

**WAGT-CD, WDZC-LD, WRDW
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
TECHNICAL MEDIA PRODUCER	3, 8, 10	10
NEWS VIDEO PRODUCER VIDEOGRAPHER	3, 8, 10	10
NEWSCAST PRODUCER	3, 8, 10, 15-16	10
METEOROLOGIST - WRDW/WAGT	1-18	5
CREATIVE SERVICES PRODUCER - WRDW/WAGT	1-18	5
MULTIMEDIA JOURNALIST - WRDW/WAGT	1-18	5

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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	Augusta Technical College 3200 Augusta Tech Dr Augusta, Georgia 30906 Phone : 706-771-4146 Email : dwendt@augustatech.edu Donna Wendt	N	0
2	Augusta University 1120 15th St UH210 Augusta, Georgia 30912 Phone : 706-737-1604 Email : melhall@augusta.edu Melissa Hall	N	0
3	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0
4	CSRA Economic Opp Auth 1261 Greene St Augusta, Georgia 30901 Phone : 706-722-8493 Email : Bking@CSRAEOA.org Beverly King	N	0
5	Employee Referral	N	3
6	GAB 6W Druid Hills Drive Suite 330 Atlanta, Georgia 30329 Phone : 770-395-7200 Url : http://careerpage.org Job Listings Manual Posting	N	0
7	Georgia Southern University PO Box 8069 Statesboro, Georgia 30460 Phone : 912-478-5197 Email : pgoodman@georgiasouthern.edu Pamela Goodman	N	0

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8	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	0
9	Hillsborough Comm College 2112 N 15th St Tampa, Florida 33605 Phone : 813-252-7978 Url : http://www.hccfl.edu Fax : 1-813-253-7973 Nerissa Lamison	N	0
10	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	3
11	Paine College 1235 -15th street Augusta, Georgia 30901 Phone : 706-821-8307 Email : aewing@paine.edu April Ewing	N	0
12	Savannah College of Art&Design PO Box 3146 Savannah, Georgia 31402 Phone : 912-525-4653 Email : careers@scad.edu Job Listings	N	0
13	SC Dept of Employment 1571 Richland Ave Aiken, South Carolina 29802 Phone : 803-508-7203 Email : sheadrick@dew.sc.gov Stephanie Headrick	N	0
14	Southern Wesleyan Univ PO Box 1020 Central, South Carolina 29630 Phone : 803-426-7981 Email : epate@swu.edu Ellen pate	N	0

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15	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://tvjobs.com Job Listings Manual Posting	N	0
16	University of GA 825 S Lumpkin UGA Career Athens, Georgia 30602 Phone : 706-542-3375 Samantha Meyer Manual Posting	N	0
17	University of SC-Aiken 471 University Pkwy Aiken, South Carolina 29801 Phone : 803-541-3652 Corey Feraldi Manual Posting	N	0
18	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:			6

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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	1/26/2023	Participation in other activities designed by the station employment unit	Meteorologist visited Augusta Christian Schools to speak with fifth graders about careers in Broadcasting and Meteorology.	1	Meteorologist
2	Ongoing Event	Participation in Job Fairs	The News Director and Multi Media Journalist participated in the GAB/UGA Career Fair. An information table was set up at The University of GA with information for students offering them information about career advice, internship and employment.	2	News Director MMJ
3	2/9/2023	Establishment of an intern program designed to assist members of the community	In 2023, WRDW/WAGT continued it's Internship Program through Gray Communication's Focus On Intern Program. During this reporting year, we hired 4 Interns. The Interns worked in The News Department and learned how to operate a news video camera, shot video of news events, developed news stories, conducted interviews, edited video for broadcast and wrote and presented news reports.	4	Intern Intern Intern Intern
4	Ongoing Event	Participation in other activities designed by the station employment unit	WRDW/WAGT hosted several station tours throughout the year for various Elementary, Middle School and High School Students . The Office Manager presented the tours and discussed careers in broadcasting.	1	Office Manager
5	2/14/2023	Participation in events sponsored by organizations representing the community	News Director was keynote speaker at the Georgia Communication Associations conference, a conference of all communication educators with Georgia Public Universities. Spoke about the impact of local investigative reporting on communities	1	News Director
6	3/27/2023	Participation in other activities designed by the station employment unit	Meteorologist visited Heritage Academy school to speak with fifth graders about careers in broadcasting and Meteorology,	1	Meteorologist
7	3/29/2023	Participation in other activities designed by the station employment unit	Meteorologist spoke with students at Hephzibah High School For Career Day about careers in Broadcasting and Meteorology.	1	Meteorologist

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8	4/20/2023	Provision of training to management	The Office Manager participated in training on the FCC EEO rules and regulations provided by Joan Stewart of Wiley Rein, LLP	1	Office Manager
9	5/25/2023	Participation in Job Fairs	The News Director participated in a career fair at Furman University. A table was set up with information about career advice, internship and employment. We hired a Furman student for our Summer 2023 Internship program as a result of attending this job fair.	1	News Director
10	Ongoing Event	Participation in events sponsored by organizations representing the community	News Director joined The Communication Advisory Board of Augusta University. In this role, she keeps the advisory board apprised of current state of media and skills needed to set students up for successful entry into journalism careers	1	News Director
11	10/4/2023	Participation in other activities designed by the station employment unit	News Director hosted 15 students from the Communications Department at Augusta University. Students and instructors toured the station and learned about individual positions in the Newsroom. They attended a news editorial meeting and learned about paid internships available	1	News Director
12	11/1/2023	Co Sponsoring Job Fair	News Director joined corporate recruiting team from Gray Television at the National College Media Association in Atlanta. News Director co-produced and presented two sessions: How to get the most out of your internship and how to find better stories. News Director also assisted Gray Tv recruiters at the job Fair Booth	1	News Director
13	Ongoing Event	Establishment of a mentoring program	News Director currently mentoring two journalism students at Furman University and Louisiana State University as part of The Gray mentorship Program	1	News Director
14	11/7/2023	Participation in other activities designed by the station employment unit	A meteorologist Visited Mead Hall School in Aiken SC..and spoke to 30 3rd grade students about careers in broadcasting and Meteorology	1	Meteorologist

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15	11/8/2023	Participation in other activities designed by the station employment unit	Two Meteorologist visited Parkway Elementary in Evans, GA and spoke to 150 students about careers in broadcasting and Meteorology.	2	Meteorologist Meteorologist
16	11/14/2023	Participation in other activities designed by the station employment unit	Meteorologist visited Lake Forest Elementary and spoke with 90 1st grade students about careers in Broadcasting and Meteorology.	1	Meteorologist
17	11/15/2023	Participation in other activities designed by the station employment unit	Meteorologists met with 75 students at North Columbia Elementary to talk about careers in broadcasting and meteorology.	2	Meteorologist Meteorologist
18	11/28/2023	Participation in other activities designed by the station employment unit	Meteorologist met with 150 students to discuss careers in broadcasting and meteorology.	1	Meteorologist