>7</td>
<td>7/22/19</td>
<td>Participation of other activities designed by the station employment unit</td>
<td>Station tour conducted by Meteorologist for the CA Gray 9th grade TV production class from Moultrie, GA</td>
<td>1</td>
</tr>
<tr>
<td>8</td>
<td>10/29/19</td>
<td>Participation of other activities designed by the station employment unit</td>
<td>Station tour conducted by Meteorologist for Crossroad Baptist School 4th graders from Valdosta</td>
<td>1</td>
</tr>
<tr>
<td>9</td>
<td>11/20/19</td>
<td>Participation of other activities designed by the station employment unit</td>
<td>Station tour conducted by General Manager and Meteorologist for FFA officers of Georgia</td>
<td>2</td>
</tr>
</tbody>
</table>