

EEO Public File Report

Station: **WBTW**
 Period Covered by Report: **8/1/2013-7/31/2014**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source for Candidate Hired	Recruitment Source(s) utilized to fill vacancy.	Number Interviewed	Number Hired
1	Account Executive	5/17/2013	8/5/2013	Media General Website	Recruitment Source List (See attached); Recruitment Source List Contacted for Specific Vacancies (www.spotsndots.com and www.mediarecruiter.com)	3	1
2	Digital Journalist	8/1/2013	10/21/2013	Media General Website	Recruitment Source List (See attached)	3	1
3	Digital Sales Coordinator	8/1/2013	10/28/2013	Media General Website	Recruitment Source List (See attached)	3	1
4	Content Manager	7/26/2013	11/25/2013	Word of Mouth/Self Initiated/Walk-in	Recruitment Source List (See attached)	5	1
5	Account Executive	10/8/2013	12/30/2013	Media General Website	Recruitment Source List (See attached); Recruitment Source List Contacted for Specific Vacancies (www.spotsndots.com and www.mediarecruiter.com)	3	1
6	Digital Journalist	11/14/2013	1/13/2014	Media General Website	Recruitment Source List (See attached)	3	1
7	Digital Journalist	12/3/2013	2/10/2014	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)	Recruitment Source List (See attached)	6	1
8	Maintenance Engineer	2/11/2014	5/19/2014	Word of Mouth/Self Initiated/Walk-in	Recruitment Source List (See attached)	5	1
9	Account Executive	4/9/2014	5/27/2014	Media General Website	Recruitment Source List (See attached); Recruitment Source List Contacted for Specific Vacancies (www.spotsndots.com and www.mediarecruiter.com)	3	1
10	Digital Journalist	4/11/2014	6/2/2014	Media General Website	Recruitment Source List (See attached)	3	1
11	Digital Journalist	4/11/2014	6/9/2014	Media General Website	Recruitment Source List (See attached)	3	1
				TOTAL			

* See Attached List of Recruitment Sources for Contact Information

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Recruitment Sources Contacted for Each Full-Time Vacancy

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No.	Recruitment Source	Address	Contact	Phone #	Total Interviewed	Entitled to Notification
1	SCNOW Web Page	101 McDonald Ct, Myrtle Beach, SC 29588	www.scnnow.com	843-317-1313		n
2	TVJobs.com	P.O. Box 4116	tvjobs.com	800-374-0119		
		Oceanside, CA 92052				
3	Media General Web Site	333 E. Franklin St. Richmond, Va. 23219	www.mediageneral.com	804-649-6000	28	n
		Richmond, Va 23219				
4	DB Associates	PO Box 353, Neffs, PA 18065	dbandassociates@msn.com	610-767-6183		
5	NAB Jobline	<u>1771 N Street, NW</u> <u>Washington, DC 20036</u>	www.nab.org/bcc	202-429-5497		n
6	WBTW.News 13 (TV Advertisement)	<u>101 McDonald Ct, Myrtle Beach, SC 29588</u>	WBTW.News13	843-317-1313		n
7	SC International Highway	<u>PO Box 13318</u> <u>James Island, SC 29422</u>	service@sciway.net	843-795-3951		n
8	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)				5	n
9	Newschannel 13 Intern Program	101 McDonald Ct, Myrtle Beach, SC 29588	hr@wbtw.com	843-293-1301		n
10	Word of Mouth/Self Initiated/Walk-in	101 McDonal Ct, Myrtle Beach, SC 29588	Human Resources	843-293-1301	7	n
11	Florence-Darlington Technical College	PO Box 100548	Elaine Hodges	843-661-8020		n
		Florence, SC 29501-0548				
12	Claflin University	400 Magnolia Street	Howard Jackson, MPA	803-535-5631		n
		Orangeburg, SC 29115				
13	Midlands Technical College	P.O. Box 2408	Sarah Trice	803-738-8324		n
		Columbia, SC 29202				
14	University of Miami	1306 Stanford Drive	Karen Nordgren	305-284-5451		n
		Coral Gables, FL 33124-6930				
15	Columbia College Chicago	600 S. Michigan Ave.	Matthew Green	312-344-7281		n
		Chicago, IL 60613				
16	Francis Marion University	P.O. Box 100547	Lisa Woodham	843-661-1677		n

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		Florence, SC 29501				
17	Coastal Carolina University	P.O. Box 261954	Mollie Fout	843-349-2333		n
		Conway, SC 29528				
18	Coker College	300 E. College Avenue	Darlene Small	843-383-8058		n
		Hartsville, SC 29550				
19	University of South Carolina	College of Journalism	Mary Caldwell	803-777-7000		n
		Columbia, SC 29208				
20	S.C. State University	P.O. Box 7068	Cynthia Zeigler	803-536-7000		n
		Orangeburg, SC 29117				
21	Winthrop University	538 Oakland Avenue	Tom Injaychock	803-323-2211		n
		Rockhill, SC 29733				
22	The University of NC at Pembroke	P.O. Box 1510	Lisa Shaeffer	910.521.6000		n
		Pembroke, NC 28371				
23	Columbia College	301 Columbia College Drive	Roberta Carver	312-663-1600		n
		Columbia, SC 29203				
24	Morris College	600 W. College Street	Margaret Bailey	803-934-3200		n
		Sumter, SC 29150				
25	Denmark Technical School	P.O. Box 327	Jay K. Fields	803-682-3633		n
		Denmark, SC 29042				
26	Central Carolina Technical College	506 N. Guignard	Gladys Grant	803-778-1961		n
		Sumter, SC 29150				
27	Horry Georgetown Technical College	P.O. Box 261966	Beverly Jones	843-39-7870		n
		Conway, SC 29528				
28	Allen University	530 Harden Street	Robert Weston	803-376-5700		n
		Columbia, SC 29204				
29	N.C. AT&T University	101 Murphy Hall	Joyce Edwards	336- 334-7500		n
		Greensboro, NC 27411				
30	Norfolk State University Conference	401 Corprew Avenue		757-823-8600		
	Coordinator	Norfolk, VA 23503	Grady H. James			n
31	Southern Illinois University of	Dept. of Radio/T,		618-536-4405		
	Carbondale	Carbondale, IL 62901	Keith Keller			n

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32	Northeastern Missouri State University	Career Placement Office	Mariella Mecozzi			n
		800 University Drive, Maryville, MO 64468				
33	Baylor University	P.O. Box 97368	Dept of Comm.	800-BAYLOR-U		n
		Waco, TX 76706	Studies			
34	Northeastern University	360 Huntington Ave.	Andrea S. Presutti	617-373-2000		n
		Boston, MA 02115				
35	Cheyney University	Career Services	Madeline Johnson	610-399-2275		n
		University Circle				
		Cheyney, PA 19139				
36	Truman State University	University Career Center	Career Services	660-785-4000		n
		100 E. Normal Street				
		Kirksville, MO 63501				
37	Tuskegee University	Tuskegee University	Sara Stringer	334-727-8011		n
		Tuskegee , AL 36088				
38	Voorhees College	1411 Voorhees Rd.	Sharon Pace			n
		Denmark, SC 29042				
39	Meredith College	3800 Hillsborough Street	Career Services			n
		Raleigh, NC 27607		919-780-2874		
40	Johnson C. Smith	800 Beattus Ford Road	Career Services			n
		Charlotte, NC 28216		704-378-1000		
41	Minority Review	P.O. Box 15526	Career Services			n
		Phoenix, AZ 85060				
42	Elizabeth City State University	1704 Weeksville Road	Brutus N. Jackson			n
		Elizabeth City, NC 27909				
43	Employment Security Commission	P.O. Box 100527	Janet Daniel	843-669-4271		n
		Florence, SC 29501				

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44	Central Carolina Community College	1105 Kelly Drive	Mike Nelson	800-682-8353		n
		Sanford, NC 27330				
45	RTNDA-TUNE-IN	Howell Hall CB#3365 The Univ.	School of Journalism			n
		of NC at Chapel Hill	& Mass Comm.			
		Chapel Hill, NC 37599				
46	Spelman College	350 Spelman Lane,SW, Box 010	Barbara A. Brown	404-681-3643		n
		Atlanta, GA 30314				
47	Stillman College	P.O. Box 1430	Larry Kincaid	800-841-5722		n
		Tuscaloosa, LA 35403				
48	Organization of Chinese Americans	1322 18th St. NW	Keith McAllister	214-840-7224		n
		Washington, DC 20036				
49	Black Female Community Leader	810 E. Pine Street	Ruth Smith			n
		Florence, SC 29501				
50	National Black Media Coalition	1120 New Hampshire Ave.,Ste 204	Employment Resource			n
		Silver Spring, MD 20904	Center			
51	S.C. Employment Office of Florence	P.O. Box 100527	James Moore	843-795-3951		n
		Florence, SC 29501				
52	Florence Branch of NAACP	P.O. Box 1358	Career Services			n
		Florence, SC 28503		843-673-0693		
53	Pee Dee Community Action Agency	P.O. Box 12670	Employment Resource			n
		Florence, SC 29504		843-774-9038		
54	National Council of Negro Women	P.O. Box 169	Starlee Alexander			n
		Florence, SC 29501		202-737-0120		
55	N.A.A.C.P. Hartsville Branch	P.O. Box 2061	J. Floyd Davis			n
		Hartsville, SC 29550				
56	Charlotte Area Assn. Of Black	P.O. Box 32574	Sharon White			n
	Journalists	Charlotte, NC 28232		704-378-1353		
57	The Leadership Institute Broadcast	1101 N. Highland Street	Darcy Garthwaite			n
	Media Placement	Arlington, VA 22201		802-299-2010		
58	The Employment Network	401 Colwick Rd., Ste 406				n

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59	Sun News	P.O. Box 406 Myrtle Beach, SC 29578	Classified Dept	843-626-8555		n
60	Morning News	310 S Dargan St Florence, SC 29506	Kathryn Smith	843-317-6397		n
61	SCBA	One Harbison Way, Suite 112 Columbia, SC 29212	KarenNettles-scba.net	803-732-4085		n
62	Olsten Temp Agency	3431 US 76, Mullins, SC	N/A	843-423-1760		n
63	The NWT Group	the NWTgroup.com	Jan Allen	817-987-3600		n
64	Katz Media Group	3500 Maple Ave., Suite 300, Dallas, TX 75219		214-525-2800		n
Recruitment Sources Contacted for Specific Vancancy's						
1	Spots N Dots (for Account Executive positions)	167 Oakdale Rd. Johnson City, NY 13790	www.spotsndots.com			n
2	mediarecruiter.com (for Account Executive positions)	9457 So. University Blvd. #303, Highlands Ranch, CO 80126	www.mediarecruiter.com	303-400-5150		n

TOTAL

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Supplemental Recruitment Initiatives

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	Internet Job Banks for WBTW-TV	Job postings of all available positions.	All open positions are posted on internet web sites, specifically to reach & recruit a broad spectrum of qualified broadcasting applicants.	Human Resource Generalist, Angela Harris
2	Ongoing	Intern Program	Expose eligible college students to a broadcasting environment.	Host interns from area colleges who are majoring in broadcasting for credit hours. Two interns from CCU and Horry-Georgetown Technical College interned from August 10-October 10 and 3 interns from FMU interned from May 2011-July 2011. Will continue internship program each quarter.	News Director, Steve Koriath, Assistant News Director, Eric Walters and Community Liaison Rainee Kite
3	Ongoing	Training Programs	Media General/WBTW-TV in-house training.	Department Managers are continually training their employees to gain skills that will enable them to obtain internal promotions or transfers to larger markets.	General Manager, Randy Ingram Chief Engineer, Rick Lorentson, News Director, Steve Koriath, General Sales Manager, Jeff West Business Manager, Jamie Bethea Marketing Director Dan Klintworth
4	Ongoing	Job Shadow Program	Permits high school juniors & seniors to "shadow" employees to learn more about broadcasting careers	Permits high school juniors & seniors to "shadow" employees for several days to learn more about the broadcasting career in their area of interest. Students must be enrolled in media classes or show a strong interest in broadcasting careers.	News Director, Steve Koriath, Assistant News Director, Eric Walter Community Liaison, Rainee Kite, Human Resource Generalist, Angela Harris

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
5	April 10, 2014	Career Fair	SCBA (SC Broadcaster's Association) Job Fair	Job recruitment event accepting resumes and talking with students about broadcasting careers. This Fair is designed to help place students in available internships and job opportunities. (WSPA represented all Media General properties)	News Director, Karen Kelly, Marketing Director Ross Lytle