

EEO Public File Report

Stations: WSPA -TV, WYCW
Period Covered by Report: 8/1/14 Through 7/31/15

Full-Time Position	Position Title	Recruitment Source(s) utilized to fill vacancy		Recruitment Source for Hire		
1	Receptionist	1-38		Walk-in/Self Referral		
2	Investigative Producer	1-38		Walk-in/Self Referral		
3	Producer	1-38		Media General Website Job Listings/WSPA		
4	Traffic Reporter	1-38		Media General Website Job Listings/WSPA		
6	Broadcast Operations Controller	1-38		Media General Website Job Listings/WSPA		
7	Account Executive	1-38		Walk-in/Self Referral		
8	Reporter Digital Journalist	1-38		Media General Website Job Listings/WSPA		
9	Producer	1-38		Walk-in/Self Referral		
10	Investigative Reporter	1-38		Media General Website Job Listings/WSPA		
11	Account Executive	1-38		Walk-in/Self Referral		
12	Web Content Coordinator	1-38		Media General Website Job Listings/WSPA		
13	Broadcast Operations Controller	1-38		Walk-in/Self Referral		
14	Writer/Producer	1-38		Walk-in/Self Referral		
15	News Anchor	1-38		Walk-in/Self Referral		
16	Director	1-38		Walk-in/Self Referral		
16	Account Executive	1-35, 38		Walk-in/Self Referral		

Recruitment Sources Contacted for Each Full Time Vacancy

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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 Humphrey 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 www.sces.org	864-656-6000 864-622-6062		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
16	Bob Jones University	1700 Wade Hampton Blvd., Greenville, SC 29614	David Williams careerdevelopment@bjui.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/WSPA	333 East Franklin Street, Richmond, VA 23219	www.mediageneral.com	804-775-4606	24	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	Erskine 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 Community 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	UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599-3365	Jay Eubanks jeubank@email.unc.edu	919-962-4518		N
29	Warren Wilson College	701 Warren Wilson Road, Swannanoa, NC 28778	Dale Roberts-Career Resource Center www.career@warren-wilson.edu	828-771-3759		N
30	Employment Services	PO Box 328, Greenville, SC 29602	Donald West-Employment Srvc www.sces.org	864-242-3531		N
31	SC Broadcasters Association	1 Harbison Way, Ste. 112, Columbia, SC 29210	Karen Nettles	803-732-1186		N

				Karen@SCBA.net			
32	Natl. Assoc. Hispanic Journalists	1050 Connecticut Avenue NW 10th Floor Washington , DC 20036			202-662-7145		N
33	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)	250 International Drive, Spartanburg, SC 29304		Phyllis Coleman/ wspa.com	864-587-5434	6	N
34	Walk-in/Self Referral	250 International Drive, Spartanburg, SC 29304		Phyllis Coleman	864-587-5434	34	N
35	North Greenville University	P.O. Box 1892 Tigerville, SC 29688		Lisa Synder lisa.snyder@ngu.edu	864-977-7669		N
36	Smart Recruiters, Inc.	56 Tehama Street, San Francisco, CA 94105					N
37	City of Spartanburg	P.O. Box 1749, Spartanburg, SC 29304		Mitch Kennedy			N
38	TV Jobs/ Broadcast Employment Services	P.O. Box 4116, Oceanside, CA 92052		www.tvjobs.com	800-374-0119 p	1	N
Total						69	

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Period Covered by Report: 8/1/2013 - 7/31/2014

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	College Intern Program	Expose college students majoring in Broadcasting careers to a broadcasting environment. Universities that participated included, Francis Marion, Furman, North Greenville, Clemson, USC Upstate, S Illinois, St. John's.	Allow student to work under direction of current employees in order for student to receive credit hours. Students participated in the News Department some of their responsibilities included, researching stories, making police checks, they also had the opportunity to shadow reporters and photographers.	Kristy Charles, Managing Editor
2	Ongoing	"Tech Scholars Program"	To give Tech students opportunities to utilize their training skills and education in a broadcast environment. We cover all tuition and book cost in their final year before graduation along with providing 24 hours per week of on the job training in the engineering department.	Through our relationship with Spartanburg Community College, Greenville, and ITT Technical College and USC Upstate 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.
3	September 3, 2014	USC Upstate Fall Recruitment Events	Job fair	Sponsored booth to recruit for all open positions	Kristy Charles, Managing Editor
4	April 8, 2015	SCBA Spring Career Fair	Job Fair	Sponsored booth to recruit for all open positions	Kristy Charles, Managing Editor
5	March 20, 2015	USC School of Journalism and Mass Communications Spring Career Fair	Job Fair	Sponsored booth to recruit for all open positions	Kristy Charles, Managing Editor
6	Mid November 2014	Laurens High School	Participation in events sponsored by educational institutions	Spoke at Laurans High School, Student Council	Christy Henderson, Chief Meteorologist