

EEO Public File Report							
Station: WYCW-TV, Asheville, North Carolina							
Period Covered by Report: 8/1/2011 Through 7/31/2012							
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy	Number Interviewed	Number Hired	Recruitment Source for Hire
1	Account Executive	9/9/2011	11/14/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	8	1	Media General Website job Listing
Total					8		
Recruitment Sources Contacted for Each Full Time Vacancy							
Station: WYCW-TV, Asheville, North Carolina							
Period Covered by Report: 8/1/11 - 7/31/12							
No	Recruitment Source	Address	Contact	Telephone	Total Interviewed By Source	Entitled to Notification	
1	Employment Security Commission of NC	48 Grove Street, Asheville, NC 28801	Brenda Ploss	828-251-6200		N	
2	USC College of Journalism	600 Assembly Street, Columbia, SC 29208	Career Placement <a href="http://www.jour.sc.edu">www.jour.sc.edu</a>	803-777-4102		N	
3	NAACP	477 Hamberg Street, Pendleton, SC 29670	Gloria Plotnik	864-646-6304		N	
4	Urban League of Upstate	15 Regency Hill Dr., Greenville, SC 29607	William B. Whitney	864-244-3862		N	
5	University of Alabama	PO Box 870172, Tuscaloosa, AL 35487	Greg Privett	205-248-7000		N	
6	Greenville Technical College	:6031 Greenville, SC 29606	Career Direction Center Talanda Humphries <a href="http://www.greenvilletech.com">www.greenvilletech.com</a>	864-250-8139		N	
7	Anderson College	316 Boulevard, Anderson, SC 29621	Thuwanda Davidson <a href="http://www.ac.edu">www.ac.edu</a>	864-622-6062		N	
8	Clemson University	Box 344007, Clemson, SC 29634-4007	Employment Srvc-Ben Davis <a href="http://www.clemson.edu">www.clemson.edu</a>	864-656-6000 864-622-6062		N	
9	SC Job Service	PO Box 1150, Spartanburg, SC 29304	Michelin Career Center <a href="http://www.sces.org">www.sces.org</a>	864-573-7525		N	
10	Isothermal Community College	PO Box 804, Spindale, NC 28160	Johnny Smith -- <a href="mailto:jsmith@isothermal.edu">jsmith@isothermal.edu</a> <a href="http://www.sces.org">www.sces.org</a>	828-286-3636		N	
11	Wofford College	429 N. Church Street, Spartanburg, SC 29303	Marianna Leahy <a href="mailto:leahm@woffard.edu">leahm@woffard.edu</a>	864-597-4260		N	

12	Lander University	320 Stanley Ave. Greenwood, SC 29649	<a href="mailto:debnygrows@lander.edu">debnygrows@lander.edu</a>	864-388-8243		N
13	Western Carolina University	Cullowhee, NC 28723	Career Center	828-286-3636		N
14	University of South Carolina- Spartanburg	800 University Way, Spartanburg, SC 29303	Ryan Boggs	864-503-5392		N
15	CBS Newspath on Campus	524 W. 57th St, New York, NY 10019	Helene Blieberg <a href="http://www.cbsnewspath.com">www.cbsnewspath.com</a>	212-975-3771		N
16	Bob Jones University	1700 Wade Hampton Blvd., Greenville, SC 29614	David Williams <a href="mailto:careerdevelopment@bju.edu">careerdevelopment@bju.edu</a>	864-242-5100		N
17	Tri-County Tech	PO Box 587, Pendleton, SC 29670	Bethany Wiley <a href="mailto:www.jobplacement@tctc.edu">www.jobplacement@tctc.edu</a>	864-646-1575		N
18	Spellman College	350 Spellman Lane SW, Atlanta, GA 30314	Robert Flanigan, Jr	404-681-3643 p 404-270-5097 f		N
19	Media General Website Job Listin	333 East Franklin Street, Richmond, VA 23219	<a href="http://www.mediageneral.com">www.mediageneral.com</a>	804-775-4606	7	N
20	Career Builders	200 N Lasalle Street, Suite 100 , Chicago, Ill 60601	<a href="http://www.CareerBuilder.com">www.CareerBuilder.com</a>	866-438-1485		N
21	Asheville Buncombe Tech	340 Victoria Road, Asheville, NC 28801	Sherry Thompson-Career Ctr <a href="mailto:www.sthompson@abtech.edu">www.sthompson@abtech.edu</a>	828-254-1921		N
22	GA Assoc. of Broadcasters	8010 Roswell Rd., Ste. 260, Atlanta, GA 30350	William Sanders <a href="mailto:sandersb@gab.org">sandersb@gab.org</a>	770-395-7200 p 770-395-7235 f 800-588-9885		N
23	Eskine College	2 Washington Street, Due West, SC 29639	Career Placement Center <a href="http://www.cccu.org">www.cccu.org</a>			N
24	SC State University	P.O. Box 7068, Orangeburg, SC 29117	Career Center <a href="http://www.scsu.edu/careercenter">www.scsu.edu/careercenter</a>	803-536-7033		N

25	Spartanburg Technical College	PO Drawer 4386, Spartanburg, SC 29305	Doug Brackett	864-591-3752		N
			<a href="http://www.spartanburgtech.com">www.spartanburgtech.com</a>			
26	Winthrop University	701 W. Oakland Avenue, Rock Hill, SC 29733	Career Services	803-323-2221		N
			<a href="http://www.winthrop.edu">www.winthrop.edu</a>			
27	Johnson C. Smith University	100 Beatties Ford Rd., Charlotte, NC 28216	Bruce Thompson	704-378-3585		N
			<a href="http://www.jcsu.edu">www.jcsu.edu</a>			
28	Presbyterian College	503 S. Broad Street, Clinton, SC 29325	Andrea Long-Career Svcs	864-833-8380		N
			<a href="http://www.presby.edu">www.presby.edu</a>			
29	UNC School of Journalism	Hill, NC 27599-3365	Jay Eubanks	919-962-4518		N
			<a href="mailto:jeubank@email.unc.edu">jeubank@email.unc.edu</a>			
30	Warren Wilson College	Swannanoa, NC 28778	Dale Roberts-Career Resource Center			N
			<a href="http://www.career@warren-wilson.edu">www.career@warren-wilson.edu</a>	828-771-3759		
31	Employment Services	PO Box 328, Greenville, SC 29602	Donald West-Employment Srvc	864-242-3531		N
			<a href="http://www.sces.org">www.sces.org</a>			
32	City of Spartanburg	P.O. Box 1749 , Spartanburg, SC 29304	Mitch Kennedy	864-596-2052		N
33	SC Broadcasters Association	1 Harbison Way, Ste. 112, Columbia, SC 29210	Karen Nettles	803-732-1186		N
			<a href="mailto:Karen@SCBA.net">Karen@SCBA.net</a>			
34	Natl. Assoc. Hispanic Journalists	1050 Connecticut Avenue NW 10th Floor Washington , DC 20036		202-662-7145		N
36	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)	250 International Drive, Spartanburg, SC 29304	Sonya Trapp	864-587-5434	1	N
37	WSPA Website	250 International Drive, Spartanburg, SC 29304	Sonya Trapp	864-587-5434		N
			<a href="http://www.wspa.com">www.wspa.com</a>			

38	Walk-in	250 International Drive, Spartanburg, SC 29304	Sonya Trapp	864-587-5434		N
39	North Greenville University	P.O. Box 1892 Tigerville, SC 29688	Lisa Synder lisa.snyder@ngu.edu	864-977-7669		N
Total					8	
<b>Supplemental Recruitment Initiatives</b> <b>Station: WYCW-TV, Asheville, North Carolina</b> <b>Period Covered by Report: 8/1/2011 - 7/31/2012</b>						
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved	
1	September 2011-July 2012	College Intern Program	Expose college students majoring in Broadcasting careers to a broadcasting environment	Allow student to work under direction of current employees in order for student to receive credit hours.	Sonya Trapp - HR Generalist, Karen Kelly-Managing Editor, Kristina Smith-Marketing Coordinator	
2	On-going	Internet Job Banks for WSPA, SCBA	Job Postings of all open positions for employment	All open positions are posted on internet web sites specifically to reach and recruit a broad spectrum of qualified broadcasting applicants	Sonya Trapp-HR Generalist	
3	On-going	Training Programs	Training employees to do jobs other than what they were hired for.	Department heads are continually training their employees to gain skills that will enable them to obtain internal promotions or transfers to larger markets.	Edgar Woodfin-Asst. Engineer,Karen Kelly-Managing Editor, Laura Nunamacher-Business Mgr., Pat Kennedy-CBO Supervisor	
4	On-going	"Tech Scholars Program"	To give Tech students opportunities to utilize their training skills and education in a broadcast environment.	Through our relationship with Spartanburg Technical College, we hire qualified students to work part-time with the possibility of a promotion to full time status upon graduation as jobs become	Jimmy Lizer, Operations Manager-Charlie Wofford-Engineering Supervisor.	
5	March 21, 2012	Job Fair- Paine College Augusta, GA	Recruitment for all open positions at MG	Sponsored booth to recruit for all open positions	Robert Elledge- Director of Digital Journalism & Content and Robert Pippen	
6	February 1, 2012	Job Fair- USC UpState Spartanburg, SC	Recruitment for all open positions at MG	Sponsored booth to recruit for all open positions	Karen Kelly-- Managing Editor	
7	March 15, 2012	SCBA Career Fair Columbia	Provided information about Broadcast caeers and job opeinings available for Senior students majoring in communications, Engineering, Prodcutions, Marketing, Sales, and Administration	Sponsored booth to recruit for all open positions	Karen Kelly-- Managing Editor, Director of Conent- Dan Cates	
8	March	School visits : Furman, USC Upstate, USC	Establish partnerships with schools through open dialogue and needs establishment of existing curriculum and station talent needs.	Conferences with school administration to discuss cirriculum and current industry needs	Robert Romine, General Manager	