

## WGCL TV EEO PUBLIC FILE REPORT

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WGCL submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WGCL website and in the WGCL Public File and consists of three (3) parts as follows:

1. A form for each job vacancy filled by the station from December 1, 2005, through November 30, 2006 entitled the "**Recruitment Sources Report**" which includes the following information:

\*A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.

\*The Recruitment Sources used to fill those job vacancies, identified by name.

\*The Recruitment Source referring the hiree for each job vacancy.

2. A second form entitled "Interviewee Records Report" listing the following information:

\*Each Recruitment Source listed by name, contact name, address and phone number.

\*The total number of persons interviewed for job vacancies between December 1, 2005, through November 30, 2006.

3. A brief description of Recruitment Initiatives.

**WGCL**

**Recruitment Sources Report**

For the period of December 1, 2005, through November 30, 2006 WGCL TV filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	Tr. Maint. Eng. (Position Filled Date) 12/19/05		Audio Tech 12/16/05		Photographer 12/19/05		Local Sales Assist 01/06/06		Photojournalist 02/02/06		Natl Sales Assist 01/13/06		Operations Eng 03/01/06		Acct. Executive 03/06/06		Assignment Editor 03/08/06		Producer 03/10/06		Anchor/Reporter 02/09/06		Accounting Mgr. 04/03/06		BC Maint. Supervisor 03/31/06		Producer 04/10/06		Account Executive 04/07/06		Photographer 04/16/06						
	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS				
The Atlanta Urban League	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		
Atlanta University Career Center		x			x			x			x			x			x			x			x			x			x			x			x		
Georgia Association of Broadcasters	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		
Georgia Department of Labor		x			x			x			x			x			x			x			x			x			x			x			x		
Georgia State University		x			x			x			x			x			x			x			x			x			x			x			x		
Latin American Association		x			x			x			x			x			x			x			x			x			x			x			x		
Media Women		x			x			x			x			x			x			x			x			x			x			x			x		
Morehouse College		x			x			x			x			x			x			x			x			x			x			x			x		
Spelman College	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		
University of Georgia		x			x			x			x			x			x			x			x			x			x			x			x		
National Assn. of Hispanic Journalists		x			x			x			x			x			x			x			x			x			x			x			x		
Television Bureau of Advertising	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		
Society of Broadcast Engineers	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		
Connecticut School of Broadcasting		x			x			x			x			x			x			x			x			x			x			x			x		
Asian American Journalist Assn								x						x					x																		
Spots N Dots													x																								
TV Jobs.com		x			x			x			x			x			x			x			x			x			x			x			x		
Atlanta Journal and Constitution																																					
Atlanta Press Club																																					
Art Institute of Atlanta		x			x			x			x			x			x			x			x			x			x			x			x		
eTalent Staffing	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		
CBS46.com		x			x	HS		x			x	HS		x			x	HS		x	HS		x			x	HS		x			x			x	HS	
American Sportscasters Assn.	*	x		*	x	HS		x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		
b-roll.net																																					
NPPA.org																																					
Monster.com																																					
Cold Call																																					
Atlanta Broadcast Advertising Club																																					
Broadcasting and Cable																																					
TV Technology.com																																					
BCFM																																					
Gnewell, 602 Communication																																					
Industry/Employee Referral			IR																																		
Internal Promotion								ER																													

**Key:**  
**RS/O**= Requesting Sources/Organizations that requested and received the job vacancy notice.  
**X**= Represents All Recruiting Sources that received the job vacancy notice.  
**HS**= Source referring Hiree. Choose one of the following:  
**HS** = Recruitment Source that referred the Hiree.  
**IR/ER**= Hiree was referred by an Industry Referral/Employee Referral.  
**IP** = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.



**WGCL**

**Recruitment Sources Report**

For the period of December 1, 2005, through November 30, 2006 WGCL TV filled the following vacancies as defined by the FCC EEO rules.

Recruitment Sources	Web News Producer			New Bus.ConvMgr			Reporter			I-Team Producer			Maintenance Eng			Producer			Operations Eng			Maint. Eng			Credit Manager			Graphic Designer			Production Mgr.		
	(Position Filled Date)	07/06/06	08/15/06	07/24/06	09/05/06	09/11/06	09/27/06	09/28/06	10/04/06	10/27/06	11/01/06	11/17/06																					
	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS	RS/O	X	HS			
The Atlanta Urban League	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x				
Atlanta University Career Center		x			x			x			x			x			x			x			x			x			x				
Georgia Association of Broadcasters	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x				
Georgia Department of Labor		x			x			x			x			x			x			x			x			x			x				
Georgia State University		x			x			x			x			x			x			x			x			x			x				
Latin American Association		x			x			x			x			x			x			x			x			x			x				
Media Women		x			x			x			x			x			x			x			x			x			x				
Morehouse College		x			x			x			x			x			x			x			x			x			x				
Spelman College	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x				
University of Georgia		x			x			x			x			x			x			x			x			x			x				
National Assn. of Hispanic Journalists		x			x			x			x			x			x			x			x			x			x				
Television Bureau of Advertising	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x				
Society of Broadcast Engineers	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x				
Connecticut School of Broadcasting		x			x			x			x			x			x			x			x			x			x				
Asian American Journalist Assn																																	
Spots N Dots					x																												
TV Jobs.com		x			x			x			x			x			x			x			x			x			x				
Atlanta Journal and Constitution																																	
Atlanta Press Club																																	
Art Institute of Atlanta								x			x			x			x			x			x			x			x				
eTalent Staffing	*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x				
CBS46.com		x			x			x	HS		x	HS		x	HS		x	HS		x	HS		x	HS		x	HS		x	HS			
American Sportscasters Assn.		x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x		*	x				
b-roll.net																																	
NPPA.org																																	
Monster.com																																	
Cold Call																																	
Atlanta Broadcast Advertising Club																																	
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## WGCL TV INTERVIEWEE RECORDS REPORT

Job Vacancies: December 1, 2005 through November 30, 2006.

This report lists all Recruitment Sources and the total number Interviewees referred by each Recruitment Source during this reporting period.

### # Interviewees

	Name	Contact Name/Title	Phone Number/Fax Number	E-Mail Address	Address1	Address2	City	State	Zip
. 1 .	Society of Broadcast Engineers	Scott Jones	317-846-9000/317-846-9120	<a href="mailto:kjones@sbe.org">kjones@sbe.org</a>	9347 Meridian St.	Suite 305	Indianapolis	IN	46250
. .	Asian American Journalist Assn.	Albert Lee, Prof.Programs Coord.	415-346-2051, ext.107	<a href="mailto:post@aaia.org">post@aaia.org</a>	1182 Market St.	Suite 320	San Francisco	CA	94102
. .	Georgia Assn. of Broadcasters	Stephanie Beck, E-mail Editor	770-395-7000/770-395-7235	<a href="mailto:beck@sab.org">beck@sab.org</a>	8010 Roswell Road	Suite 150	Atlanta	GA	30350
. .	Natl Assn. of Hispanic Journalist	Yaneth Guillen/Program Asst.	202-662-7483/202-662-7144	<a href="mailto:jguillen@nahi.org">jguillen@nahi.org</a>	1000 National Press Bldg.		Washington	DC	20045-2001
. .	Georgia State University	Director of Job Placement	404-651-2215		University Plaza		Atlanta	GA	30303
. .	Atlanta University Career Center	Deidre McDonald	404-880-6217	<a href="mailto:DMcDonal@cau.edu">DMcDonal@cau.edu</a>	James P. Brawley Dr. @Fair St.		Atlanta	GA	30314
. .	Morehouse College	Job Placement Specialist	404-681-2800	<a href="http://www.morehousecollege.edu">www.morehousecollege.edu</a>	830 Westview Drive SW		Atlanta	GA	30314
. .	Spellman College	Career Placement Office	404-681-3643/404-233-1467	<a href="mailto:tireland@spelman.edu">tireland@spelman.edu</a>	350 Spellman Lane SW		Atlanta	GA	30314
. .	University of Georgia	Grady College Placement	706-542-2006/706-542-2183	<a href="http://career@uga.edu">career@uga.edu</a>	Room 209, Journalism Bldg.		Athens	GA	30602
. .	Connecticut School of Broadcasting Atlanta, LLC	Myi Marshall	770-522-8803	<a href="mailto:atlantascb@aol.com">atlantascb@aol.com</a>	1117 Perimeter Center West	Suite N301	Atlanta	GA	30338
. .	Latin American Association	Ingrid Rodriguez	404-982-6894	<a href="http://latinamericanassoc.org">latinamericanassoc.org</a>	2665 Buford Highway		Atlanta	GA	30324
. .	Media Women				257 West Lake Ave., NW		Atlanta	GA	30314
. .	Georgia Dept. of Labor	Career Center		<a href="http://ajb.org">ajb.org</a>	409 Arrowhead Blvd.	Suite C-5	Jonesboro	GA	30236
. .	The Atlanta Urban League	Al Harrison, Director	404-659-1150		75 Piedmont Ave., NE	Suite 310	Atlanta	GA	30303
. .	Television Bureau of Advertising	Job Center Administrator	212-891-2214/212-935-5631	<a href="mailto:hope@tvb.org">hope@tvb.org</a>	3 East 54th St.		New York	NY	10022
. 4 .	Atlanta Journal Constitution	Classified Advertising	404-577-5772/404-526-5909				Atlanta	GA	
. 16 .	Monster	Jean D'Amico	1-800-666-7837	<a href="http://monster.com">monster.com</a>	47 Perimeter Center East	Suite 350	Atlanta	GA	30346
. 9 .	TVJobs.com	Broadcast Employment Services	760-754-8177/760-754-2115	<a href="http://tvjobs.com/postjobs">tvjobs.com/postjobs</a>	P.O.Box 4116		Oceanside	CA	92052
. 1 .	BCFM (Broadcast Financial Management)	Job Bank/Employer Posting	847-716-7000	<a href="http://BCFM.org">BCFM.org</a>	550 W. Frontage Rd.	Suite 3600	Northfield	IL	60893
. 9 .	B-Roll.net	Kevin Johnson	757-535-4459	<a href="mailto:joblistings@B-Roll.net">joblistings@B-Roll.net</a>					
. 1 .	Graeme Newell 602 Communications	Graeme Newell, President	704-543-1426	<a href="http://602communications.com">602communications.com</a>	6839 Charter Hills Rd.		Charlotte	NC	28277
. 10 .	Natl Press Photographers Association	Greg Garneau, Exec. Dir.	919-383-7246	<a href="http://nppa.org">nppa.org</a>	3200 Croasdaile Dr.	Suite 306	Durham	NC	
. .	Broadcasting and Cable	Yuki Atsumi	646-746-6949/646-746-6954	<a href="mailto:yatsuh@reedbusiness.com">yatsuh@reedbusiness.com</a>	360 Park Ave. South		New York	NY	10010
. .	TV Technology (IMAS Publishing Inc.)	Tom Butts	703-998-7600	<a href="http://totechnology.com">totechnology.com</a>	P.O. Box 1214		Falls Church	VA	22041
. 84 .	WGCL TV Website	Megan Smith, Web Producer	404-327-3215	<a href="http://cbs46.com">cbs46.com</a>	425 14th St. NW		Atlanta	GA	30318
. .	WGCL TV Intern Program	Kay Thornhill	404-327-3133	<a href="mailto:kay.thornhill@cbs46.com">kay.thornhill@cbs46.com</a>	425 14th St. NW		Atlanta	GA	30318
. 1 .	Spots n Dots	Dai & Joe	888-884-2630/607-729-7331	<a href="mailto:selty@aol.com">selty@aol.com</a>					
. .	American Sportscasters Association Inc.	Louis O. Schwartz, President	212-227-8080 / 212-571-0556	<a href="http://americansportscasters.com">americansportscasters.com</a>	225 Broadway	Suite 2030	New York	NY	10007
. .	eTalent Staffing	Greg Craig	678-476-9585	<a href="http://www.etalentstaffing.com">www.etalentstaffing.com</a>	P.O. Box 870261		Stone Mountain	GA	30087
. .	The Art Institute of Atlanta	Amy Lee, Job Development Coord.	770-689-4910	<a href="http://aii.edu">aii.edu</a>	6600 Peachtree Dunwoody Rd.	100 Embassy Row	Atlanta	GA	30328
. 7 .	Cold Calls and Walk-ins to WGCL TV	James Carter, HR Director	404-325-4646	<a href="http://cbs46.com">cbs46.com</a>	425 14th St. NW		Atlanta	GA	30318
. 1 .	National Assn. of Black Journalists	Job Board	301-445-7100	<a href="http://Nabj.org">Nabj.org</a>	8701 -A Adelphi Road		Adelphi	MD	20783
. 1 .	Savannah College of Art and Design	<a href="http://careers@scad.edu">careers@scad.edu</a>	912-525-5100	<a href="http://Scad.edu">Scad.edu</a>	P.O. Box 2072		Savannah	GA	31402
. 65 .	Industry/Employee Referral								
. 21 .	Internal Candidates								

TOTAL **231**

\*If contacts change during the reporting period, note date and name changes below.

Privacy Notice: The FCC requires all stations to report the names of community organizations requesting job vacancy information plus the contact person, address and telephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancies, you consent to the public disclosure of this information by the FCC.

## WGCL Recruitment Initiatives Report 2006

Type of Recruitment Initiative	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Internship Program	January 4, 2006 through December 1, 2006	<p>17 students participated in the WGCL TV Internship Program. Interns worked in the News, Production, Sales and Community Relations departments.</p> <p>These interns performed duties such as floor direction, operating studio camera/prompter, system editing/writing news stories, assisting photographers with equipment and lighting, weather graphics, researching log discrepancies, assignment desk editing and coordination.</p>	University of Georgia Clark Atlanta University Georgia Tech Georgia State University NC Agricultural & Technical State University Valdosta State University University of West Georgia Louisiana State University Clemson University Atlanta Broadcasting Institute
Programs sponsored by educational institutions relating to career opportunities in broadcasting.	<p>March 8, 2006</p> <p>March 22, 2006</p> <p>March 30, 2006</p>	<p>WGCL TV Broadcast Talent and station management visited local elementary schools, high schools and a college career day to educate students about career opportunities in broadcasting.</p> <p>Weather anchor, Laura Huckabee spoke to approximately 75 students about careers in Broadcasting.</p> <p>Weather anchor, Laura Huckabee spoke to 100 students (grades 3-6) about careers in Broadcasting meteorology.</p> <p>Anchor, Mike Moore, participated in the Career Fair with a focus on Communications/Journalism. Approx.</p>	<p>Campbell Middle School</p> <p>Hambrick Elementary School</p> <p>Perimeter College</p>

	June 8, 2006	200 students attended. WGCL TV Community Relations Manager participated in the Communities in School program to discuss careers in Broadcasting. Approx. 300 at risk high school students attended the program.	Students from 59 High Schools throughout the state of Georgia met at Emory University
	October 18, 2006	Weather anchor, Chris Smith spoke to approx. 70 students (4 <sup>th</sup> graders) about careers in Broadcast Meteorology.	Bouie Elementary, DeKalb County
Job Fairs	April 7, 2006	WGCL TV Human Resources Manager, Kay Thornhill, hosted a booth at the American Advertising Federation, Mosaic Career Fair. Approx. 200 students from colleges and universities in the Southeast attended.	American Advertising Federation
	April 5, 2006	WGCL TV Human Resources Manager, Kay Thornhill, hosted a booth at the Internship Fair at the University of West Georgia. Approx. 100 students attended.	Media Day, University of West Georgia, Carrolton, GA
	August 16-20, 2006	NABJ National Convention. Reporter Tony McNary and Executive Producer Eric Ludgood participated in the hosting of the corporate booth. This convention was attended by approx. 3000 professionals. Approx. 200 candidates visited our booth and discussed career opportunities.	National Association of Black Journalists Annual Convention and Career Fair Indianapolis, IN

Equal Employment Opportunity Training	August 17, 2006	During an off-site Management Retreat approximately 25 managers/supervisors were briefed/trained on turnover statistics and retention tactics. The training also consisted of ensuring applicants were considered based upon the requirements of the position/job only. "Targeted Selection" was discussed to ensure it's utilization in identifying candidates with the requisite background/experience for the position.	
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