

WRDW-TV/ WAGT-CD
EEO PUBLIC FILE REPORT
11/21/18– 11/20/19¹

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-26	7
Anchor Producer	1-26	7
Creative Services Manager	1-26	7
Digital Content Executive Producer	1-26	3
Digital Sales Manager	1-26	3
Meteorologist/MMJ	1-26	7
Multimedia Journalist	1-26	25
Multimedia Journalist	1-26	8
Multimedia Journalist	1-26	25
Multimedia Journalist	1-26	8
News Promotion Topical Producer	1-26	7
Photographer	1-26	5
Photographer	1-26	5
Producer	1-26	26
Producer	1-26	26
Technical Media Producer	1-26	7
Technical Media Producer	1-26	6
Technical Media Producer	1-26	3
Weekend Sports Anchor/MMJ	1-26	8

¹ This report ends 10 days before the end of the reporting period, as permitted by the FCC's rules. Any additional personnel hired before December 1 will be listed on next year's report.

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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 12-month period
1	GAB www.careerpage.org	N	0
2	www.tvjobs.com dwendt@augustatech.edu	Y	1
3	WRDW-TV News 12 Website – www.wrdw.com gdmsupport@gray.tv	N	5
4	WAGT-TV Website – www.26news.com gdmsupport@gray.tv	N	0
5	WRDW-TV Bulletin-Self Referral	N	2
6	Walk-Ins	N	2
7	Word of Mouth Referral	N	9
		N	
8	SNAG Jobs@gray.tv	N	6
9	August Branch NAACP P.O. Box 1951 Augusta, GA 30903-1951 706-724-0390 706-724-0390 (Fax) Augustanaacp@earthlink.net	Y	0
10	Augusta Technical College Donna Wendt 3200 Augusta Tech Drive Augusta, GA 30906 706-771-4146 706-771-4034 (Fax) dwendt@augustatech.edu	Y	0
11	Aiken Technical College Carol Gardener, Administrative Specialist for Student Development & Student Life P.O. Drawer 696 Aiken, SC 29802 803-593-9131 x 1283 803-593-8051 (Fax) gardenerc@atc.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Savannah College of Art & Design P.O. Box 3146 Savannah, GA 31402-3146 912-525-4653 912-225-4651 (Fax) careers@scad.edu	N	0
13	University of South Carolina- Aiken Corey Feraldi 471 University Parkway Aiken, SC 29801 803-641-3280 8803-541-3652 (Fax) Coreyf@usca.edu	Y	0
14	South Carolina Vocational Rehab Freddy Bowan 855 York Street NE Aiken, SC 29802 803-641-7630 803-641-7733 (Fax) fbowan@scvrd.state.sc.us	N	0
15	Paine College April Ewing 1235 – 15 th Street Augusta, GA 30901 706-821-8307 706-774-1564 (Fax) aewing@paine.edu	Y	0
16	University of South Carolina – Aiken Kathryn McGlynn, Coordinator for Experiential Education & Employer Relations 471 University Parkway Aiken, SC 29801 803-641-3533 803-641-3652 (Fax) kathrynm@USCA.edu	Y	0
17	Augusta University Career Services Melissa Hall 1120 15 th Street UH210 Augusta, GA 30912 706-737-1604 melhall@augusta.edu	Y	0
18	Georgia Southern University Pamela Goodman, Employer Relations & Experiential Learning P.O. 8069 Statesboro, GA 30460-8069 912-478-5197 pgoodman@georgiasouthern.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
19	Southern Wesleyan University Ellen Pate 802 E. Martintown Road North Augusta, SC 29841 803-426-7981 epate@swu.edu	Y	0
20	Nerissa Lamison Hillsborough Community College 2112 North 15 th Street Tampa, FL 33605 813-252-7978 813-253-7973 (Fax)	Y	0
21	Carolina School of Broadcasting Alyson Young 3435 Performance Road Charlotte, NC 28214 704-395-9272 Alyson.young@csbradiotv.edu	N	0
22	CSRA Economic Opportunity Authority Beverly Edwards King, Personnel & Training Director 1261 Greene Street Augusta, GA 30901 706-722-8493 706-722-8565 BKing@CSRAEOA.org	Y	0
23	Good Will Works of Middle GA & CSRA Cathy O'Tyson, Talent Acquisition Manager 3145 Washington Road Augusta, GA 30907 706-854-4773 706-650-6240 (Fax) cotypon@goodwillworks.org	Y	0
24	South Carolina Department of Employment Work Force Stephanie Headrick, Virtual Recruiter 1571 Richland Avenue Aiken, SC 29802 803-508-7203 803-641-7241 (Fax) sheadrick@dew.sc.gov	Y	0
25	USC Job Fair	N	4
26	Augusta University Job Fair	N	7
	Total Number of Interviewees in a 12 Month Period		36

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program	In 2019, WRDW-WAGT continued its internship program. There were four interns participating during this reporting year in the News Department. Responsibilities for those in the News Department included assisting the assignment manager in handling story checks, incoming news satellite feeds, CBS and CNN data, writing and editing in-house stories and those gathered in the field, and shadowing producers, photographers and reporters.
2	Participated in a Job Fair	On February 8, 2019. The News Director, and Production Supervisor, participated in the Augusta University Job Fair. Met with students or graduates looking for internships, career advice or job opportunities. Answered questions, gave career advice, described opportunities for students and upcoming graduates. Job description flyers of current openings were available. Also discussed summer internships.
3	Participated in a Job Fair	On February 20, 2019, Production Supervisor, participated in the Job Fair at the University of South Carolina, Aiken. Discussed with the students about job opportunities at WRDW-WAGT. Talked with interested candidates about current openings at the station. Distributed flyers reflecting job openings and internships.
4	Participated in a Job Fair	On February 27, 2019, News Director participated in the GAB/UGA Career Fair. Set up an information table at the University and met with students offering them information about careers advice, internship and employment.

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5	Host a Job Fair	On March 5, 2019, Gray Television Media sponsored Gray Day @ UGA. News Director, met with students for 20 minute sessions. Reviewed their work, talked to them about open positions and fielded career questions. As a result of station visit, at least one employment has been extended so far.
6	Participation in Career Fair	On March, 26, 2019, News Director, and Executive Producer, participated at the USC College Information Communications Job Fair. Met with students for three hours and reviewed their work, talked about open positions and fielded career questions. Four students were scheduled to visit the station.
7	Participation in a Career Fair.	On April 16, 2019, Production Supervisor participated in a Job Fair at Aiken Technical School looking for potential new job candidates and show our support as a station in the community. He manned a booth and talked to the students about the television industry.
8	Participated in other activities designed by the station employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities.	On March 12, 2019, Vice President/General Manager and Creative Services Coordinator participated in the first Columbia County Career and College Expo. Over 100 colleges, universities and area/regional businesses participated. They discussed the demand for careers in broadcasting and answered questions about broadcasting.
9	Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	On June 20, 2019, Assistant to General Manager/HRO and Office Manager participated in a webinar on The FCC's Equal Employment Rules.
10	Establish training program designed to enable station personnel skills that are reasonable calculated to further goal of disseminating information as to employment opportunities. of	WRDW-WAGT continues to implement cross-training the Production Department between master control and producers. Employees are being trained as master control operators and producers with the skills learned them for qualifying them for vacancies in other markets and WRDW-WAGT.
11	Participated in other activities designed by the station employment unit that are reasonable calculated to further the goal of disseminating	On November, 2, 2019, News Director and Executive Producer, made on-campus visit to the communications department at Augusta

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	information as to employment opportunities.	University and participated in recorded interviews allowing students to have hands-on experience with interviewing, operating a camera, controlling audio levels and general studio production. Answered students' questions about WRDW-WAGT and questions about career advice as well as the changing landscape and qualifications needed for entry-level positions. Followed up by referring two students to WRDW-WAGT Creative Services for start-up internships.
12	Participated in other activities designed by the station employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities.	On November 13, 2019, News Director and made a visit to senior journalism class to recruit hires from December grads for entry-level positions. Observed students preparing for two live broadcasts, talked about their creative process, job search, career desires and qualifications. Answered students' questions about WRDW-WAGT and questions about career advice. Followed up by three students to visit the station to learn more about available career opportunities.