

EEO PUBLIC FILE REPORT FOR THE PERIOD 12/1/04 – 11/30/05

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080 (c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WAGT-TV, Augusta Georgia and is required to be placed in the public inspection file of this station and posted on the station's website.

The information contained in this Report covers the time period beginning December 1, 2004 to and including November 30, 2005 (the "Applicable Period").

The FCC's 2002 Rule requires that this Report contain the following information:

1. A list of full-time vacancies filled by the station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;)
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c)(2) of the FCC rules

APPENDIX A – Full-Time Positions filled for the Period 12/1/04 –11/30/2005

Job#	Position Filled	Total Number of Interviews	Recruitment Source of Hiree*	Recruitment Source for Interviews	Recruitment Sources
2004-21	Meteorologist/AM Anchor	3	15	6,6,15	5,6,7,8,15
2004-24	Meteorologist/Reporter	3	6	6,6,18	2,5,6,7,8, 18
2004-25	News Director	2	19	19,19	2,3,5,6,8,9,19,27,28, 64
2004-26	Traffic Manager	2	15	15,15	5,6,7,8,15,16
2005-01	News Producer	4	9	9,9,9,6	2,5,6,8,9,
2005-02	Staff Accountant	4	1	1,1,1,1	1,5,8,9
2005-03	Reporter/Photojournalist	3	6	6,9,9	2,5,6,8,9
2005-04	Morning Anchor	4	9	9,9,15,15	2,5,6,8,9, 15
2005-05	Account Executive	2	9	9,9	3,5,8,9,
2005-06	Meteorologist/Reporter	3	9	9,9,9	2,5,6,8,9,
2005-07	Traffic Assistant	1	9	9	1,5,8,9

2005-09	Morning Producer	2	15	9,15	2,5,6,8,9, 15
2005-11	Writer-Producer	4	9	9,9,9,15	2,5,6,8,9, 15
2005-13	Reporter/Photojournalist	4	6	6,6,6,6	2,5, 6,8,9,
2005-14	News Producer	4	15	9, 10,11,15,	2,5,6,7,8,9,12,13,15, 23
2005-15	Weekend Anchor Producer	3	9	2, 9,9	2,5,6,8,9
2005-16	General Manager	3	5	5,10, 15	2,3,5,6,9, 10, 15, and 28 thru 83

*Source number refers to those listed in Appendix B (below)

APPENDIX B – Recruitment Sources

Source #	Name	Contact	Address
1	Augusta Chronicle	Kim Barrs	725 Broad St., Kim.Barrs@augustachronicle.com
2	MediaLine	Mark Shilstone	250 W. 57 th St., NY,NY 10019, www.medialine.com
3	NAB	Dwight Ellis	1771 N. St., NW, Washington, D.C. 20036
4	NYU Career Net		719 Broadway, 3 rd Fl., NY,NY 10003, www.nyu.edu/career_services
5	Schurz Communications website	Duby Petit	225 W. Colfax Ave., South Bend, IN 46626, dpetit@ivypressonline.com
6	TV Jobs Employment Services	Mark Holloway	P.O. Box 4116, Oceanside, CA 92052, markch@tvjobs.com
7	USC-Aiken	Corey Feraldi	471 University Pkwy., Aiken, SC 29801, CoreyF@usca.edu
8	WAGT Bulletin Board	Marilyn Brock	905 Broad Street, Augusta, GA 30901, mbrock@wagt.com
9	WAGT Website	Dave DeFrehn	905 Broad Street, Augusta, GA, 30901, ddefrehn@wagt.com
10	Employee Referral	Marilyn Brock	905 Broad Street, Augusta, GA 30901, mbrock@wagt.com
11	USC-Columbia SC	Tim Brown	(803) 777-6272
12	Augusta State Univ.	Steve Clements	2500 Walton Way, Augusta, GA sclements@aug.edu
13	Paine College	Ms. Allen	Office of Career Services, 1235 15 th St., Augusta, GA, allenw@mail.paine.edu
14	Walk-in		
15	Internal Candidate	Marilyn Brock	905 Broad St., Augusta, GA 30901, mbrock@wagt.com
16	Spots n Dots		167 Oakdale Road, Johnson City, NY 13790, selltv@aol.com
17	Augusta Staffing	Donna Prosser	218 Oak St. Martinez, GA, 30904, donna@augustastaffing.com
18			
19	Dolan Media Research	Tom Dolan	3 North Court St., Frederick, MD 21701 (301) 866-1511
20	GA Department of Labor	Natasha Dover	601 Green St. Augusta, GA 30901, nastasha.dover@dol.state.ga.us
21	Aiken Technical College	Lee Powell	P.O. Box Drawer 696, Aiken, SC 29801 – personnel@atc.edu
22	Brenau College	Pat Hyatt	3349 Headquarters Rd., Ft. Gordon, GA 30905, careercenter@aug.edu
23	University of Georgia	Laura Stanley	UGA Career Ctr., Clark Howell Hall, Athens, GA 30602, ljstan@uga.edu
24	NAACP	Mildred McDaniel	1101 Eleventh Street, Augusta, GA 706 724 0390
25	NPPA	Tim Jones	3200 Croasdale Dr., Durham, NC, 28805, nppajib@hotmail.com
26	602 Communications	Sandy Lizik	4349 E. Colter Street, Phoenix, AZ 85018, slizak@602communications.com
27	Rick Givers & Associates	Rick Givers	PO Box 577, Zionsville, IN 46077, rick@rickgivers.com
28	RTNDA	Nicole	1600 K St. NW, Suite 700, Washington, DC, 20006, nicolen@rtnda.org
29	Asian American Journalists Association		1182 Market St., Suite 320 San Francisco, CA 94102, post@aaaja.org
30	AR & D Job Bank	JJ Davis	davis@talentdynamics.com
31	Ball State University	Jennifer F. Bavender	Lucina Hall Rm 351, Muncie, TN 47306, (765) 285-2436
32	Belmont Technical College	Ed O'Donnell	120 Fox-Shannon Place St. Clairsville, OH 43950,

66	Natl Press Photographers Association	Tim Jones	3200 Croasdaile Dr, Suite 306 Durham, NC 27705,
67	Ohio Center for Broadcasting	Gary James	9000 Sweet Valley Dr. Valley View, OH 44125, Beonair.com
68	Rose-Hulman Institute Technology	Kevin Hewerdine	5500 Wabash Ave., cm 15 Terre Haute, IN 47803, Kevin.hewerdine@rose-hulman.edu
69	Society of Broadcast Engineers	Scott Jones	kjones@spc.org
70	Saint Mary's College	Angela Bryant	164 LeMans Hall Notre Dame, IN 46556, ecdc@saintmarys.edu
71	Society of Professional Journalist		3909 N Meridian St. Indianapolis, IN 46208, webmster@spj.org
72	South Bend Tribune	Classified Ads	
73	Southwestern Michigan College	Jo Clark	58900 Cherry Grove Rd Dowagiac, MI 49047, jclark@swmich.edu
74	Specs Howard School of Broadcast Arts	Kathleen McIntyre	19900 West 9 Mile Road Southfield, MI 48075, (248)358-9000
75	Tri-State University	Debbie Roemke	One University Ave. Angola, IN 46703-0307, roemked@tristate.edu
76	University of Notre Dame	Cathy Dale	100 Eck Center Notre Dame, IN 46530
77	Valparaiso University	Sandy McGuigan	Career Center Valparaiso, IN 46383, Sandy.mcguigan@valpo.edu
78	JobWorks	Albert Hairston	851 S. Marietta, Suite 600 South Bend, IN 46601 Albeth@wdsni.com
79	WETL-FM	John H. Overmyer	635 S. Main South Bend, IN 46601, Jovermyer@sbcsc.k12.in.us
80	WSBT Inc.		300 W Jefferson Blvd South Bend, IN 46601, www.wsbtc.com
81	WVUT, Vincennes University	Al Rerko	1200 North Second Street Vincennes, IN 47591, Arerko@indiana.vinu.edu
82	Media Head Hunters Website	Cathy Carnegie	CJCarnegie@MediaheadHunters.com
83	Television Week	Eric Chasko	echasko@crain.com

APPENDIX C – Description of Outreach Initiatives Undertaken during this Reporting Period:

Number of Initiatives	Type of Recruitment Initiative	Date	Brief Description of Activity
1	Co-Sponsorship of Job Fair	1/19/05	Production Manager Anika Logan and Operations Manager Don Mathews attended the Broadcasters' Job Fair/Career Day held at the National Guard Armory in Augusta Georgia
2	Co-Sponsorship of Job Fair	2/9/05	Operations Manager Don Mathews and Business/HR Manager Marilyn Brock represented WAGT as a co-sponsor of the 2005 Annual Georgia Broadcasters Job Fair at the University of Georgia in Athens
3	Participate in Job Fair	2/16/05	Production Manager Anika Logan and Business/HR Manager Marilyn Brock participated in the Paine College Career Fair 2005
4	Participate in Job Fair	2/17/05	Business/HR Manager Marilyn Brock and Operations Manager Don Mathews participated in the 2005 Employer Expo sponsored by Augusta State University
5	Participate in Job Fair	3/30/05	Production Manager Anika Logan and Business/HR Manager Marilyn Brock participated in the University of South Carolina Aiken Career Day 2005

6	Participate in Job Fair	8/3/05 -8/7/05	News Director Scott Brady, Assignment Manager Melody Bostic and Chief Photographer Keith Brown hosted a booth at the National Association of Black Journalists 30 th Annual Convention & Career Fair in Atlanta Georgia
7	Intern Program	Ongoing	WAGT-Television Inc. offers unpaid internships to college-level students majoring in broadcasting, communications or a related field. The station strives to give the student in depth practical experience in areas of interest, as well as an overview of the station in general. All interns must attend an accredited college or university and must provide a letter verifying the student is actively enrolled and will receive academic credit for the internship. There were six internships completed during the period
8	Other Activity to further the goal of disseminating information about employment opportunities	Ongoing	<p>WAGT periodically runs the following on-air announcement:</p> <p>Public Notice to Community:</p> <p>WAGT Television is an Equal Opportunity Employer. In accordance with the FCC's EEO regulations, any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers may request that it be provided notice of WAGT Television's job vacancies as they occur. If your organization would like to be notified of such vacancies, please contact Marilyn Brock at WAGT Television, 905 Broad Street, Augusta, Georgia 30901 or email mbrock@wagt.com. Each organization that wishes to be given notice of job vacancies must provide its name, contact name, mailing address, e-mail address (if applicable), telephone number and identify the category or categories of vacancies of which it requests notice. An organization may request notice of all vacancies</p>
9	Event or Program sponsored by educational institutions relating to broadcasting career opportunities	February 2005	WAGT Television, Inc. participates annually in the national Groundhog Job Shadowing program through the South Carolina and Georgia School-To-Work program and area high schools. During the reporting period, six area middle and high school students participated in the program.
10	Event or Program sponsored by educational institutions relating to broadcasting career opportunities	8/4/2005	Anchor Bridgett Williams addressed a GED class at Augusta Technical College about opportunities in the television industry.
11	List every upper-level opening in a job bank or newsletter of a media trade group whose membership includes substantial participation of women & minorities	January 05 and September 05	WAGT Television had two upper level openings, News Director and General Manager, during this reporting period. Both were listed with the National Association of Black Journalists, a media trade group whose membership includes substantial participation of women and minorities.

End of report