

WBTW-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 27, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	4-17, 20-23, 26-27, 31-45, 47-65, 67, 69-77	21
Administrative Assistant	2, 4-17, 20-23, 25-27, 31-45, 47-59, 61-65, 67, 69-73, 75-77	21
Producer	3-9, 11-17, 19-20, 22-23, 26-27, 31-39, 41-59, 61-65, 67-70, 73-77	74
Chief Photographer	4-9, 11-17, 19-23, 26-27, 29-39, 41-59, 61-65, 67-70, 73-77	30
Account Executive	3-9, 11-17, 19-23, 26-27, 31-39, 41-59, 61-65, 67-70, 73-77	74
Account Executive	3-9, 11-17, 19-23, 26-27, 31-39, 41-59, 61-65, 67-70, 73-77	74
Digital Journalist/Weekend Sports Anchor	3-9, 11-17, 19-23, 26-27, 31-39, 41-70, 73-77	74
Sales Assistant	3-9, 11-17, 19-23, 26-27, 31-39, 41-70, 73-77	21
Digital Journalist/Producer	3-9, 11-17, 19-23, 26-27, 31-39, 41-59, 61-70, 73-77	74
Administrative Assistant	1, 3-9, 11-24, 26-27, 31-39, 41-59, 61-70, 73-77	74
Digital Journalist	1, 4-9, 11-17, 19-23, 26-27, 31-39, 41-70, 73-77	21
Account Executive	3-9, 11-20, 22-24, 26-28, 31-39, 41-59, 61-70, 74	28
Digital Journalist	3-9, 11-17, 19-20, 22-23, 26-27, 31-39, 41-59, 61-70, 73-77	74
Assignment Manager	3-9, 11-17, 19-20, 22-23, 26-27, 30-39, 41-59, 61-70, 73, 75-77	30
Anchor/Digital Journalist	3-9, 11-17, 19-23, 26-27, 29-39, 41-59, 61-70, 73-77	30
Digital Journalist	3-9, 11-17, 19-23, 26-27, 31-39, 41-59, 61-70, 73-77	21
Digital Journalist	3-9, 11-17, 19-20, 22-23, 26-27, 30-39, 41-70, 73-77	30
Web Producer	3-9, 11-17, 19-20, 22-23, 26-27, 29, 31-39, 41-59, 61-70, 73-77	74

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	2
2	Aiken Technical College Counseling and Job Training P O Drawer 696 Aiken, South Carolina 29802 Phone : 706 396 7000 Fax : 1-803-593-6526 Thomas Gentry	N	0
3	Allen University 530 Harden Street Columbia, South Carolina 29204 Phone : 803-376-5700 Fax : 1-803-376-5731 Robert Weston	N	0
4	Baylor University P.O. Box 97368 Waco, Texas 76706 Phone : 800-BAYLOR-U Email : HireABear@baylor.edu Job Listings	N	0
5	Black Female Community Leader 810 E. Pine Street Florence, South Carolina 29501 Phone : 843-669-8753 Ruth Smith Manual Posting	N	0
6	Central Carolina Community College 1105 Kelly Drive Sanford, North Carolina 27330 Phone : 800-682-8353 Email : cmoses@cccc.edu Fax : 1-919-545-8005 Mike Nelson	N	0
7	Central Carolina Technical College 506 N. Guignard Sumter, South Carolina 29150 Phone : 803-778-1961 Email : careerservices@cctech.edu Fax : 1-803-778-7866 Gladys Grant	N	0

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8	Charlotte Area Assn. Of Black Journalists P.O. Box 32574 Charlotte, North Carolina 28232 Phone : 704-378-1353 Email : info@caabj.org Sharon White	N	0
9	Cheyney University Career Services University Circle Cheyney, Pennsylvania 19139 Phone : 610-399-2275 Madeline Johnson Manual Posting	N	0
10	Claflin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@claflin.edu Fax : 1-803-535-5379 Carolyn Snell	N	0
11	Claflin University 400 Magnolia Street Orangeburg, South Carolina 29115 Phone : 803-535-5631 Email : sbiggs@claflin.edu Howard Jackson	N	0
12	Coastal Carolina University P.O. Box 261954 Conway, South Carolina 29528 Phone : 843-349-2333 Mollie Fout Manual Posting	N	0
13	Coker College 300 E. College Avenue Hartsville, South Carolina 29550 Phone : 843-383-8058 Darlene Small Manual Posting	N	0
14	Columbia College 301 Columbia College Drive Columbia, South Carolina 29203 Phone : 312-663-1600 Roberta Carver Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Columbia College Chicago 600 S. Michigan Ave. Chicago, Illinois 60613 Phone : 312-344-7281 Matthew Green Manual Posting	N	0
16	DB Associates PO Box 353 Neffs, Pennsylvania 18065 Phone : 610-767-6183 Email : dbandassociates@msn.com Job Listings	N	0
17	Denmark Technical School P.O. Box 327 Denmark, South Carolina 29042 Phone : 803-682-3633 Jay K. Fields Manual Posting	N	0
18	Department of Veterans Affairs Camp Dodge Bldg. A6A Johnston, Iowa Phone : 515-242-5331 Url : www.iowa.org Fax : 1-515-242-5559 Patrick Palmersheim	N	0
19	Division of Persons With Disabilities Lucas State Office Building Des Moines, Iowa 50319 Phone : 515-242-6334 Url : www.state.ia.us/government/dhr/pd Fax : 1-515-242-6119 Jill Fulitano	N	0
20	Elizabeth City State University 1704 Weeksville Road Elizabeth City, North Carolina 27909 Phone : 252-335-3400 Brutus N. Jackson Manual Posting	N	0
21	Employee Referral	N	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Employment Security Commission P.O. Box 100527 Florence, South Carolina 29501 Phone : 843-669-4271 Janet Daniel Manual Posting	N	0
23	Florence Branch of NAACP P.O. Box 1358 Florence, South Carolina 28503 Phone : 843-673-0693 Job Listings Manual Posting	N	0
24	Florence-Darlington Technical College PO Box 100548 Florence, South Carolina Phone : 843-661-8020 Email : employment@fdtc.edu Elaine Hodges	N	0
25	Former Employee	N	1
26	Francis Marion University P.O. Box 100547 Florence, South Carolina 29501 Phone : 843-661-1677 Lisa Woodham Manual Posting	N	0
27	Horry Georgetown Technical College P.O. Box 261966 Conway, South Carolina 29528 Phone : 843-39-7870 Beverly Jones Manual Posting	N	0
28	Indeed.com	N	1
29	Internal Candidate	N	3
30	Internal Transfer/Promotion	N	4
31	Johnson C. Smith 800 Beattus Ford Road Charlotte, North Carolina 28216 Phone : 704-378-1000 Job Listings Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Katz Media Group 3500 Maple Ave. Suite 300 Dallas, Texas 75219 Phone : 214-525-2800 Job Listings Manual Posting	N	0
33	Media General Web Site 333 E. Franklin St. Richmond, Virginia 23219 Phone : 804-649-6000 Job Listings Manual Posting	N	5
34	mediarecruiter.com (for Account Executive positions) 9457 So. University Blvd. #303 Highlands Ranch, Colorado 80126 Phone : 303-400-5150 Job Listings Manual Posting	N	0
35	Meredith College 3800 Hillsborough Street Raleigh, North Carolina 27607 Phone : 919-780-2874 Job Listings Manual Posting	N	0
36	Midlands Technical College P.O. Box 2408 Columbia, South Carolina 29202 Phone : 803-738-8324 Email : hradmin@midlandstech.edu Sarah Trice	N	0
37	Minority Review P.O. Box 15526 Phoenix, Arizona 85060 Phone : 602-381-6234 Job Listings Manual Posting	N	0
38	Morning News 310 S Dargan Street Florence, South Carolina 29506 Phone : 843-317-6397 Job Listings Manual Posting	N	0

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39	Morris College 600 W. College Street Sumter, South Carolina 29150 Phone : 803-934-3200 Margaret Bailey Manual Posting	N	0
40	N Augusta High School Placement Office 2000 Knobcone Ave N Augusta, South Carolina 29841 Phone : 706 396 7000 Fax : 1-803-641-2466 Mark Haddon	N	0
41	N.A.A.C.P. Hartsville Branch P.O. Box 2061 Hartsville, South Carolina 29550 Phone : 843-339-9091 J. Floyd Davis Manual Posting	N	0
42	N.C. AT&T University 101 Murphy Hall Greensboro, North Carolina 27411 Phone : 336- 334-7500 Joyce Edwards Manual Posting	N	0
43	NAB Jobline 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5497 Email : membership@nab.org Job Listings	N	0
44	National Black Media Coalition 1120 New Hampshire Ave. Ste 204 Silver Spring, Maryland 20904 Phone : 301-445-2600 Job Listings Manual Posting	N	0
45	National Council of Negro Women P.O. Box 169 Florence, South Carolina 29501 Phone : 202-737-0120 Starlee Alexander Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	New Jersey Division of Developmental Disabilities New Jersey Veteran's Memorial Home 524 Northwest Blvd. Vineland, New Jersey 08360 Phone : 856-696-6139 Email : quinones@njdmava.state.nj.us Fax : 1-856-696-6885 Oswaldo Quinones, Jr.	N	0
47	News Channel 13 Intern Program 101 McDonald Ct Myrtle Beach, South Carolina 29588 Phone : 843-293-1301 Rainee Kite Manual Posting	N	0
48	Norfolk State University Conference 401 Corprew Avenue Norfolk, Virginia 23503 Phone : 757-823-8600 Grady H. James Manual Posting	N	0
49	Northeastern University 360 Huntington Ave. Boston, Massachusetts 2115 Phone : 617-373-2000 Andrea S. Presutti Manual Posting	N	0
50	Olsten Temp Agency 3431 US 76 Mullins, South Carolina 29574 Phone : 843-423-1760 Job Listings Manual Posting	N	0
51	Organization of Chinese Americans 1322 18th St. NW Washington, District of Columbia 20036 Phone : 214-840-7224 Keith McAllister Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	Pee Dee Community Action Agency P.O. Box 12670 Florence, South Carolina 29504 Phone : 843-774-9038 Job Listings Manual Posting	N	0
53	S.C. Employment Office of Florence P.O. Box 100527 Florence, South Carolina 29501 Phone : 843-669-4271 James Moore Manual Posting	N	0
54	S.C. State University P.O. Box 7068 Orangeburg, South Carolina 29117 Phone : 803-536-7000 Cynthia Zeigler Manual Posting	N	0
55	SCBA One Harbison Way Suite 112 Columbia, South Carolina 29212 Phone : 803-732-4085 Karen Nettles Manual Posting	N	0
56	School of Journalism & Mass Comm. Of Chapel Hill NC 201 Winston Hall Campus Box 8104 Chapel Hill, North Carolina 27599 Phone : 919-962-1204 Job Listings Manual Posting	N	0
57	Southern Illinois University Dept. of Mass Communication 1263 Lincoln Dr Carbondale, Illinois 62901 Phone : 618-536-4405 Keith Keller Manual Posting	N	0
58	Spelman College 350 Spelman Lane, SW Box 010 Atlanta, Georgia 30314 Phone : 404-681-3643 Barbara A. Brown Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
59	Spots N Dots (for Account Executive positions) 167 Oakdale Rd. Johnson City, New York 13790 Phone : 888-884-2630 Job Listings Manual Posting	N	0
60	Station Website	N	5
61	Stillman College P.O. Box 1430 Tuscaloosa, Louisiana 35403 Phone : 800-841-5722 Larry Kincaid Manual Posting	N	0
62	The Employment Network 401 Colwick Rd. Ste 406 Charlotte, North Carolina 28211 Phone : 704-365-8294 Job Listings Manual Posting	N	0
63	The Leadership Institute Broadcast Media Placement 1101 N. Highland Street Arlington, Virginia 22201 Phone : 802-299-2010 Darcy Garthwaite Manual Posting	N	0
64	The University of NC at Pembroke P.O. Box 1510 Pembroke, North Carolina 28371 Phone : 910.521.6000 Lisa Shaeffer Manual Posting	N	0
65	Truman State University Career Center 100 E. Normal Street Kirksville, Missouri 63501 Phone : 660-785-4000 Job Listings Manual Posting	N	0

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66	TVJOBS P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Email : jobs@tvjobs.com Mark Holloway	N	0
67	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Email : info@tvjobs.com Job Listings	N	6
68	U.S. Dept. of Veterans Affairs Vocational Rehabilitation and Employment 110 9th Ave. South Nashville, Tennessee Phone : (615) 695-6372 Email : dale.warf@vba.va.gov Dale Warf	N	0
69	University of Miami PO Box 249175 Coral Gables, Florida Phone : 305-284-5451 Karen Nordgren Manual Posting	N	0
70	University of South Carolina College of Journalism Carolina Coliseum Columbia, South Carolina 29208 Phone : 803-777-7000 Mary Caldwell Manual Posting	N	0
71	University Of South Carolina, Aiken 471 University Parkway Aiken, South Carolina 29801 Phone : 803.641.3440 Email : allisonb@usc.edu Fax : 1-803-641-3652 Allison Brown-Owens	N	0

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72	USC Broadcasting Dept Journalism College Columbia, South Carolina 29208 Phone : 1-803-777-3321 Fax : 1-803-777-4103 Sonya Duhe	N	0
73	Voorhees College 1411 Voorhees Rd. Denmark, South Carolina 29042 Phone : 803-780-1234 Sharon Pace Manual Posting	N	0
74	Walk In/Self-Referral	N	22
75	WBTW 101 McDonald Ct Myrtle Beach, South Carolina 29588 Phone : 843-293-1301 Jennifer Wolfe Manual Posting	N	0
76	WBTW.News 13 (TV Advertisement) 101 McDonald Ct Myrtle Beach, South Carolina 29588 Phone : 843-317-1313 Daniel Klintworth Manual Posting	N	0
77	Winthrop University 538 Oakland Avenue Rockhill, South Carolina 29733 Phone : 803-323-2211 Tom Injaychock Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			64

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/24/2015	Establishment of an intern program designed to assist members of the community	News Department interns 2015 2 Interns from Coastal Carolina University Both received college credit Supervisors - Dana Ritter, Eric Walters Worked in News Department where duties included shadowing and assisting Digital Journalists and producers, learning all aspects of a newscast and how it is put together from start to finish, assisting with small projects and duties that need extra attention.	1	News Director
2	9/2/2015	Provision of training to management	Webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that overviewed and explained the FCC's Equal Employment Opportunity rules and policies.	1	Business Administrator
3	9/8/2015	Participation in events or programs sponsored by educational institutions	Studio tour for Georgetown High School Careers class - 20 students	1	Community Liaison
4	9/23/2015	Participation in events or programs sponsored by educational institutions	Studio tour for West Florence High School students	1	Community Liaison
5	10/12/2015	Participation in events or programs sponsored by educational institutions	Studio tour for South Florence High School Broadcasting Class	1	Community Liaison
6	10/16/2015	Participation in events or programs sponsored by educational institutions	Studio tour for 9 students from Lake View High School Broadcasting Class	1	Community Liaison
7	10/22/2015	Participation in events or programs sponsored by educational institutions	Studio tour for 40 students from Carvers Bay High School	1	Community Liaison
8	11/10/2015	Participation in events or programs sponsored by educational institutions	Studio tour for 8 students from Socastee High School	1	Community Liaison

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9	12/10/2015	Participation in scholarship programs	Coastal Carolina Educational Foundation WBTW-TV Scholarship which is given each year to a student pursuing coursework and/or a career in Broadcasting or Journalism, has a minimum 2.5 GPA, maintains full time status and demonstrates satisfactory degree progress.	0	
10	1/12/2016	Establishment of an intern program designed to assist members of the community	2016 News Department interns News Department interns 2015 4 Interns from Coastal Carolina University, Francis Marion University, Liberty University and Southern Wesleyan University All received college credit Supervisors - Dana Ritter, Eric Walters Worked in News Department where duties included shadowing and assisting Digital Journalists and producers, learning all aspects of a newscast and how it is put together from start to finish, assisting with small projects and duties that need extra attention.	1	News Director
11	2/13/2016	Participation in events sponsored by community groups	RTDNAC Student Workshop	1	News Director
12	3/11/2016	Participation in Job Fairs	Miller Motte Technical College 2016 Spring Community Career Fair.	2	Community Liaison News Anchor
13	3/27/2016	Provision of training to management	Webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that overviewed and explained the FCC's Equal Employment Opportunity rules and policies.	1	Business Administrator
14	4/6/2016	Participation in Job Fairs	South Carolina Broadcasters Association Collegiate Job Fair	1	General Manager
15	5/12/2016	Participation in scholarship programs	Francis Marion University Education Foundation WBTW News 13 Annual Scholarship is given each year to a student enrolled in the Mass Communication program majoring in Broadcast Journalism and maintaining a GPA of 3.0 or higher.	0	