

WIS
EEO PUBLIC FILE REPORT
AUGUST 1, 2021 – JULY 31, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Anchor/MMJ	1-8, 10-35, 44	44
Anchor/MMJ	1-8, 10-35	33
News Producer	1-8, 10-35, 38	33
Digital Sales Coordinator	1-35, 37	35
Morning Anchor/MMJ	1-8, 10-34, 37-38	33
Digital Producer	1-35, 37	33
Technical Media Producer	1-35, 37-38	35
PT News Editor	1-35, 37-38	33
Technical Media Producer	1-35, 37-38, 44	44
Photojournalist	1-35, 37-39	39
Digital Producer	1-35, 37-38, 44	44
Marketing Producer	1-35, 37-38, 46	46
PT News Editor	1-35, 37-38	33
Assignment Editor	1-35, 37-38	35
Advertising Sales Executive	1-35, 38-39	39
Marketing Producer	1-35, 37-38, 46	46
News Producer	1-35, 37-39	39
News Producer	1-35, 37-39	39
Digital Content Manager	1-8, 10-35, 37-39	39
Digital Producer	1-35, 37-39	39
BIT Engineer	1-35, 37-38	35
Technical Media Producer	1-29, 31-35, 37-39	39
Reporter/MMJ	1-35, 37-38, 44	44
Chief Meteorologist	1-35, 37-38, 46	46
Marketing Director	1-35, 37-38, 46	46
Editor	1-35, 37-38	35
News Producer	1-35, 37-38, 44	44
News Producer	1-35, 37-38, 44, 47	44
Meteorologist	1-35, 37-38, 44	44
PT News Editor	1-35, 37-38, 44	44
Sports Anchor/Reporter	1-35, 37-38, 46	46
Digital Sales Assistant	1-35, 37-38	35
Advertising Sales Executive	1-8, 10-35, 37-38	35
Supervising Technical Media Producer	1-35, 37-38, 46	46
Technical Media Producer	1-30, 32-35, 37-39	39

WIS-TV
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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Arc of the Midlands Attn: Melinda Moore Employment@ArcMidlands.org 803-693-5746	Y	
2	Be Kind Be Great Attn: Ericka Brown bekindbegreat@yaoo.com	Y	
3	Bethlehem Baptist Church of Columbia 1218 Lyon Street Columbia, SC 29204 Eunice E. Gray-Davis secretary@bbcofcolumbia.org	Y	
4	Carolina Community Actions tbellamy@ccainc.org	Y	
5	Collective Talent Attn: Michael Billie billie@michaelsmedia.com	N	
6	Infinity One Corporation Attn: Preston Anderson 3031 Scotsman Road Suite 5 Columbia, SC 29223 803-465-9085 preston@infinityonecorporation.com	Y	
7	Irmo High School Attn: Tia McDonald, M.Ed., LPC, GCDF tmcdonald@lexrich5.org 803-476-3057	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Midlands Society for Social Change Attn: Eugene Washington eugenewashington@hotmail.com	Y	
9	Providence Home Attn: Henry Hennagan P.O. Box 3188 Columbia, SC 29230 803-779-2927 Papah_m@bellsouth.net *Added 08/09/2021	Y	
10	USC Department of Retailing and the College of Hospitality Attn: Reenea Harrison, PhD USC Coliseum Suite 4000-C Columbia, SC 29207 hrcsmretl@mailbox.sc.edu 803-777-1263	Y	
11	Westwood High School Attn: Brittany Singleton bsingleton@richland2.org 803-691-4049 x 36307	Y	
12	Allen University Career Placement Office 1530 Harden Street Columbia, SC 29204	N	
13	Claflin University Career Placement Office 400 Magnolia Street Orangeburg, SC 29115	N	
14	Clinton Jr. College Career Placement Office 1029 Crawford Road Rock Hill, SC 29730	N	
15	Columbia Branch NAACP Attn: Lonnie Randolph P.O. Box 11324 Columbia, SC 29211	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Columbia College Placement Director Career Center 1301 Columbia College Drive Columbia, SC 29203	N	
17	Columbia Relations Council Attn: Henri E. Baskins P.O. Box 7277 Columbia, SC 29202	N	
18	Columbia Urban League Attn: J.T. McLawhorn P.O. Box 50125 Columbia, SC 29250	N	
19	Denmark Technical College Career Placement Center 500 Solomon Blatt Avenue Denmark, SC 29042	N	
20	Francis Marion University Career Placement Office P.O. Box 100547 Florence, SC 29501	N	
21	Midlands Technical College Attn: Hart Hayden P.O. Box 2408 Columbia, SC 29202 803-738-7820	N	
22	Morris College Career Planning 100 W College Street Sumter, SC 29150	N	
23	Newberry College Attn: Travis Ballenger 1200 College Street Newberry, SC 292108	N	
24	SC State University Career Service Center 300 College Street NE Orangeburg, SC 29117	N	
25	SCETV Network Attn: Personnel Director 1101 George Rogers Blvd. Columbia, SC 29211	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	South University Attn: Nicole Williams 9 Science Court Columbia, SC 29203 lnwilliams@southuniversity.com	N	
27	State Conference NAACP Attn: Job Postings P.O. Box 1148 Columbia, SC 29202	N	
28	University of South Carolina School of Journalism & Mass Communications Columbia, SC 29202 803-777-3347	N	
29	Voorhees College Career Placement Office P.O. Box 678 Denmark, SC 29042	N	
30	South Carolina Broadcasting Association Attn: Margaret Wallace 1 Harbison Way Columbia, SC 29212 803-732-1186	N	
31	TV Jobs Website www.tvjobs.com 760-754-8177	N	8
32	Media Match Website www.media-match.com	N	
33	Gray Television – www.gray.tv/careers Station Website – www.wistv.com	N	29
34	On-Air Recruitment Promo	N	
35	Indeed.com www.indeed.com	N	29
36	Monster.com www.monster.com	N	
37	Zip Recruiter www.ziprecruiter.com	N	
38	Linkedin www.linkedin.com	N	1
39	Generic Internet Referral (Other websites that scrape postings)	N	16

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Gray TV Recruiter	N	
41	Spots N Dots ads@spotsndots.com	N	
42	TV News Check Attn: Patty Hersh www.tvnewscheck.com 910-420-6003	N	
43	Job Fair (Various)	N	
44	WIS Employee Referral	N	15
45	Word of Mouth (Non-Employee Referral)	N	4
46	WIS/Gray TV Employee Internal Candidate	N	15
47	NABJ Nabjonline.org	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			120

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Full-time job postings on minority websites.	All job openings in top EEO categories are posted with media trade groups whose membership includes substantial participation by minorities, including Columbia Branch NAACP, Columbia Urban League, State Conference NAACP.
2	Broadcasting of outreach recruitment to local organizations regarding job openings.	<p>WIS airs the below promo, recruiting organizations who would like to receive our job openings:</p> <p>WIS Television is an equal opportunity employer. The company is committed to ensuring equal opportunity and nondiscrimination in every aspect of its employment practices. All personnel policies and procedures including recruitment, evaluation, hiring, promotion, compensation, training, and termination are made and implemented without regard to race, color, religion, national origin, or sex. In addition, WIS managers conduct periodic reviews of the station’s compliance with EEO policies and make continuing efforts to exclude all unlawful forms of prejudice or discrimination from employment practices.</p> <p>As part of the station’s EEO program, WIS uses a wide variety of recruitment sources to advertise open positions. To help us conduct a broad outreach in filling job vacancies, managers enlist the help of employees, other Gray Television business units, and a wide range of community groups and institutions within our coverage area. Organizations that would like to receive notices of open positions at WIS should contact Stephanie Shealy at 803-758-1251. WIS also files an annual report on its EEO recruitment efforts, which is available for public inspection at WIS during regular business hours and can be found on our website at www.wistv.com in the Job Link Section.</p>

3	Provide EEO Training to Management Level Personnel	02/17/2022 – EEO Coordinator participated in “The FCC’s Equal Employment Opportunity Rules” webinar hosted by Wiley Rein, LLP.
4	Job Fairs	<p>WIS Department Managers participate in job fairs to introduce themselves to students to discuss employment trends, outlooks, and various types of employment opportunities the station provides. WIS has attended two (2) job fairs during this reporting period.</p> <p>02/17/2022 – UofSC School of Journalism</p> <p>04/13/2022 – SCBA Job Fair</p>
5	Job Shadowing	<p>Local students spend a day shadowing an employee to determine if that business offers a future career path for their interest.</p> <p>WIS coordinated and accommodated the job shadows for related topic, graphics, production, and sales for students. There were a total of three (3) students who shadowed employees during the reporting period.</p> <p>03/29/2022 – 1 shadow</p> <p>04/05/2022 – 2 shadows</p>