

WZDX
EEO PUBLIC FILE REPORT
November 21, 2022 - November 20, 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
Account Manager - 13518	1-7, 9-10, 14, 16-22	10
Production Assistant - 13784	1-7, 9-10, 14, 16-22	10
Digital Content Producer - 13838	1-7, 9, 13-14, 16-22	17
Account Executive-014257	1-7, 9, 11, 16-22	17
Production Assistant-14739	1-6, 8-9, 11-12, 15-22	15
Digital Content Producer-14921	1-12, 16-22	17

WZDX**EEO PUBLIC FILE REPORT****November 21, 2022 - November 20, 2023****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	Alabama A&M University 4900 Meridian Street North Normal, Alabama 35762 Phone : 256-372-5690 Url : http://www.aamu.edu Email : angel.lee@aamu.edu Angel Lee	N	0
2	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, Alabama 35244 Phone : 205-982-5001 Url : http://www.al-ba.com Email : lrice@al-ba.com Lesa Rice	N	0
3	Alabama Career Center 2535 Sparkman Drive NW Huntsville, Alabama 35810 Phone : 256-851-0537 Url : http://www.joblink.alabama.gov Email : jaquata.stovall@alcc.alabama.gov Jaquata Stovall	Y	0
4	Calhoun Community College PO Box 2216 Decatur, Alabama 35609 Phone : 256-713-4817 Url : http://www.calhoun.edu Email : angela.humphrey@calhoun.edu Angela Humphrey	N	0
5	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : http://www.careerbuilder.com Career Service Manual Posting	N	0
6	Huntingdon College 1500 East Fairview Avenue Montgomery, Alabama 36106 Phone : 334-833-4562 Url : http://www.huntingdon.edu Email : ccv@hawks.huntingdon.edu Sherry Lacey	N	0

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7	Indeed.com	N	7
8	Jacksonville State University 207 Merrill Hall 700 Pelham Road N. Jacksonville, Alabama 36265 Phone : 256-782-5482 Url : http://www.jsu.edu Email : awilkerson3@jsu.edu Alex Wilkerson	N	0
9	JF Drake Technical College 3421 Meridian Street N. Huntsville, Alabama 35811 Phone : 256-551-3116 Url : http://www.dstc.cc.al.us Email : donyale.jones@drakestate.edu Donyale Jones	N	0
10	Linked In	N	6
11	Nexstar Media Group, Inc. 545 E. John Carpenter Freeway Suite 700 Irving, Texas 75062 Phone : 972-764-6715 Terri Bush Manual Posting	N	0
12	Oakwood University 7000 Adventist Blvd. NW Huntsville, Alabama 35896 Phone : 256-726-7134 Url : http://www.oakwood.edu Email : jbartholomew@oakwood.edu Fax : 1-256-726-7139 Jorge Bartholemew	N	0
13	Other Source	N	1
14	Samford University 800 Lakeshore Drive University Center Room 205 Birmingham, Alabama 35229 Phone : 205-726-2578 Url : http://www.samford.edu Email : career@samford.edu Heather Averett	N	0
15	Self Referral	N	1

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16	Still Serving Veterans 626 Clinton Avenue West Suite 200 Huntsville, Alabama 35801 Phone : 256-883-7035 Url : https://ssv.org Email : wkoch@stillservingveterans.org William Koch	Y	0
17	TEGNA 7950 Jones Branch Dr McLean, Virginia 22102 Url : www.TEGNA.com Corporate HR Manual Posting	N	7
18	University of Alabama Huntsville 301 Sparkman Drive Huntsville, Alabama 35899 Phone : 256-824-5275 Url : http://www.uah.edu Email : chargerjobs@uah.edu Laura Taylor	N	0
19	University of Montevallo Station 6625 Montevallo, Alabama 35115 Phone : 205-665-6262 Url : http://www.montevallo.edu Email : mlebeau1@montevallo.edu Michael Lebeau	N	0
20	University of North Alabama 202 Guillot University Center UNA Box 5066 Florence, Alabama 35632 Phone : 256-765-4276 Url : http://www.una.edu Email : careercenter@una.edu Kay Wammack	N	0
21	Wallace State Community College 801 Main Street NW Hanceville, Alabama 35077 Phone : 256-352-8178 Url : http://www.wallacestate.edu Email : jamie.blackmon@wallacestate.edu Jamie Blackmon	N	0

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22	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:			22

WZDX**EEO PUBLIC FILE REPORT****November 21, 2022 - November 20, 2023****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.	35	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.	35	All Station Staff
3	2/21/2023	Participation in events or programs sponsored by educational institutions	One of the Meteorologist from WZDX spoke to students enrolled in the Broadcast Meteorology program at Mississippi State University via Zoom. The meteorologist discussed what it is like to be a meteorologist and present the weather on air and shared with the students the great opportunities available within the broadcast industry.	1	Meteorologist
4	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 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.	36	All Station Staff

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5	5/9/2023	Participation in events or programs sponsored by educational institutions	One of the Meteorologist from WZDX spoke to 5th & 6th-grade students at Oneonta Elementary School career day The meteorologist discussed what it is like to be a meteorologist and present the weather on air and shared with the students the great opportunities available within the broadcast industry and some of the exciting things regarding weather.	1	Meteorologist
6	6/8/2023	Participation in events or programs sponsored by educational institutions	The sports anchor/multi-skilled journalist at WZDX spoke with students at Assumption High School about being in the broadcast industry and about covering sports. In addition, they discussed the impacts they can make in the community and how you can take your passion for sports and cover the stories within the broadcast industry.	1	Anchor/Journalist
7	9/13/2023	Establishment of training programs for station personnel	All station personnel participated in the quarter three TEGNA cyber security training to make staff better equipped to spot phishing or vishing scams that are drastically on the rise.	35	All Station Staff
8	9/26/2023	Participation in events or programs sponsored by educational institutions	The sports anchor/multi-skilled journalist at WZDX participated in a career day at ASFL Middle School and discussed the broadcast industry and the exciting career opportunities available and shared what it is like being on TV.	1	Anchor/Journalist
9	10/12/2023	Participation in Job Fairs	One of the Meteorologist from WZDX participated in the Career Fest event at Drake State Community College. The meteorologist discussed with students what it is like to be a meteorologist and present the weather on air and shared with the students the great opportunities available within the broadcast industry and some of the exciting things regarding weather.	1	Meteorologist