

W30CV-D (WHHI-TV) EEO PUBLIC FILE REPORT

August 1, 2022-July 31, 2023

1 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
Digital Sales Manager – WHHI & Byrne Digital Corporate	1 & 2-6 & 8	6
Account Executive	1 & 2-6 & 8	6

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Zip Recruiter: www.ZipRecruiter.com	No	2
2	Facebook: www.Facebook.com/whhitv	No	0
3	Linkedin: www.linkedin.com	No	12
4	Simply Hired: www.SimplyHired.com	No	1
5	WHHI-TV Internship Programs : Established through, University of South Carolina Beaufort, Technical College of the Lowcountry, Hilton Head Christian Academy, and other schools as referred by word of mouth and personal inquiries.	No	1
6	Open Interview Policy: Anyone that is interested in working at the station will receive an interview at any time, whether the station has a specific opening or not.	No	2
7	Internal Interviews: Current & Past Full Time Employees, Interns, Contractors, & Part Time Workers.	No	0
8	Television: Ran a television commercial in an effort to recruit potential candidates for open positions	No	0

WHHI – TELEVISION
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Activity	Notes	Personnel in Attendance
Participate in Job Fair	Participation in youth job fair on March 6th, 2023 School name: Okatie Elementary School Date: March 6 th , 2023 Time: 8:00-10:30 am Address: 53 Cherry Point Rd, Okatie, SC 29909	Program coordinated by General Manager, Jessa Jeremiah and ran by News and Program Manager, Lisa Richardson on site along with various production staff.
Participate in Job Fair	Participated in youth job fair on June 15th, 2023 , as part of the Eagle Adventure camp summer initiative to expose students K-12 to a variety of career options. Hosted 26 students at WHHI Television and taught them about jobs such as Weather Person, Production Coordinator, Account Executives, and News Producer.	Program ran by General Manager (also Hiring Manager), Jessa Jeremiah. Participation activities included staff in Weather, Production, Sales, and News.
Internship Program	Held Summer Internship program. Summer of 2022 & Summer of 2023 resulting in many interns going through a standardized program at WHHI television. Internship program resulted in TWO interns gaining contract work for WHHI and consideration for future employment (Christopher Sanders & Anthony Zeyneh).	Management Level Personnel with Hiring Authority
Provide EEO Training to Management Level Personnel	Training provided throughout the month of May 2023 , to all staff including all Management level staff.	Management Level Personnel
Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	Hilton Head Christian Academy has a formal program related to broadcasting that runs each semester, in this case we participated in the session from: January 4th, 2023 – May 12th, 2023 . The program encourages High School Students to shadow employees in related fields and report back to their sponsor the material learned toward gaining future employment. The individual that participated in this program at WHHI television, named Emma Berry, will be a paid contract person going into the fall of 2023 because of participation in this program, and will be eligible for hire when a need arises that fits the skillset learned during this program.	The program was run by General Manager (also Hiring Manager), Jessa Jeremiah. Shadowing activities occurred with production personnel and corporate level social media personnel.
Sponsor Events in the Community Designed to Inform and Education as to Employment Opportunities in Broadcasting	Sponsor of the Greater Bluffton Chamber as annual partners. This includes WHHI Sponsorship of the Bluffton Chamber Young Professionals (BCYP), which is a group designed to develop the skills of local employed and employable young professionals in a variety of careers including broadcasting employment opportunities.	Sponsorship agreement and participation through Jessa Jeremiah, General Manager (and Hiring Manager) of WHHI Television.