

EEO Public File Report

Station: WSPA -TV, Spartanburg, South 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	Photographer	6/9/2011	9/19/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Source List Contacted for Specific Vacancy (www.tvjobs.com)	2	1	Media General Website job Listing
2	Broadcast Operations Controller	8/15/2011	10/3/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	Media General Website job Listing
3	Broadcast Operations Controller	8/15/2011	10/3/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	2	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
4	Web Content Coordinator(Coordinator II)	7/22/2011	10/24/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Media General Website job Listing
5	HR Generalist	7/20/2011	10/4/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	Media General Website job Listing
6	Digital Journalist	08/19/2011	11/7/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Source List Contacted for Specific Vacancy (www.tvjobs.com)	2	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
7	Marketing Director	6/21/2011	11/7/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Source List Contacted for Specific Vacancy (tvjobs.com.com)	12	1	Media General website job listing
8	Specialty Reporter	10/20/2011	11/7/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	Media General Website job Listing
9	Anchor, WKDY, Evening	9/12/2011	12/19/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	Media General Website job Listing
10	General Sales Manager	9/12/2011	12/19/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	5	1	Media General Website job Listing
11	Photographer	05/28/2011	1/9/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Source List Contacted for Specific Vacancy (www.tvjobs.com)	3	1	Media General Website job Listing
12	Computer Editor	12/6/2011	1/9/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	MG Employee Referral #36
13	Producer	12/20/2012	2/6/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Source List Contacted for Specific Vacancy (tvjobs.com)	4	1	Media General website job listing
14	Producer	12/20/2012	2/13/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Source List Contacted for Specific Vacancy (Jobfox.com)	4	1	TV Jobs
15	Reporter	12/5/2012	03/19/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	Media General website job listing
16	Administrative Sales Assistant	3/15/2012	4/16/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	6	1	Media General website job listing

17	Digital Journalist	2/21/2012	5/14/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached);Recruitment Source List Contacted for Specific Vacancy (www.tvjobs.com)	2	1	Media General Website job Listing
18	Photograpaher, News	3/15/2012	5/28/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)Recruitment Source List Contacted for Specific Vacancy (www.tvjobs.com)	3	1	Media General Website job Listing
19	Promotions Manager	4/17/2012	5/28/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
20	Photographer, News	5/2/2012	6/11/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached);Recruitment Source List Contacted for Specific Vacancy (www.tvjobs.com)	4	1	Media General Website job listing
21	Digital Account Executive	5/4/2012	6/11/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	2	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
22	Account Executive	4/5/2012	6/25/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) ;Recruitment Source List Contacted for Specific Vacancy (Monster.com)	11	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
23	Creative Services Writer	5/2/2012	6/25/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached); Recruitment Source List Contacted for Specific Vacancy (Monster.com)	3	1	Media General Website job listing
24	Director	6/22/2012	7/6/2012	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Media General Website job listing
Total					101		

Recruitment Sources Contacted for Each Full Time Vacancy

Station: WSPA -TV, Spartanburg, South 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 www.jour.sc.edu	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	PO Box 5616, Mailstop :6031 Greenville, SC 29606	Career Direction Center Talanda Humphries www.greenvilletech.com	864-250-8139		N
7	Anderson College	316 Boulevard, Anderson, SC 29621	Thuwanda Davidson www.ac.edu	864-622-6062		N
8	Clemson University	Box 344007, Clemson, SC 29634-4007	Employment Svcs-Ben Davis www.clemson.edu	864-656-6000 864-622-6062		N
9	SC Job Service	PO Box 1150, Spartanburg, SC 29304	Michelin Career Center www.sces.org	864-573-7525		N
10	Isothermal Community College	PO Box 804, Spindale, NC 28160	Johnny Smith -- jsmith@isothermal.edu www.sces.org	828-286-3636		N
11	Wofford College	429 N. Church Street, Spartanburg, SC 29303	Marianna Leahy leahm@woffard.edu	864-597-4260		N
12	Lander University	320 Stanley Ave. Greenwood, SC 29649	debnygrow@lander.edu	864-388-8243		N
13	Western Carolina University	80 McKee Building, 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 www.cbsnewspath.com	212-975-3771		N

16	Bob Jones University	1700 Wade Hampton Blvd., Greenville, SC 29614	David Williams careerdevelopment@bjv.edu	864-242-5100		N
17	Tri-County Tech	PO Box 587, Pendleton, SC 29670	Bethany Wiley www.jobplacement@tctc.edu	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 Listings	333 East Franklin Street, Richmond, VA 23219	www.mediageneral.com	804-775-4606	73	N
20	Career Builders	200 N Lasalle Street, Suite 100 , Chicago, Ill 60601	www.CareerBuilder.com	866-438-1485		N
21	Asheville Buncombe Tech	340 Victoria Road, Asheville, NC 28801	Sherry Thompson-Career Ctr www.sthompson@abtech.edu	828-254-1921		N
22	GA Assoc. of Broadcasters	8010 Roswell Rd., Ste. 260, Atlanta, GA 30350	William Sanders sandersb@gab.org	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 www.cccu.org			N
24	SC State University	P.O. Box 7068, Orangeburg, SC 29117	Career Center www.scsu.edu/careercenter	803-536-7033		N
25	Spartanburg Technical College	PO Drawer 4386, Spartanburg, SC 29305	Doug Brackett www.spartanburgtech.com	864-591-3752		N
26	Winthrop University	701 W. Oakland Avenue, Rock Hill, SC 29733	Career Services www.winthrop.edu	803-323-2221		N
27	Johnson C. Smith University	100 Beatties Ford Rd., Charlotte, NC 28216	Bruce Thompson www.jcsu.edu	704-378-3585		N
28	Presbyterian College	503 S. Broad Street, Clinton, SC 29325	Andrea Long-Career Svcs www.presby.edu	864-833-8380		N
29	UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599-3365	Jay Eubanks jeubank@email.unc.edu	919-962-4518		N
30	Warren Wilson College	701 Warren Wilson Road, Swannanoa, NC 28778	Dale Roberts-Career Resource Center www.career@warren-wilson.edu	828-771-3759		N

31	Employment Services	PO Box 328, Greenville, SC 29602	Donald West-Employment Srvc www.sces.org	864-242-3531		N
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 Karen@SCBA.net	803-732-1186		N
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	19	N
37	WSPA Website	250 International Drive, Spartanburg, SC 29304	Sonya Trapp www.wspa.com	864-587-5434	1	N
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					93	

No.	Recruitment Source Contacted for Specific Vacancies	Address	Contact	Phone #	Total Interviewed by Source	Entitled to Notification
1	TV Jobs, Broadcast Employment Services	P.O. Box 4116, Oceanside, CA 92052	www.tvjobs.com	800-374-0119 p		N
	<i>For: (Digital Journalist- Photographer-Producer, Marketing Director, Directot)</i>			760-754-2115 F	3	
2	Monster.com	622 3rd Ave. 39th Floor New York, NY 10017	www.monster.com	212-351-7000	4	N
	<i>For : Creative Services Writer, Account Executive</i>					
3	Job Fox.com	7926 Jones Branch Drive Suite 1100 McLean, VA 22102	www.jobfox.com	703-748-0162	1	N
	<i>For: Producer</i>					
Total					8	

Supplemental Recruitment Initiatives

Station: WSPA-TV, Spartanburg, SC

Period Covered by Report: 8/1/2011 - 7/31/2012

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	Cross-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 available.	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 Phippen
6	February 1, 2012	Job Fair- USC UpState	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 careers and job openings available for Senior students majoring in communications, Engineering, Productions, Marketing, Sales, and Administration	Sponsored booth to recruit for all open positions	Karen Kelly-- Managing Editor, Director of Content 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 curriculum and current industry needs	Robert Romine, General Manager