

EEO PUBLIC FILE REPORT

FOR

WFXG-TV

This EEO Public File Report
December 1, 2022 to November 30, 2023

EEO Annual Public File Report

WFXG-TV

The purpose of this EEO Public File Report is to comply with Section 73.2080 (c)(6) of the Federal Communications Commission's EEO Rule. This Report has been prepared on behalf of WFXG. This Report will be placed in WFXG's online public inspection file and posted on WFXG's website.

The information contained in this Report covers the time period ending November 30, 2023 (the "Reporting Period").

Attachments 1 through 3 are intended to provide the information required by the FCC's EEO Rule. Attachments 1 and 2 contain the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hiree for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment 3 contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO Rule during the Reporting Period.

Questions concerning this Report should be directed to Tiffany Humphrey at (804) 672-6565 or business@lockwoodbroadcast.com.

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**ATTACHMENT 1
FULL-TIME VACANCY INFORMATION**

Position Title	Total No. Interviewees for the Vacancy	Recruitment Source of Hiree	Recruitment Sources Utilized (see attached list of sources)
Account Executive	5	8	1-13
Producer**	3	12	1-12
News Specialist**	5	8	1-12
Sales Assistant	4	11	1-12
AM Anchor	4	7	1-11
Producer**	3	7	1-12
Production Assistant PT	3	7	1-7, 9-12, 15
News Specialist**	6	12	1-12
National Sales Assistant	2	12	1-7, 9-12
News Specialist	4	12	1-7, 9-12
Account Executive	3	12	1-7, 9-12, 14
Production Assistant	3	12	1-12
Account Executive	1	12	1-7, 9-12
Producer (2 positions)	3	7, 7	1-7, 9-12
MultiMedia Journalist	4	7	1-7, 9-12
Photojournalist	3	8	1-6, 8-11
News Specialist (3 positions)	6	7, 7, 8	1-11
MultiMedia Journalist	5	7	1-11
Anchor	5	7	1-7, 9-11
Producer	4	7	1-7, 9, 10, 11

Total number of persons interviewed during the Reporting Period: 76

****Some of the interview pool was the same between positions of same position title, which may have resulted in a larger number of interviewee's counted than actual individuals who were interviewed.**

**ATTACHMENT 2
RECRUITMENT SOURCE INFORMATION**

Recruitment Source (see attached list)	Total Number of Interviewees from Source*	Did Source Request Notice of Job Openings?
1	0	NO
2	0	NO
3	0	NO
4	0	NO
5	0	NO
6	0	NO
7	34	NO
8	11	NO
9	0	NO
10	0	NO
11	1	NO
12	29	NO
13	0	NO
14	1	NO
15	0	NO

RECRUITMENT SOURCES

Source

1. Spelman College, 350 Spelman Lane SW, Atlanta, GA 30314 Harold Ball – 404-270-5273
2. Clark Atlanta University, 223 James P. Brawley, Atlanta, GA 30314 – 404-880-6701
3. Fort Valley State University, 1005 State University Drive, Fort Valley, GA 31030 Romelda Simmons – 478-825-6315
4. LaGrange College, 601 Broad Street, LaGrange, GA 30240 D. Goldwire – 706-880-8177
5. Columbus State University, 4225 University Ave., Columbus, GA 31907 - 706-507-8800
6. Albany State University, 504 College Drive, Albany, GA 31705 – 229-430-4654
7. WFXG – TV Website, <https://www.wfxg.com> 3933 Washington Road Augusta, GA 30907 706-650-5400
8. Internal Referral
9. TVJobs – www.TVJobs.com, PO Box 4116 Oceanside, CA 92052 760-754-8177 info@tvjobs.com
10. Georgia Association of Broadcasters 6 W Druid Hills Drive NE Suite 330 Atlanta, GA 30329 mlewis@gab.org 770-395-7200
11. Columbia County Chamber of Commerce <https://www.columbiacountychamber.com/> 1000 Business Blvd, Evans, GA 30809 706-651-0023
12. Indeed.com, 6433 Champion Grandview Way, Building 1, Austin, TX 78750 1-800-475-4361
13. SpotsNDots
14. Linked In www.linkedin.com 2029 Stierlin Court Suite 200 Mountain View, CA 94043 1-650-687-3600
15. Medialine.com <https://medialinetalent.com/post-a-job/> 2515 Sparrow Crest Dr. Katy, TX 77494 913-217-0685

ATTACHMENT 3

MENU OPTION ACTIVITIES

WFXG-TV has engaged in the following outreach activities during the period covered by this Report:

Activity Classification*	Type of Activity	Brief Description
5	Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	<ul style="list-style-type: none"> Station hosted an intern attending the University of Georgia from June 1, 2023 to July 15, 2023. The intern interacted with the news personnel including the News Director, Anchors, and Multi Media Journalists and learned about news and commercial production. Additionally, the intern learned general knowledge about broadcasting and sales marketing.
6	Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies)	<ul style="list-style-type: none"> WFXG created and aired announcements that encouraged viewers interested in pursuing a radio and/or a television career to utilize the websites of the Georgia Association of Broadcasters to learn of employment opportunities at member stations. These announcements ran throughout the year on WFXG. Vacant positions were posted the Georgia Association of Broadcasters website.
8	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;	<ul style="list-style-type: none"> June 9, 2023: The Sales Managers and Sales Assistants participated in WideOrbit Media Sales training. The training was purchased by the station to instruct the staff on WideOrbit Media Sales Inventory and Inventory Management. November 8-10, 2023: The new staff completed training with Subject Matter Expert Mark Kurtz regarding various topics narrowed for each role in the news room. Topics included such items as creating local news viewers can trust, ways to grow the audience, breaking news, story selection, weather brands, story development, and live shots and coverage.
10	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<ul style="list-style-type: none"> August 22, 2023: The General Manager spoke at Greenbrier Middle school about careers in broadcasting and the paths one should follow to work in broadcasting.

* For "Activity Classification", use "1" through "16" in accordance with attached list.

Menu Option Classifications

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.