

EEO PUBLIC FILE REPORT

FOR

SPRINGFIELD BROADCASTING PARTNERS

WFXB FOX TV

Myrtle Beach, SC 29577

This EEO Public File Report  
Covers the One-Year Period  
Ending on July 31, 2018

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WFXB public inspection file pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on July 31, 2018, the station filled the following full-time vacancies:

Account Executive	2
Digital Sales Specialist	1
Producer	2
Promotions Director	1
Sales Assistant	2

The station interviewed a total of 37 people for all full-time vacancies during the period covered in this report.

Attachment A contains 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 A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

### FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive - 1

Recruitment Source That  
Referred the Hiree: Employee Referral

Date Vacancy Opened: April 11, 2018

Total Number of Persons  
Interviewed for the Vacancy: 4

Date Vacancy Filled: May 14, 2018

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
South Carolina Broadcasters Association	One Harbison Way Suite 112 Columbia SC 29212	Paula Thayer	803-732-1186		No
Employee Referral	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300	2	No
WFXB.com	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300		No
TVJobs.com	Internet site	Mark Holloway			No
NAACP	611 Main Street Columbia SC 29203	Dwight James	(803) 754-8484		No
Coastal Carolina University	PO Box 261954 Hwy. 501 Conway SC 29526	Molly Fout	(843) 349-2333		No
WCCB Charlotte	1 Television Place Charlotte NC 28205	Cathy Hodges	(704) 632-7345		No
WOLO Columbia	5807 Shakespeare Rd Columbia SC 29223	Marty White	(803) 754-7525		No
Indeed.com	Internet site	Elayna Cassella	203-487-7219	2	No
app.joinhandshake.com	Internet web site for college students and alumni	Multiple contacts			No
Horry Georgetown Tech	2050 Hwy 501 E Conway SC 29526	Bertha Fletcher	(843) 347-3186		No

# FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Executive - 2

Recruitment Source That  
Referred the Hiree: Employee Referral

Date Vacancy Opened: August 25, 2017

Total Number of Persons  
Interviewed for the Vacancy: 7

Date Vacancy Filled: September 20, 2017

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referral	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300	3	No
WFXB.com	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300	2	No
TVJobs.com	Internet site	Mark Holloway			No
South Carolina Broadcasters Association	One Harbison Way Suite 112 Columbia SC 29212	Paula Thayer	803-732-1186		No
WOLO Columbia	5807 Shakespeare Rd Columbia SC 29223	Marty White	(803) 754-7525		No
WCCB Charlotte	1 Television Place Charlotte NC 28205	Cathy Hodges	(704) 632-7345		No
Coastal Carolina University	PO Box 261954 Hwy. 501 Conway SC 29526	Molly Fout	(843) 349-2333		No
NAACP	611 Main Street Columbia SC 29203	Dwight James	(803) 754-8484		No
Florence Civic Center Job Fair	3300 West Radio Drive Florence SC 29506	Nanaefua Eshun	843-245-8048	1	No
Indeed.com	Internet site	Elayna Cassella	203-487-7219		No
Ziprecruiter.com	Internet site	Customer Service		1	No
app.joinhandshake.com	Internet web site for college students and alumni	Multiple contacts			No

# FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Digital Sales Specialist

Recruitment Source That  
Referred the Hiree: Employee Referral

Date Vacancy Opened: January 12, 2018

Total Number of Persons  
Interviewed for the Vacancy: 2

Date Vacancy Filled: March 19, 2018

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referral	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300	1	No
WFXB.com	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300		No
TVJobs.com	Internet site	Mark Holloway			No
South Carolina Broadcasters Association	One Harbison Way Suite 112 Columbia SC 29212	Paula Thayer	803-732-1186		No
WOLO Columbia	5807 Shakespeare Rd Columbia SC 29223	Marty White	(803) 754-7525		No
WCCB Charlotte	1 Television Place Charlotte NC 28205	Cathy Hodges	(704) 632-7345		No
Coastal Carolina University	PO Box 261954 Hwy. 501 Conway SC 29526	Molly Fout	(843) 349-2333		No
NAACP	611 Main Street Columbia SC 29203	Dwight James	(803) 754-8484		No
Indeed.com	Internet site	Elayna Cassella	203-487-7219	1	No
app.joinhandshake.com	Internet web site for college students and alumni	Multiple contacts			No

## FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Recruitment Source That  
Referred the Hiree:

WFXB.com

Date Vacancy Opened: July 20, 2017

Total Number of Persons

Date Vacancy Filled: October 18, 2017

Interviewed for the Vacancy:

5

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referral	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300		No
WFXB.com	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300	5	No
TVJobs.com	Internet site	Mark Holloway			No
South Carolina Broadcasters Association	One Harbison Way Suite 112 Columbia SC 29212	Paula Thayer	803-732-1186		No
WOLO Columbia	5807 Shakespeare Rd Columbia SC 29223	Marty White	(803) 754-7525		No
WCCB Charlotte	1 Television Place Charlotte NC 28205	Cathy Hodges	(704) 632-7345		No
Coastal Carolina University	PO Box 261954 Hwy. 501 Conway SC 29526	Molly Fout	(843) 349-2333		No
NAACP	611 Main Street Columbia SC 29203	Dwight James	(803) 754-8484		No
WBBJ	346 Muse Street Jackson TN 38301	Thelma Jones	(731) 424-4515		No
app.joinhandshake.com	Internet web site for college students and alumni	Multiple contacts			No

## FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Recruitment Source That  
Referred the Hiree:

WFXB.com

Date Vacancy Opened: October 20, 2017

Total Number of Persons  
Interviewed for the Vacancy:

5

Date Vacancy Filled: January 8, 2018

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referral	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300		No
WFXB.com	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300	5	No
TVJobs.com	Internet site	Mark Holloway			No
South Carolina Broadcasters Association	One Harbison Way Suite 112 Columbia SC 29212	Paula Thayer	803-732-1186		No
WOLO Columbia	5807 Shakespeare Rd Columbia SC 29223	Marty White	(803) 754-7525		No
WCCB Charlotte	1 Television Place Charlotte NC 28205	Cathy Hodges	(704) 632-7345		No
Coastal Carolina University	PO Box 261954 Hwy. 501 Conway SC 29526	Molly Fout	(843) 349-2333		No
NAACP	611 Main Street Columbia SC 29203	Dwight James	(803) 754-8484		No
University of NC Pembroke	Internet site Pembroke NC	Amber Lennon-Harmo	910-521-6270		No
app.joinhandshake.com	Internet web site for college students and alumni	Multiple contacts			No



# FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Promotions Director

Recruitment Source That  
Referred the Hiree: Employee Referral

Date Vacancy Opened: December 18, 2017

Total Number of Persons  
Interviewed for the Vacancy: 4

Date Vacancy Filled: March 4, 2018

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referral	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300	3	No
WFXB.com	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300		No
TVJobs.com	Internet site	Mark Holloway			No
South Carolina Broadcasters Association	One Harbison Way Suite 112 Columbia SC 29212	Paula Thayer	803-732-1186		No
WOLO Columbia	5807 Shakespeare Rd Columbia SC 29223	Marty White	(803) 754-7525		No
WCCB Charlotte	1 Television Place Charlotte NC 28205	Cathy Hodges	(704) 632-7345		No
Coastal Carolina University	PO Box 261954 Hwy. 501 Conway SC 29526	Molly Fout	(843) 349-2333		No
NAACP	611 Main Street Columbia SC 29203	Dwight James	(803) 754-8484		No
Indeed.com	Internet site	Elayna Cassella	203-487-7219	1	No
app.joinhandshake.com	Internet web site for college students and alumni	Multiple contacts			No

## FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Recruitment Source That  
Referred the Hiree:

Indeed.com

Date Vacancy Opened: October 23, 2017

Total Number of Persons

Interviewed for the Vacancy:

5

Date Vacancy Filled: December 13, 2017

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referral	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300		No
WFXB.com	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300		No
TVJobs.com	Internet site	Mark Holloway			No
South Carolina Broadcasters Association	One Harbison Way Suite 112 Columbia SC 29212	Paula Thayer	803-732-1186		No
WOLO Columbia	5807 Shakespeare Rd Columbia SC 29223	Marty White	(803) 754-7525		No
WCCB Charlotte	1 Television Place Charlotte NC 28205	Cathy Hodges	(704) 632-7345		No
Coastal Carolina University	PO Box 261954 Hwy. 501 Conway SC 29526	Molly Fout	(843) 349-2333		No
NAACP	611 Main Street Columbia SC 29203	Dwight James	(803) 754-8484		No
Indeed.com	Internet site	Elayna Cassella	203-487-7219	5	No
app.joinhandshake.com	Internet web site for college students and alumni	Multiple contacts			No

## FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Sales Assistant

Recruitment Source That  
Referred the Hiree: WFXB.com

Date Vacancy Opened: March 15, 2018

Total Number of Persons  
Interviewed for the Vacancy: 5

Date Vacancy Filled: July 23, 2018

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
Employee Referral	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300		No
WFXB.com	3364 Huger Street Myrtle Beach SC 29577	Rigby Wilson	(843) 828-4300	1	No
TVJobs.com	Internet site	Mark Holloway			No
South Carolina Broadcasters Association	One Harbison Way Suite 112 Columbia SC 29212	Paula Thayer	803-732-1186		No
WOLO Columbia	5807 Shakespeare Rd Columbia SC 29223	Marty White	(803) 754-7525		No
WCCB Charlotte	1 Television Place Charlotte NC 28205	Cathy Hodges	(704) 632-7345		No
Coastal Carolina University	PO Box 261954 Hwy. 501 Conway SC 29526	Molly Fout	(843) 349-2333		No
NAACP	611 Main Street Columbia SC 29203	Dwight James	(803) 754-8484		No
Indeed.com	Internet site	Elayna Cassella	203-487-7219	4	No
app.joinhandshake.com	Internet web site for college students and alumni	Multiple contacts			No

## MENU OPTION ACTIVITIES

Station WFXB has engaged in the following outreach activities during the year covered by this report:

Type of Activity	Brief Description
Business Empowerment & Career Fair Florence Civic Center	<b>August 5, 2017</b> - Andy Locklair, Local Sales Manager attended and met with attendees and discussed job opportunities in the broadcasting field.
SC Broadcasters Association - Job Fair/Career Day	<b>April 4, 2018</b> - Rigby Wilson, VP & General Manager attended and met with college students looking for jobs or internships upon graduation. Also met with recent graduates about job opportunities in the broadcasting field of sales.
South Carolina Broadcasters Association 2018 Winter Conference	<b>January 25, 2018</b> - Brian Richardson, Local Sales Manager, Andy Locklair, Local Sales Manager and six (6) Account Executives attended the conference which included a Sales Training session.
South Carolina Broadcasters Association 2018 Winter Conference	<b>January 25, 2018</b> - Brian Richardson, Local Sales Manager and Andy Locklair, Local Sales Manager attended the conference which included a Sales Management Training session.
South Carolina Broadcasters Association 2018 Winter Conference	<b>January 25, 2018</b> - Alan Ball, Operations Manager and Doug Carter, Chief Engineer attended the Winter Conference.
South Carolina Broadcasters Association EEO Webinar	<b>October 18, 2017</b> - Rigby Wilson, VP & General Manager and Linda Todd, Business Manager attended the webinar titled "The Changing Face of the FCC's EEO Rule in 2017"
Colorado Broadcasters Association and Fletcher, Heald & Hildreth	<b>January 18, 2018</b> - Brian Richardson, Local Sales Manager, Talia Jewell, Traffic Manager, Danielle Eggerling, National Sales Assistant and Linda Todd, Business Manager attended this webinar cover topics including LUR calculation, Equal Time requirements, PAC issues and more.
Coastal Carolina University Fall Career & Internship Fair	<b>September 27, 2017</b> - Alan Ball, Operations Manager met with attendees to explain the different roles in the TV station and how they can be incorporated into student abilities. Also explained our available internships.
Coastal Carolina University Spring Job Fair	<b>March 21, 2018</b> - Brian Richardson, Local Sales Manager attended, collected resumes and discussed opportunities in TV with college-age employment seekers.
2018 South Strand Job Fair	<b>February 22 2018</b> - Alan Ball, Operations Manager met with attendees to explain the different roles in the TV station and also explained our available internships.
College Student Internship Program	WFXB-TV offers non-paid internships for students who are currently enrolled in an accredited college/university and need the internship for college credit.
TV promotional announcement	30-second spots air weekly on WFXB soliciting organizations to receive notice of job openings.