

**Annual EEO Public File Report**  
**WAGA-TV IS AN EQUAL OPPORTUNITY EMPLOYER**

**Coverage Period:** December 1, 2018 – November 30, 2019

**Station's Comprising Station Employment Unit:** WAGA-TV/FOX 5 – Atlanta, GA

**Total Number of Persons Interviewed During Applicable Period:** 92

<b>Section 1: Vacancy Information</b>		
<b>Full-time Positions Filled by Job Title</b>	<b>Date of Hire</b>	<b>Recruitment Source of Hire</b>
Producer	12/3/18	Internal
National Sales Coordinator	12/17/18	FOX Careers
Digital Content Marketing Manager	1/21/19	WTTG
Multi-Platform Content Creator	1/28/19	Internal
News Trainee	1/28/19	Unsolicited referral
Local Sales Coordinator	2/11/19	Unsolicited referral
Executive Producer	2/19/19	Employee referral
Segment Producer	4/8/19	Unsolicited referral
National Sales Coordinator	4/8/19	Unsolicited referral
Digital Content Manager	4/9/19	Unsolicited referral
Photographer	4/22/19	Employee referral
Director/Technical Director	5/1/19	Indeed
Production Trainee	5/13/19	Indeed
Broadcast Technician	5/28/19	FOX 5 Atlanta
Local Sales Coordinator	5/28/19	FOX Careers
Producer	6/3/19	Employee referral
Producer	6/24/19	Employee referral
Creative Services Trainee	7/1/19	Indeed
News Trainee	7/8/19	Unsolicited referral
National Sales Manager	7/23/19	WTVT
Sports Producer	7/29/19	Employee referral
VP, General Sales Manager	8/1/19	WFLD
Director/Technical Director	8/7/19	Indeed
Engineer	8/12/19	Unsolicited referral
Executive Producer	9/2/19	Internal
Marketing Coordinator	9/9/19	Internal
Executive Assistant	9/23/19	Internal
Local Sales Manager	10/1/19	Internal
Multi-Media Journalist	10/7/19	Unsolicited referral
Producer	10/7/19	Internal
Editor	10/14/19	WFOL
Traffic Director	11/18/19	Unsolicited referral

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Fox5atlanta.com serves the community by providing the Atlanta area with the latest news, weather, and traffic information including breaking news, severe weather alerts and traffic jams. Through this vital and active tool, news and information is widely disseminated. Station information available on the website includes: internship program, employment opportunities listing, and the EEO Public File Report. The community section has a list of public events and allows users to interact with each other in various forms. In addition, the website also has direct links to many national sites. Fox5atlanta.com attracts approximately 20 million page views and over 2.5 million unique visitors per month.

## Section 2: Recruitment Source Information

Recruitment Source (Company, Address, Telephone#, Contact Person)	Total Number of Interviewees This Source Has Provided during this Period (If Any)	Full-time Positions For Which Source Was Utilized
<b>Station Website</b> (Also: /Bulletin Board) 1551 Briarcliff Road NE Atlanta, GA 30306 R. Davis (404) 898-0269 <a href="http://www.fox5atlanta.com">www.fox5atlanta.com</a>	6	All positions
<b>21<sup>st</sup> Century Fox now known as FOX Careers</b> <a href="http://www.21cf.com/careers">http://www.21cf.com/careers</a> <a href="https://www.foxcareers.com/">https://www.foxcareers.com/</a>	14	All positions
<b>Collective Talent.com</b> <a href="mailto:www.info@michaelsmedia.com">www.info@michaelsmedia.com</a>	0	All positions
<b>Georgia Association of Broadcasters</b> 6 West Druid Hills Drive NE, Suite 330 Atlanta, GA 30329 (770) 395-7200 <a href="http://www.gab.org">www.gab.org</a> <a href="mailto:mlewis@gab.org">mlewis@gab.org</a>	0	All positions
<b>Georgia Department of Labor</b> 2943 North Druid Hills Road Atlanta, GA 30329-3909 <a href="http://www.dol.state.ga.us">www.dol.state.ga.us</a>	0	Traffic Director
Connecticut School of Broadcasting 1755 N Brown Rd Suite 175 Lawrenceville, GA 30043	0	All positions

<a href="http://www.GoCSB.com">www.GoCSB.com</a> <a href="mailto:mhessing@gocsb.com">mhessing@gocsb.com</a>		
<b>Spots N Dots</b> <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a>	0	Local Sales Manager

In addition to the above recruitment source information, employment opportunities are sent to the Human Resources contact for each owned and operated Fox Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

WNYW/WWOR 205 E. 67 <sup>th</sup> Street New York, NY 10065 R. Barranda <a href="http://www.fox5ny.com">www.fox5ny.com</a>	0	All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 T. Carter <a href="http://www.foxla.com">www.foxla.com</a>	0	All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S. Scott-Nathan <a href="http://www.fox32chicago.com">www.fox32chicago.com</a>	1	All positions
WTFX 330 Market Street Philadelphia, PA 19106 M. Yamin-Afshar <a href="http://www.fox29.com">www.fox29.com</a>	0	All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202 N. Robles <a href="http://www.fox4news.com">www.fox4news.com</a>	0	All positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 T. Wilson <a href="http://www.fox5dc.com">www.fox5dc.com</a>	1	All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers <a href="http://www.fox26houston.com">www.fox26houston.com</a>	0	All positions
KTVU/KICU 2 Jack London Square Oakland, CA 94607 C. Nohr <a href="http://www.ktvu.com">www.ktvu.com</a>	0	All positions
WTVT 3213 W. Kennedy Blvd. Tampa, FL 33609 I. Sierra <a href="http://www.fox13news.com">www.fox13news.com</a>	1	All positions
KSAZ/KUTP	0	All positions

511 W. Adams Street Phoenix, AZ 85003 D. Pike <a href="http://www.fox10phoenix.com">www.fox10phoenix.com</a>		
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith <a href="http://www.fox2detroit.com">www.fox2detroit.com</a>	0	All positions
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara <a href="http://www.fox9.com">www.fox9.com</a>	0	All positions
WOFL/WRBW/WOGX 35 Skyline Drive Lake Mary, FL 32746 J. Fromm <a href="http://www.fox35orlando.com">www.fox35orlando.com</a>	1	All positions
WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 K. Bouldin <a href="http://www.fox46charlotte.com">www.fox46charlotte.com</a>	3	All positions
KTBC 119 E 10 <sup>th</sup> Street Austin, TX 78701 L. Cordes <a href="http://www.fox7austin.com">www.fox7austin.com</a>	0	All positions

**In addition, the station had 15 interviews with internal candidates, 2 interviews from intercompany, 11 interviewees from employee referrals, 16 interviewees from unsolicited resumes from various talent agencies and others, and 21 interviewees from indeed.com (a website that copies our listings from other internet sites).**

### **Section 3: Supplemental Outreach Activities -**

PARTICIPATION IN JOB FAIRS AND CONVENTIONS - WAGA-TV or Fox Television Station Inc. Human Resources (All local Job Fairs attended by Regina Davis, Director of Human Resources and Community Affairs ~ unless otherwise noted.)

February 28, 2019 - Howard University Career Fair, Baltimore, MD (Attended by Heather Frascella, Bonnie Yuen and April Williams)

March 27, 2019 - CAU Mass Media Arts, Clark Atlanta University, Atlanta, GA (Attended by Kerry Charles)

July 10, 2019 - Emma Bowen Career Fair, New York City, NY (Attended by Roselyn Barranda, Bonnie Yuen and Spencer Woods)

July 31 - 2, 2019 - Asian American Journalist Association 2019 Career Fair, Atlanta, GA (Attended by FOX Corporate team, Regina Davis, Scott Stucky, Kate O'Hara)

August 7 - 9, 2019 - National Association of Black Journalists Convention & Career Fair, Detroit, MI (Attended by Iris Sierra, Karen Bouldin, and John Hoffman)

September 5 - 7, 2019 - National Association of Hispanic Journalists Career Fair, San Antonio, TX (Attended by FOX Corporate team, Tracey Rivers, and Nicole Robles)

October 25, 2019 - Howard University School of Communications Job and Internship Fair, Washington, DC (Attended by Bonnie Yuen and Murphy Baker)

### INTERNSHIP PROGRAMS

WAGA-TV/FOX 5 maintains an active year-round internship program for college/university, junior, senior and graduate students. The students work per their school requirements and receive college credit upon successful completion of their internship. Generally, internships are available in the following departments: News (including I-Team, Sports, Weather, and Digital News), Creative Services, Sales (including Digital Sales), and Operations/Production. Schools represented in 2019 include: University of Georgia, Georgia State, Mississippi State University, University of Tennessee, University of Missouri, and Kennesaw State University, Clark Atlanta University and Newberry College. Total number of interns per semester for 2019:

Spring Semester Interns - 3

Summer Semester Interns - 8

### PARTICIPATION IN SCHOLARSHIP PROGRAMS

Emma L. Bowen Scholarship Recipient -WAGA-TV/FOX 5 is currently sponsoring Faith Lucas through the Emma L. Bowen Foundation for Minority Interests in Media, Inc. Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both wages and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five (5) years, the students experience numerous aspects of Company operations and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

### PARTICIPATION IN TRAINING PROGRAMS

WAGA-TV/FOX 5 sponsors an active-year round Trainee Program for the News, Operations and Creative Services Departments. Trainees are recent college graduates hired for a six-month term. Trainees learn all facets of their respective department as preparation for full-time regular

employment at a broadcast station. Trainees are interviewed and hired by Regina Davis, and then supervised by Lily Jaramillo in News, Darren Pasch in Operations and Rick Snyder in Creative Services.

Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television Stations and sales offices throughout the United States.

#### PARTICIPATION IN BROADCAST CAREER/EDUCATION COMMUNITY EVENTS

WAGA-TV/FOX 5 is dedicated to community involvement and promoting higher education and diversity. Ongoing outreach efforts are supported by staff public speaking engagements at schools, civic groups, non-profit organizations and community events. Some examples are:

#### **Ryan Beesley**

1/30/19 - Ryan Beesley - Union Point Academy - Storm Chaser weather conversation with students  
1/25/19 - Ryan Beesley - Snapfinger Elementary - Storm Chaser weather conversation with students  
1/18/19 - Ryan Beesley - Decatur Adventist Junior Academy - Storm Chaser weather conversation with students  
1/9/19 - Ryan Beesley - Tripp Elementary - Storm Chaser weather conversation with students  
2/8/19 - Ryan Beesley - Smoke Rise Prep School - Storm Chaser weather conversation with students  
2/6/19 - Ryan Beesley - West Newton Academy - Storm Chaser weather conversation with students  
2/13/19 - Ryan Beesley - Harmony Elementary - Storm Chaser weather conversation with students  
2/14/19 - Ryan Beesley - Due West Elementary - Storm Chaser weather conversation with students  
2/20/19 - Ryan Beesley - Mt Vernon Exploratory School - Storm Chaser weather conversation with students  
2/22/19 - Ryan Beesley - Haynes Bridge Middle School - Storm Chaser weather conversation with students  
2/27/19 - Ryan Beesley - Banks County Elementary - Storm Chaser weather conversation with students  
3/6/19 - Ryan Beesley - P.B. Fitch Middle School - Storm Chaser weather conversation with students  
3/8/19 - Ryan Beesley - Kelly Mill Elementary - Storm Chaser weather conversation with students  
3/13/19 - Ryan Beesley - Sope Creek Elementary - Storm Chaser weather conversation with students  
3/14/19 - Ryan Beesley - West Newton Elementary - Storm Chaser weather conversation with students  
3/20/19 - Ryan Beesley - New Hope Elementary - Storm Chaser weather conversation with students  
3/21/19 - Ryan Beesley - 1<sup>st</sup> Creative Learning Academy - Storm Chaser weather conversation with students  
3/22/19 - Ryan Beesley - Liberty Elementary School - Skype call on weather  
3/27/19 - Ryan Beesley - Eastside Elementary School - Storm Chaser weather conversation with students  
3/28/19 - Ryan Beesley - Garden Hills Elementary - Storm Chaser weather conversation with students  
3/29/19 - Ryan Beesley - Webb Bridge Middle School - Storm Chaser weather conversation with students  
4/26/19 - Ryan Beesley - Riverside Military - Storm Chaser weather conversation with students  
5/1/19 - Ryan Beesley - Riverside Elementary - Storm Chaser weather conversation with students  
5/10/19 - Ryan Beesley - Intown Community School - Storm Chaser weather conversation with students  
5/15/19 Ryan Beesley - Ila Elementary - Storm Chaser weather conversation with students  
8/21/19 - Ryan Beesley - Alpharetta International Academy - Storm Chaser weather conversation with students  
9/25/19 - Ryan Beesley - East Lake Elementary - Storm Chaser weather conversation with students

#### **Doug Evans**

3/1/19 - Doug Evans - JC Booth Middle School - National Reading day  
8/20/19 - Doug Evans - Peachtree City Police Department - Lt Mark Brown media and police relations on breaking news community event

#### **Claire Simms**

3/19/18 - Claire Simms - Mount Bethel Christian Academy careers in broadcast  
2/1/19 - Claire Chaffins - Springdale Elementary School public speaking socialization and debate team career visitor day

#### **Portia Bruner**

1/18/19 Portia Bruner - DeKalb Academy of Technology and Environment STEM charter school career day  
4/17/19 - Portia Bruner - Panola Way Elementary career day  
5/8/19 - Portia Bruner - Barack Obama Elementary School career day  
11/21/19 - Portia Bruner, Jeff Hill, George Franco, Dale Russell, Kerry Charles - Atlanta Food Bank "Great Thanksgiving Dish" volunteer

#### **Randy Travis**

4/10/19 – Randy Travis & Ryan Beesley– Career day St. John Neumann Elementary School  
11/6/19 – Randy Travis – LaGrange Police Department speaking engagement with Supervisors regarding media relations including Troup County 922, Carrollton PD, LaGrange PD & Carroll County SO  
11/16/19 – Randy Travis – Atlanta Fulton Public Library reading to children understanding the holiday season through literature

**Aungelique Proctor**

3/7/19 – Aungelique Proctor – Browns Mill Elementary School career day  
4/11/19 – Aungelique Proctor – Moderator Findling Law Firm and various attorney and Netflix discussion of media attention in criminal defense cases  
3/22/19 – Aungelique Proctor – KIPP Primary and Middle School careers on Wheels speaking engagement

**Cody Chaffins**

3/1/19 – Cody Chaffins – Mary Lin Elementary – National reading day  
4/20/19 – Cody Charffins – Gwinnett County Swim and Dive – Athletics and Communications discussion careers for athletes in communication

**Katie deJong**

10/29/19 – Katie deJong – APD media roundtable Public Affairs Unit informal opportunity to dialogue and network

**Cal Callaway**

10/18/19 – Cal Callaway – Grady Alumni Advisory Board to speak to upcoming communications major student on possible local news opportunities

**Buck Lanford**

8/10/19 – Buck Lanford – Lakeside High School – Teen safety on social media

**Ken Rodriguez**

6/15/19 – Ken Rodriguez – Boys and Girls Club of Atlanta – Importance of sports community and education to shape young lives

**Joanne Feldman**

5/15/19 – Joanne Feldman – River Eves Elementary Careers on Wheels day

**Deidra Dukes**

9/23/19 – Deidra Dukes – 2019 Summit for Cool Girls and You! Speaker for women in communication

**Kaitlyn Pratt**

2/25/19 – Kaitlyn Pratt – Kirk L Adams Elementary School – National Reading Week

**Steven McIntyre**

12/10/18 – Steven McIntyre – East Hall Middle School Broadcast Team – Station tour for 10 students in 7th and 8th grade. Showed them around studio, control room, newsroom and the storm chasers.

**Amani Channel**

3/15/19 – Amani Channel – Slater Elementary School – Career day speaker – Shared career advice to 4<sup>th</sup> and 5<sup>th</sup> graders. Spoke to three classes.

**Tanya Mendoza**

3/5/19 – Tanya Mendoza – Gabriela Miranda – University of Georgia student shadowed her for Good Day Atlanta

**Mark Neely**

5/22/19 – Mark Neely – Adam Harvey – Conneticut School of Broadcasting student shadowed him during Good Day Atlanta