

**EEO PUBLIC FILE REPORT**

**A. Station Employment Unit**

- WUVG-DT, Facility ID No. 48813, Athens, GA

**B. Reporting Period: 12/1/2022 – 11/30/2023**

**C. Full-Time Vacancy Information**

	<b>Full-Time Position Title</b>	<b>Recruitment Source of Hire</b>
1.	Production Assistant	LinkedIn
2.	Marketing & Promotions Coordinator	LinkedIn

Total Number of Persons Interviewed for Full-Time Vacancies During the Reporting Period: 15

**D. Recruitment Source Information<sup>1</sup>**

Notices of all full-time vacancies during the Reporting Period were provided to the following recruitment sources:

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
TU Careers Website <a href="https://corporate.televisaunivision.com/careers/">https://corporate.televisaunivision.com/careers/</a>	No	2	All Positions
Georgia Association of Broadcasters <a href="http://www.gab.org">www.gab.org</a>	Yes	0	All Positions
Latin American Association <a href="https://jobbank.thelaa.org">https://jobbank.thelaa.org</a>	Yes	0	All Positions
National Alliance of State Broadcasters Association <a href="http://www.careerpage.org">www.careerpage.org</a>	No	0	All Positions
TVJobs.com <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	0	All Positions
Art Institute of Atlanta <a href="http://www.Artinstituteedge.com/postjobs">www.Artinstituteedge.com/postjobs</a>	No	0	Production Assistant
Savannah College of Art & Design (SCAD) <a href="https://scad-csm.symplicity.com/employers">https://scad-csm.symplicity.com/employers</a>	No	0	Production Assistant
Creative Cow <a href="http://www.creativecow.net">www.creativecow.net</a>	No	0	Production Assistant
National Labor Exchange <a href="https://usnlx.com">https://usnlx.com</a>	No	0	All Positions

<sup>1</sup> The job vacancies are either e-mailed to contacts or posted on the sources' websites.

Notices of full-time vacancies during the Reporting Period were posted to **Direct Employers** (<https://de.works/app/dashboard>) for the following organizations:

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
African American Jobs site <a href="http://www.africanamericanjobs.org/jobs">www.africanamericanjobs.org/jobs</a>	No	0	All Positions
Campus Pride Jobs <a href="http://www.campuspride.jobs">www.campuspride.jobs</a>	No	0	All Positions
Diversity Jobs (Organization's name changed during the reporting period formerly Minority Jobs) <a href="http://www.diversity.dejobs.org/jobs">www.diversity.dejobs.org/jobs</a>	No	0	All Positions
Hispanic American Jobs/ Latino American <a href="http://www.hispanicamerican.dejobs.org/jobs">www.hispanicamerican.dejobs.org/jobs</a>	No	0	All Positions
LGBTQ Jobs <a href="http://www.lgbtq.dejobs.org/jobs">www.lgbtq.dejobs.org/jobs</a>	No	0	All Positions
Native American Jobs <a href="http://www.nativeamerican.dejobs.org/jobs">www.nativeamerican.dejobs.org/jobs</a>	No	0	All Positions
Way Finders Careers <a href="http://www.wayfinderscareers.com">www.wayfinderscareers.com</a>	No	0	All Positions
Women Jobs <a href="http://www.women.dejobs.org">www.women.dejobs.org</a>	No	0	All Positions
Women for Hire <a href="http://www.jobs.womanforhire.com">www.jobs.womanforhire.com</a>	No	0	Production Assistant
Disability Jobs (Able to work) <a href="http://www.disability.dejobs.org">www.disability.dejobs.org</a>	No	0	All Positions
Disabled Veterans <a href="http://www.disabledveterans.dejobs.org">www.disabledveterans.dejobs.org</a>	No	0	All Positions
Easter Seals <a href="http://www.easterseals.dejobs.org/jobs">www.easterseals.dejobs.org/jobs</a>	No	0	All Positions
National MS Society <a href="http://www.nationalmssociety.dejobs.org/jobs">www.nationalmssociety.dejobs.org/jobs</a>	No	0	All Positions
Military Spouse Jobs <a href="http://www.militaryspouse.dejobs.org/jobs">www.militaryspouse.dejobs.org/jobs</a>	No	0	All Positions
Military Spouse Connection <a href="http://www.militaryspouseconnection.dejobs.org/jobs">www.militaryspouseconnection.dejobs.org/jobs</a>	No	0	All Positions
The Her Foundation <a href="http://www.honorher.works/jobs">www.honorher.works/jobs</a>	No	0	All Positions
The Vets Medallion Program <a href="http://www.veterans.usnlx.com/jobs">www.veterans.usnlx.com/jobs</a>	No	0	All Positions
Vets Jobs <a href="http://www.veterans.usnlx.com/jobs">www.veterans.usnlx.com/jobs</a>	No	0	All Positions
Latinoamerican Jobs <a href="http://www.latinoamerican.dejobs.org/jobs">www.latinoamerican.dejobs.org/jobs</a>	No	0	All Positions
Minority Jobs <a href="http://www.minority.dejobs.org/jobs">www.minority.dejobs.org/jobs</a>	No	0	All Positions
Enable America <a href="http://www.enableamerica.dejobs.org/jobs">www.enableamerica.dejobs.org/jobs</a>	No	0	All Positions

Notices of full-time vacancies during the Reporting Period were posted to <https://app.joinhandshake.com/emp> for the educational institutions listed below.

<b>Educational Institution</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
Atlanta University Center Consortium	No	0	All Positions
Spelman College	No	0	All Positions
Morehouse College	No	0	All Positions
Clark Atlanta University	No	0	All Positions
Georgia State University	No	0	All Positions
Kennesaw State University	No	0	All Positions
Oglethorpe University	No	0	All Positions
University of Georgia	No	0	All Positions
Georgia College & State University	No	0	All Positions

In addition to the above recruitment sources, candidates were referred by the below recruitment sources, which include job boards, personal referrals, and other sources to which notices are not routinely provided:

<b>Recruitment Source</b>	<b>Source Requested Notices?</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>
LinkedIn	No	13
Indeed	No	0
Employee Referral	No	0
Former Employee	No	0
Other Job Board – Employ Georgia	No	0
Internal Candidate	No	0

**E. Outreach Activities During Reporting Period**

<b>Description</b>	<b>Dates</b>
The employment unit sponsored the Georgia Association of Broadcasters E. Lanier (Lanny) Finch Scholarship. The scholarship program was established to encourage high school juniors and seniors to seek a career in the broadcast industry. The employment unit contributed financially to the scholarship fund and participated in the candidate selection process by reviewing and ranking finalists.	January 19, 2023
The employment unit participated as a sponsor of the 2023 Georgia Association of Broadcasters/University of Georgia College of Journalism and Mass Communications Job Fair, held at the Tate Student Center at the University of Georgia. The Marketing and Promotions Manager and the Office Manager spoke to students and prospective job applicants interested in broadcasting career opportunities.	February 8, 2023
The employment unit's hiring managers participated in the mandatory EEO Training Program. The Training included information on the EEO requirements, compliance, and recruitment process.	April 20, 2023
Participants:	

Description	Dates
<p>General Manager  Director of Operations  Regional News Director  Marketing and Promotions Manager  Local Sales Manager  Regional Community Empowerment Director  Director of Technology  EEO Officer</p>	
<p>The employment unit's Regional News Director participated in the National Association of Hispanic Journalists Career Fair. The event was held at Oglethorpe University in Atlanta, Georgia, on September 16, 2023. The Regional News Director spoke to prospective candidates about job opportunities.</p>	September 16, 2023
<p>The employment unit sponsored the Latin American Association's 2023 Career Expo on September 21, 2023, held at the Latin American Association Corporate Headquarters in Atlanta, Georgia. The Marketing and Promotions Manager and Regional Community Empowerment Director spoke to prospective job applicants interested in broadcasting career opportunities.</p>	September 21, 2023
<p>The employment unit established a scholarship program for high school and college students titled "Liga de Campeones" (League of Champions). The station solicits applications from students in the DMA and reviews and selects six who excel academically and show leadership qualities. These students each receive a \$2000 scholarship to be used for their college education. The Awards ceremony was held on June 17, 2023, at the Latin American Association's Corporate Headquarters in Atlanta, Georgia. The General Manager, Regional Community Empowerment Director, Marketing &amp; Communications Manager, Regional News Director, and Director of Technology were among those in attendance.</p>	June 17, 2023