

WMBF-TV and WXIV-LD
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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
Account Executive	1-6, 8-15, 17-19, 23, 25-43	17
Lifestyle Producer/MMJ	1-6, 8-16, 18-19, 23, 25-43	16
Digital Content Producer	1-6, 8-15, 18-19, 23, 25-43	8
Anchor/Reporter	1-6, 8-15, 18-19, 23, 25-43	8
News Reporter/MMJ	1-6, 9-15, 18-23, 25-43, 46	12
News Reporter/MMJ	1-6, 9-15, 18-19, 23, 25-43, 46	2
Sports Anchor	1-6, 8-15, 18-19, 23-43	8
Account Executive	1-6, 8-15, 18-19, 23, 25-43	8
TMP	1-6, 9-15, 18-19, 23, 25-43, 45	15
News Producer	1-6, 9-15, 18-43	12
News Producer	1-6, 8-15, 18-19, 23-43	8
TMP	1-6, 9-15, 18-19, 23, 25-43	15
TMP	1-6, 9-15, 18-19, 23, 25-44	44
TMP	1-6, 9-15, 18-19, 23, 25-43	36
Office Manager	1-6, 9-15, 18-19, 23-43	24
News Reporter/MMJ	1-6, 8-15, 18-19, 23, 25-44	8
News Producer	1-6, 9-16, 18-19, 25-31, 33-43	16
News Producer	1-6, 9-19, 25-43	16
Account Coordinator	2-6, 9-15, 17-19, 25-39, 43	12
Account Executive	1-3, 5-6, 9-15, 17-19, 25-43	15
ACCOUNT COORDINATOR - WMBF	2-7, 9-15, 17-18, 23, 25-43, 45	15

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Black College Radio Television PO Box 3191 Atlanta, Georgia 30202 Phone : 404-523-6136 Email : bcrmail@aol.com Lo Jelks	N	0
2	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	4
3	Claflin University 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5233 Url : http://app.joinhandshake.com College Recruiter Manual Posting	Y	0
4	Clemson University PO Box 345607 Clemson, South Carolina 29634 Phone : 864-656-0316 Url : http://career.clemson.edu Brittany Neely Manual Posting	Y	0
5	Coastal Carolina University Career Services Center Lib Jackson Student Union A-203 Conway, South Carolina 29528 Phone : 843-349-2343 Url : http://app.joinhandshake.com Jodie Tadlock Manual Posting	Y	0
6	Coker College 300 East College Ave. Hartsville, South Carolina 29550 Phone : 843-383-8058 Url : http://app.joinhandshake.com Whitney Watts Manual Posting	Y	0

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7	Collective Talent , South Carolina Phone : 813-254-9695 Url : http://collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Employee Referral	N	11
9	Florence Darlington Technical College 2715 West Lucas St Florence, South Carolina 29506 Phone : 843-661-8196 Url : http://collegecentral.com Meirisa Coleman Manual Posting	Y	0
10	Florida A&M University Division of Journalism Tallahassee, Florida 32307 Phone : 850-599-3379 Url : http://app.joinhandshake.com Yanela Gordon Manual Posting	Y	0
11	Francis Marion University PO Box 100547 Dept. of Mass Communications Florence, South Carolina 29501 Phone : 843-661-1561 Url : http://app.joinhandshake.com David Baxley Manual Posting	Y	0
12	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	26
13	Horry Georgetown Technical College 2050 Hwy. 501 East Conway, South Carolina 29526 Phone : 843-347-3186 Url : http://collegecentral.com Jennifer Mau Manual Posting	Y	0

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14	Illinois Center for Broadcasting 455 Eisenhower Lane South Ste. 200 Lombard, Illinois 60148 Phone : 216-930-4339 Url : http://beonair.com Email : fmuller@beonair.com Francesca Muller	N	0
15	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	11
16	Internal Transfer/Promotion	N	5
17	LinkedIn (Paid Posting) 1000 West Maude Ave. Sunnyvale, California 94085 Job Listings Manual Posting	N	8
18	Midlands Technical College PO Box 2408 Columbia, South Carolina 29202 Phone : 803-738-8324 Url : http://midlandstech.edu Email : jobpost@midlandstech.edu College Recruiter	Y	0
19	Morris College 100 West College St. Sumter, South Carolina 29150 Phone : 803-934-3200 Url : http://morris.edu Email : careerservices@morris.edu College Recruiter	N	0
20	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0

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21	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	0
22	Native American Journalists Association 395 W. Lindsey Street Norman, Oklahoma 73019 Url : https://najanewsroom.com/ Diversity Posting Manual Posting	N	0
23	NC Employment Securities Commission 5300-7 Main St. Shallotte, North Carolina 28470 Phone : 910-754-6120 Url : http://ncworks.gov Marcell Hatten Manual Posting	Y	0
24	Non-Employee Referral	N	4
25	North Greenville University PO Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7669 Url : http://ngu.edu Email : stuart.floyd@ngu.edu Stuart Floyd	N	0
26	Northwestern College-Iowa 101 7th St., SW Orange City, Iowa 51041 Phone : 712-707-7000 Url : http://app.joinhandshake.com Nancy Landhuis Manual Posting	Y	0
27	Ohio / Illinois Centers for Broadcasting 9000 Sweet Valley Dr. Valley View, Ohio 44125 Phone : 216-447-9117 Url : http://beonair.com Email : jhardy@beonair.com Janice Hardy	N	0

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28	Ohio Media School-Cleveland Campus 9885 Rockside Rd. Valley View, Ohio 44125 Phone : 234-203-2768 Url : http://beonair.com Email : lleciejewski@beonair.com Lynda Leciejewski	Y	0
29	Savannah State University Student Leadership Development Savannah, Georgia 31404 Phone : 912-358-3128 Url : http://savannahstate.edu Email : dawsons@SavannahState.edu S. Dawson	N	0
30	SC Association of Broadcasters One Harbison Way Ste. 112 Columbia, South Carolina 29212 Phone : 803-732-1186 Url : http://scba.net Paula Thayer Manual Posting	Y	0
31	SC Employment Securities Commission 1558 West Evans St. Florence, South Carolina 29501 Phone : 843-519-1228 Url : http://scworks.org Email : hstanton@dew.sc.gov Hugh Stanton	Y	0
32	SC Employment Securities Commission 200 Victory Lane Conway, South Carolina 29526 Phone : 843-234-9675 Url : http://scworks.org Employment Assistance Manual Posting	Y	0
33	SC State University Career Services Center Orangeburg, South Carolina 29117 Phone : 803-536-8577 Url : http://scsu.edu Email : zthoma21@scsu.edu Joseph Thomas	N	0

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34	Tri-County Technical College PO Box 587 Pendleton, South Carolina 29670 Phone : 864-646-8361 Url : http://tctc.edu Email : jwoodso1@tctc.edu J Woodson	N	0
35	Trident Technical College PO Box 118067 Charleston, South Carolina 29423 Phone : 843-574-6344 Url : http://tridenttech.edu Email : Randy.grimes@tridenttech.edu Randy Grimes	N	0
36	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://tvjobs.com Mark Holloway Manual Posting	Y	3
37	University of Georgia 210 S. Jackson St Athens, Georgia 30602 Phone : 706-542-3000 Url : http://app.joinhandshake.com College Recruiter Manual Posting	Y	0
38	University of NC-Asheville 1 University Heights Asheville, North Carolina 28804 Phone : 828-251-6515 Url : http://app.joinhandshake.com College Recruiter Manual Posting	Y	0
39	University of SC Dept. of Media Arts Columbia, South Carolina 29508 Phone : 803-576-7300 Url : http://app.joinhandshake.com Annie Shealy Manual Posting	Y	0

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40	Urban League - Charleston PO Box 20249 Charleston, South Carolina 29413 Phone : 843-769-8173 Url : http://ctul.org Email : maggie.bresnihan@ctul.org Maggie Bresnihan	N	0
41	Urban League - Columbia PO Drawer J Columbia, South Carolina 29250 Phone : 803-799-8150 Url : http://columbiaurbanleague.org Email : dimineike15@gmail.com Dimineike Morton	N	0
42	Urban League - Greenville 15 Regency Hill Dr. Greenville, South Carolina 29607 Phone : 864-244-3862 Email : karnold@ulus1.org Kim Arnold	N	0
43	Winthrop University Dept. of Mass Communications Rock Hill, South Carolina 29733 Phone : 803-323-4529 Url : http://winthrop.edu Email : nortzm@winthrop.edu Mark Nortz	N	0
44	Word of Mouth Referral	N	2
45	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	1
46	YouTube - Not Directly Contacted by SEU	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			77

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/8/2022	Establishment of a mentoring program	August 8-10, 2022, WMBF General Sales Manager/Digital Sales Manager, participated in the 2022 Digital Sales Managers Summit, held in Atlanta, GA.	1	GSM/DSM
2	Ongoing Event	Establishment of an intern program designed to assist members of the community	Intern program started and for the period ending 07/31/2023 we have worked with 5 Interns this period. They have interned with the news, weather, creative services, and sports teams.	2	News Director Creative Services Director
3	2/23/2023	Participation in Job Fairs	WMBF Creative Services Director, attended the Francis Marion University Spring 2023 Career Fair and met with students interested in pursuing a career in broadcasting.	1	Creative Services Director
4	2/25/2023	Participation in events sponsored by organizations representing the community	On February 25, 2023, WMBF Creative Services Director, Anchor, Exc. Producer, and News Director, attended the RTDNA/C student workshop in Charlotte, NC. They met with students looking for their first jobs in broadcasting. Participated in question and answer sessions regarding producing, photojournalism, digital revolution, and story ideas. Approximately 60 students attended from Universities in North and South Carolina.	4	News Director Creative Services Director Special Projects Mgr./Anchor Executive Producer
5	3/15/2023	Participation in events or programs sponsored by educational institutions	WMBF News Director and other Gray Station News Directors met with about 30-40 students on the campus of the University of South Carolina to discuss job opportunities in broadcasting.	1	News Director
6	3/16/2023	Participation in events or programs sponsored by educational institutions	WMBF News Director, and MMJ staff, met with about 25 students interested in pursuing careers in broadcasting. They had a Q&A sessions so the students were able to ask a number of questions regarding this job field.	2	News Director MMJ
7	4/5/2023	Participation in Job Fairs	WMBF News Director, and Creative Services Director, attended the News, Broadcast & Multimedia Journalism Career Fair. They met with University of South Carolina students that are interested in pursuing broadcasting careers.	2	News Director Creative Services Director

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8	4/12/2023	Participation in Job Fairs	WMBF participated in the SCBA Collegiate Job Fair at the National Guard Armory in Columbia, SC. Participants included the General Sales Manager/Digital Sales Manager.	1	GSM/DSM
9	4/20/2023	Provision of training to management	WMBF Office Manager, attended "The FCC's Equal Employment Opportunity Rules" webinar presented by Joan Stewart of Wiley Rein, LLP.	1	Office Manager
10	6/22/2023	Participation in Job Fairs	WMBF News Director, attended the Investigative Reporters & Editors conference in Orlando, Florida and Gray Day which also included recruiting events.	1	News Director