

WCSC
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
Producer	1-32, 34 - 35	32
MMJ x 2	1-32, 35, 42	32 32
Producer	1-32	31
Traffic Anchor/MMJ	1-32, 35	35
MMJ	1-32, 35	32
Investigative Reporter	1-32, 34-35, 39	35
Breaking News Anchor	1-32, 34	34
MMJ/Anchor	1-32, 34-35	35
Digital Producer/Photographer	1-32, 34-35	34
Broadcast IT Engineer	1-33, 42	32
Chief Engineer	1-33, 35	35
Anchor	1-32, 34-35	34
MMJ	1-32, 35	35
MMJ/Anchor	1-32, 34-35	34
Producer/Digital Producer	1-32, 35, 42	35
DSM	1-32, 35- 36, 38, 41, 48	36
MMJ	1-32, 35	32
Photographer/Videographer	1-32	31
Executive Producer	1-32, 34, 43-45	34

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
PT Editor	1-32	14
Executive Producer	1-32, 34	32
Sales Assistant	1-32	31
MMJ	1-32	32
Sales Assistant	1-32, 42	42
Traffic Anchor/MMJ	1-32, 35	35
Producer x 2	1-32, 34, 42, 46	46 32
GSM	1-32, 34, 38	32
MMJ	1-32, 35	35
MMJ	1-32, 35	35
Producer	1-32, 35, 46	32
Producer	1-32	32
Investigative Producer	1-32, 34-35	34
MMJ	1-32, 35	32
Marketing Producer	1-32, 35, 40, 42, 47, 49-53	35
Sales Assistant	1-32, 40, 49	32
Assignment Manager	1-3, 5-32, 34-35, 40	34

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II. MASTER RECRUITMENT SOURCE LIST (“MRS�”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Charleston NAACP, PO Box 20296 Charleston, SC 29413. Attn: Charlestonbranchnaacp@bellsouth.net	Y	
2	Clinton Junior College, 1029 Crawford Road, Rock Hill, SC 29730. Attn: Tammy Hayes thayes@clintoncollege.edu	Y	
3	Morris Brown AME, 13 Morris Street, Charleston, SC 29403. Attn: Rosalind churchsecretary@morrisbrownamechurch.org	Y	
4	Morris Street Baptist Church, 25 Morris Street, Charleston, SC 29403. Attn: Rev Leonard O Griffin Requested to stop receiving notices: 4/21/2022	N	
5	North Carolina A&T State University, 1601 East Market Street – Crosby Hall 314, Greensboro, NC 27411 Attn: Ed Moye (eemoye@ncat.edu) & Caroline Jones (cjones15@ncat.edu)	Y	
6	St Matthews Baptist Church, 2005 Reynolds Ave, N. Charleston, SC 29405. Attn: Pastor Brantley Stmatthewbaptist2005@yahoo.com	Y	
7	Morris College, 100 West College Street, Sumter, SC 29150. Attn: Towana Hicks thicks@morris.edu	Y	
8	Howard University, 525 Bryant Street NW #107C, Washington, DC 20059. Attn: Candance Lewis, CLewis@howard.edu	Y	
9	College of Charleston, 66 George Street, Charleston, SC 29424-0001 CareerCenter@cofc.edu	Y	
10	University of South Carolina, School of Journalism & Mass Com, Columbia, SC 29202. Attn: Shirisha Mudunuri MUDUNURI@mailbox.sc.edu	Y	
11	Claflin College, 400 Magnolia Street, Orangeburg, SC 29115 Attn: Dr. Donna Gough DGough@claflin.edu	Y	
12	Benedict College, 1600 Harden Street, Columbia, SC 29204. Attn: sonya.johnson@benedict.edu	Y	
13	Denmark Technical College, PO Box 327, Denmark, SC 29042 Attn: mayert@denmarktech.edu	Y	
14	Trident Technical College, PO Box 118067, North Charleston, SC 29423 Attn: Randy Grimes Randy.grimes@tridenttech.edu	Y	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	VCU School of Mass Communication, PO Box 842034, Richmond, VA 23284 Attn: mperryman@vcu.edu	Y	
16	SC Dept of Employment & Workforce/Trident one stop, 1930 Hanahan Road, Suite 200, N. Charleston, SC 29406. Attn: Tia Heyward theyward@dew.sc.gov	Y	
17	Charleston Southern University, 9200 University Blvd, N. Charleston, SC 29406. Attn: Daniel Fultz dultz@csuniv.edu and Prof Peterson Jpeterson@csuniv.edu	Y	
18	Charleston Trident Urban League, PO Box 20249, Charleston, SC 20249 Attn: Maggie Bresnihan, maggie.bresnihan@ctul.org	Y	
19	Newberry College, 2100 College Street, Newberry, SC 29108 Attn: Jodie Peeler, jodie.peeler@newberry.edu	Y	
20	Francis Marion University, 4822 E Palmetto St, Florence SC 29506. Attn: Tim Hanson thanson@fmarion.edu & David Baxley dbaxley@fmarion.edu	Y	
21	SC State University, PO Box 7068, 300 College Street, Orangeburg, SC 29117 Attn: Joseph Thomas, jthoma21@scsu.edu	Y	
22	Winthrop University, 701 Oakland Ave, Rockhill, SC 29733. Attn: Mark Nortz Nortzm@winthrop.edu	Y	
23	Elon University, Campus Box 2020 Elon, NC, 27244. Attn: Stephanie Bourland & Kristin Walker sbourland@elon.edu kwalker19@elon.edu	Y	
24	App State, 287 River Street, Boone, NC 28608. Attn: Lynette Holman holmanlm1@appstate.edu	Y	
25	Dept Mass Comm, North Greenville University PO Box 1892, Tigerville, SC 29688 Prof. Shuraji Gopal, shur.gopal@ngu.edu	Y	
26	Central Carolina Community College, 1105 Kelly Drive, Sanford, NC 27330 Attn: Bill Freeman wfree897@cccc.edu	Y	
27	UGA, Athens, GA 30602 Job Board ugagradyjobs@gmail.com	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Circulo Hispanoamericano de Charleston P.O. Box 20183 Charleston, SC 29413. Attn: Paula Tejeda, paulatejeda050@gmail.com	Y	
29	TV Jobs, PO Box 4116, Oceanside, CA 92052 www.tvjobs.com	N	3
30	SCBA, One Harbison Way, Suite 112, Columbia, SC 29212 www.scba.net	N	
31	www.indeed.com 470 West Avenue Suite 2002. Stamford, CT 06902 Indeed.com	N	12
32	Company Website (Aka Live5News.com or gray.tv/careers) 2126 Charlie Hall Blvd, Charleston, SC 29414	N	52
33	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	N	
34	Current Gray /WCSC Employee/Internal Promotion	N	12
35	Gray/WCSC Employee Referral/Gray Recruiters	N	33
36	Non-employee referral/word of mouth	N	2
37	On Air Recruitment Promo Kelly Ennis, WCSC 2126 Charlie Hall Blvd, Charleston, SC 29414	N	
38	SpotsNDots SND Publications, 1635 Old Highway 41, Kennesaw, GA 30152	N	
39	Investigative Reporters & Editors Columbia, MO 65211	N	
40	CareerBuilder 200 N Lasalle Blvd #1100 Chicago, IL 60601 www.careerbuilder.com	N	
41	Charleston Metro Chamber 4922 O'Hear Ave, Suite 100 N. Charleston, SC 29405 Erin Aylor	N	
42	"Other" includes websites that scrape jobs	N	8
43	NABJ 1100 Knight Hall, Suite 3101 College Park, MD 20742	N	
44	AAJA 5 Third St, Suite 1108 San Francisco, CA 94103	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	NAHJ 1050 Connecticut Ave NW Washington, DC 20036	N	
46	USC Career Fair	N	3
47	SCAD Career Fair	N	2
48	LinkedIn 1000 West Maude Avenue Sunnyvale, CA 94085	N	
49	Morehouse College via Handshake	N	
50	Clark Atlanta University via Handshake	N	
51	Coastal Carolina University via Handshake	N	
52	Spelman College via Handshake	N	
53	University of Missouri – Columbia via Handshake	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			128

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Minority Job Posting	<p>August 2021 – July 2022</p> <p>During the reporting period, the station provided notice of all full-time vacancies to Charleston Trident Urban League, Charleston Chapter of the NAACP & Circulo Hispanoamericano de Charleston all of which include substantial participation by minorities. Participating employee: Office Manager/EEO Coordinator</p>
2	Participate in programs designed to promote outreach	<p>August 2021 – July 2022</p> <p>WCSC announces on-air, on a periodic basis, where to find information on job openings and that the station will send all open full-time positions to qualified agencies upon request. Participating Employee: Office Manager/EEO Coordinator</p>
3	Educational Event	<p>October 4-8, 2021</p> <p>Participated in “Girls on the Beat journalism series.” Program was geared to girls with an interest in Journalism grades 6 – 12. Sponsored by Charleston County Library. Anchor provided “An introduction to the world of journalism”</p> <p>Participating employee: Anchor</p>
4	Participation in Job Fair	<p>October 20, 2021</p> <p>Participated in a virtual job fair conducted by Full Sail University & The Los Angeles Film School. Met with students to discuss career goals and requirements for marketing producer positions and other job opportunities with WCSC and Gray TV.</p>

		Participating employee: Marketing Director
5	Educational Event	<p>November 18, 2021</p> <p>Participated in Fort Dorchester High School Career event.</p> <p>Talked with students about the role of a TV anchor and the educational requirements for the position.</p> <p>Participating employee: Anchor</p>
6	Educational Event	<p>November 4, 2021</p> <p>Participated as a member of SJMC Professional Advisory Board. Attending networking event with faculty and students. Providing input and guidance on requirements for student to gain employment within a local TV Station</p> <p>Participating employee: Executive Producer</p>
7	Participation in Job Fair	<p>February 10, 2022</p> <p>Participated in job fair conducted by the University of South Carolina. Met with students to discuss career goals and current job openings at WCSC</p> <p>Participating employee: Assistant News Director</p>
8	Training Program	<p>February 17, 2022</p> <p>Participated in a training to management level personnel on the FCC's EEO Rules and Regulations. Training provided by Wiley Rein LLP.</p> <p>Participating employee: Office Manager</p>
9	Participation in Job Fair	<p>February 18, 2022</p> <p>Participated in Virtual job fair conducted by Savannah College of Art and Design. Met online with students to discuss career goals and requirements for marketing positions and other job opportunities within Gray TV.</p> <p>Participating employee: Marketing Director</p>
10	Educational Event	February 24, 2022

		<p>Participated in Deer Park Middle School as guest speaker/reader for Black History Month Special.</p> <p>Talked with students about the role of a TV anchor and the educational requirements for the position</p> <p>Participating employee: Anchor</p>
11	Educational Event	<p>February 27, 2022</p> <p>Participated in Trinity Holiness Church as guest speaker for Black History Month.</p> <p>Talked with church members about the role of a TV anchor and the educational requirements for the position.</p> <p>Participating employee: Anchor</p>
12	Participation in Job Fair	<p>April 13, 2022</p> <p>Participated in job fair conducted by SCBA. Met with students to discuss career goals, internships, and open positions at WCSC</p> <p>Participating employee: HR/Office Manager</p>
13	Internship Program	<p>June 7 – July 28</p> <p>Provided internship opportunity to one University of Oklahoma student, and one Trident Technical College Student for the summer. Students received college credit for the internship and spent time learning about meteorology and/or Marketing.</p> <p>Participating employees: Meteorologists & Marketing Director</p>