

WSPA-TV, WYCW-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 27, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Content Coordinator	3-6, 8, 10-16, 19-22, 25-33, 35, 37-39, 41, 43-48	44
News Director	2-6, 8, 10-11, 14-16, 19-22, 25-35, 37-38, 41, 43, 45-48	44
Sales/Account Executive	3-7, 10-14, 16, 19-20, 22, 25-29, 31-33, 35-36, 38-39, 41, 43, 45-48	22
Writer/Producer	3-6, 8, 10, 14-17, 19-22, 25-27, 29-33, 35, 37-39, 41, 43, 45-48	22
Photographer, News	2-11, 13-16, 19-20, 22, 24-29, 31-36, 38-43, 45-48	28
Sales/Account Executive	3-8, 10-11, 13-16, 19-20, 22, 25-29, 31-33, 35-36, 38-39, 41, 43-48	44
Video Editor	3-8, 10-11, 13-16, 18-20, 22, 25-27, 29, 31-33, 35-36, 38-39, 41, 43, 45-48	18
Digital Sales Coordinator	2-11, 13-17, 19-20, 22-27, 29, 31-33, 35-36, 38-43, 45-48	22
Reporter	3-8, 10-14, 16, 19-20, 22, 25-29, 31-33, 35-36, 38-39, 41, 43-48	12
Managing Editor	3-8, 10-16, 19-20, 22, 25-27, 29, 31-36, 38-39, 41, 43, 45-48	12
Photographer/Editor	3-8, 10-11, 13-16, 19-20, 22, 25-29, 31-39, 41, 43, 45-48	28
Reporter	3-8, 10-11, 13-16, 19-20, 22, 25-27, 29, 31-33, 35-39, 41, 43-48	22
Producer	3-11, 13-16, 19-20, 22, 24-27, 29, 31-39, 41-43, 45-48	34
Producer	2-11, 13-16, 19-20, 22-29, 31-33, 35-48	22
Photographer/Editor	2-16, 19-20, 22, 24-27, 29, 31-33, 35-43, 45-48	22
Assignment Editor	3-8, 10-11, 13-16, 18-20, 22, 25-27, 29, 31-33, 35-39, 41, 43, 45-48	18
Supervisor, Central Broadcast	3-11, 13-16, 18-20, 22, 24-27, 29, 31-33, 35-43, 45-48	18
Reporter	2-8, 10-11, 13-16, 19-20, 22, 24-27, 29, 31-33, 35-48	22
Broadcast Operations Controller	2-8, 10-16, 19-20, 22, 24-29, 31-33, 35-48	12
Assignment Editor	2-8, 10-11, 13-16, 19-20, 22, 24-27, 29, 31-33, 35-43, 45-48	22

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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	Agency Referral	N	1
2	Aiken Technical College Counseling and Job Training P O Drawer 696 Aiken, South Carolina 29802 Phone : 706 396 7000 Fax : 1-803-593-6526 Thomas Gentry	N	0
3	Anderson University 316 Boulevard Anderson, South Carolina 29621 Phone : 864-231-2149 Url : http://www.andersonuniversity.edu Email : kbell@andersonuniversity.edu Fax : 1-864-622-6073 Kelly A. Bell	N	0
4	Asheville-Buncombe Technical Community College 340 Victoria Road Asheville, North Carolina 28801 Phone : 828-398-7209 Url : http://www.abtech.edu Email : careerservices@abtech.edu Career Center	N	0
5	Bob Jones University 1700 Wade Hampton Boulevard Greenville, South Carolina 29614 Phone : 864-242-5100 Url : http://www.bju.edu Email : careers@bj.edu Fax : 1-864-770-1340 Jane Smith	N	0
6	Career Builder 200 N. Lasalle Street Suite 100 Chicago, Illinois 60601 Phone : 866-438-1485 Url : http://www.careerbuilder.com Career Center Manual Posting	N	1

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7	CBS Newspath on Campus 524 W. 57th Street New York, New York 10019 Phone : 212-975-3771 Url : http://www.cbsnewspath.com Helen Blieberg Manual Posting	N	0
8	City of Spartanburg P.O. Box 1749 Spartanburg, South Carolina 29304 Phone : 864-596-2785 Url : http://www.cityofspartanburg.org Email : mkennedy@cityofspartanburg.org Mitch Kennedy	N	0
9	Claflin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@claflin.edu Fax : 1-803-535-5379 Carolyn Snell	N	0
10	Clemson University P.O. Box 344007 Clemson, South Carolina 29634 Phone : 864-656-6000 Url : http://www.clemson.edu/career Fax : 1-864-656-0439 Neil Burton	N	0
11	Dept. of Commerce NC Work Career Ctr. 48 Grove Street Asheville, North Carolina 28801 Phone : 828-251-6200 Url : http://www.ncworks.gov Email : brenda.ploss@nccommerce.com Fax : 1-828-251-6005 Brenda Ploss	N	0
12	Employee Referral	N	7

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13	Employment Services P.O. Box 328 Greenville, South Carolina 29602 Phone : 864-242-3531 Url : http://www.sces.org Donald West Manual Posting	N	0
14	Erskine College 2 Washington Street Due West, South Carolina 29639 Phone : 864-379-8725 Url : http://www.erskine.edu Email : payne@erskine.edu Trent Payne	N	0
15	Georgia Association of Broadcasters 6 West Druid Hills Drive NE Suite 330 Atlanta, Georgia 30350 Phone : 770-395-7200 Url : http://www.gab.org Email : admin@gab.org Fax : 1-770-395-7235 Luke Story	N	0
16	Greenville Technical College P.O. 5616 Mailstop:1055 Greenville, South Carolina 29606 Phone : 864-250-8139 Url : http://www.gvltec.edu Email : donnis.longino@gvltec.edu Donnis Longino	N	0
17	Internal Candidate	N	4
18	Internal Hire	N	3
19	Isothermal Community College P.O. Box 804 Spindale, North Carolina 28160 Phone : 828-395-1732 Url : http://www.isothermal.edu Email : alindsay@isotherman.edu Fax : 1-828-286-8109 Career Center	N	0

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20	Johnson C. Smith University 100 Beatties Ford Road Charlotte, North Carolina 28216 Phone : 704-378-3585 Url : http://www.jcsu.edu Career Center Manual Posting	N	0
21	Lander University 320 Stanley Avenue Greenwood, South Carolina 29649 Phone : 864-388-8000 Url : http://www.lander.edu Email : debnygrows@lander.edu Deborah Nygrow	N	0
22	Media General Website Listing/WSPA 333 East Franklin Street Richmond, Virginia 23219 Phone : 804-775-4606 Url : http://www.mediageneral.com Job Placement Manual Posting	N	33
23	Morris College North Main St. Sumter, South Carolina 29150 Phone : 803-934-3230 Email : jclayton@morris.edu Fax : 1-803-775-2580 Janet Smith-Clayton	N	0
24	N Augusta High School Placement Office 2000 Knobcone Ave N Augusta, South Carolina 29841 Phone : 706 396 7000 Fax : 1-803-641-2466 Mark Haddon	N	0
25	NAACP P. O. Box 4081 Anderson, South Carolina 29622 Phone : 864-646-2887 Email : bhamber@clemson.edu Barbara Hamberg	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	National Association of Hispanic Journalists 1050 Connecticut Avenue NW 10th Floor Washington, District of Columbia 20036 Phone : 202-662-7145 Url : http://www.nahjcareercenter.com Job Placement Manual Posting	N	0
27	North Greenville University P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7669 Url : http://www.ngu.edu Email : joshua.putnam@ngu.edu Joshua Putnam	N	0
28	Other Source	N	9
29	SC State University P.O.Box 7068 Orangeburg, South Carolina 29117 Phone : 803-536-7033 Url : http://www.scsu.edu Email : careercenter@scsu.edu Joseph Thomas	N	0
30	SmartRecruiters, Inc. 56 Tehama Street San Francisco, California 94105 Phone : 415-659-9130 Url : http://www.smartrecruiters.com Email : success@smartrecruiters.com Job Placement	N	0
31	South Carolina Broadcasters Association 1 Harbison Way Columbia, South Carolina 29210 Phone : 803-732-1186 Url : http://www.scba.net Email : scba@scba.net Fax : 1-803-732-4085 Joy Henderson	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Spartanburg Community College P.O. Box 4386 Spartanburg, South Carolina 29305 Phone : 864-592-4820 Url : http://www.sccsc.edu/career Email : littlej@sccsc.edu Fax : 1-864-592-4792 Jennifer Little	N	0
33	Spelman College 350 Spelman LN SW #10 Atlanta, Georgia 30314 Phone : 404-270-5273 Url : http://www.spelman.edu Email : hbell@spelman.edu Fax : 1-404-270-5276 Harold Bell	N	0
34	Station Website	N	7
35	Tri-County Technical College P.O. Box 587 Pendleton, South Carolina 29670 Phone : 864-646-1700 Url : http://www.tctc.edu Email : conted@tctc.edu Glenn Hellenga	N	0
36	TVJobs P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Email : admin@tvjobs.com Mark Holloway	N	1
37	UNC School of Journalism Campus Box 3365 Chapel Hill, North Carolina 27599 Phone : 919-962-4518 Url : http://www.jomc.unc.edu/ Email : jeubanks@email.unc.edu Jay Eubanks	N	0

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38	University of Alabama 3400 Ferguson Center Tuscaloosa, Alabama 35487 Phone : 205-348-2128 Url : http://career.ua.edu Email : lycarden@sa.ua.edu Fax : 1-205-348-5852 Linda Carden	N	0
39	University of SC - Upstate 800 University Way Spartanburg, South Carolina 29303 Phone : 864-503-5000 Url : http://www.uscupstate.edu Email : rboggs@uscupstate.edu Fax : 1-864-503-5931 Ryan Boggs	N	0
40	University Of South Carolina, Aiken 471 University Parkway Aiken, South Carolina 29801 Phone : 803.641.3440 Email : allisonb@usc.edu Fax : 1-803-641-3652 Allison Brown-Owens	N	0
41	Urban League of the Upstate 15 Regency Hill Drive Greenville, South Carolina 29607 Phone : 864-244-3862 Url : http://www.urbanleagueupstate.org Fax : 1-864-244-6134 Jill Littlejohn	N	0
42	USC Broadcasting Dept Journalism College Columbia, South Carolina 29208 Phone : 1-803-777-3321 Fax : 1-803-777-4103 Sonya Duhe	N	0

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43	USC College of Mass Communications and Information Studies 600 Assembly Street Columbia, South Carolina 29208 Phone : 803-777-4105 Url : http://www.sc.edu/mcis Email : cjustice@mailbox.sc.edu Fax : 1-803-777-4103 C Justice	N	0
44	Walk In/Self-Referral	N	10
45	Warren Wilson College 701 Warren Wilson Road Swannanoa, North Carolina 28778 Phone : 828-298-3325 Url : http://www.warren-wilson.edu Email : cgauthier@warren-wilson.edu Fax : 1-828-771-3073 Courtney Gauthier	N	0
46	Western Carolina University 205 Killian Annex Building Cullowhee, North Carolina 28723 Phone : 828-227-7133 Url : http://www.wcu.edu Email : careerservices@wcu.edu Fax : 1-828-227-7344 Deneen Landis	N	0
47	Winthrop University 701 W. Oakland Avenue Rock Hill, South Carolina 29733 Phone : 803-323-2141 Url : http://www.winthrop.edu/eaglelink/ Email : cce@winthrop.edu Fax : 1-803-323-3831 Goldie Gildehaus	N	0
48	Wofford College 429 N. Church Street Spartanburg, South Carolina 29303 Phone : 864-597-4264 Url : http://www.wofford.edu Email : dillengerja@wofford.edu Jennifer Dillenger	N	0
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	8/24/2015	Establishment of an intern program designed to assist members of the community	Interns will floor direct for our local entertainment show, interact with writers, producers, directors, sales and clients. Interns wil also train in social media marketing by daily research for show producers. Also interact with the news department, shawdow photographers and reporters, become knowledgeable in many different aspects of the News operations.	2	Managing Editor Executive Producer
2	9/2/2015	Provision of training to management	Certificate of Training, attended a webinar training provided by Media General, Associate General Counsel Henry Gola that overviewed and explained the FCC's Equal Employment Opportunity rules and policies, ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator
3	9/16/2015	Participation in Job Fairs	USC Upstate Job Fair offering opportunities for their students.	1	Assistant News Director
4	3/21/2016	Participation in scholarship programs	Spartanburg Community College, Tech Scholars Program to give students opportunities to utilize their training skills and education in a broadcast environment.	1	Operations Manager
5	3/30/2016	Participation in Job Fairs	Kristy Charles attended a Spring Career Fair at Spartanburg Community College on 3/30/2016 to provide students the opportunity to learn about careers in the broadcasting industry in SC.	1	Assistant News Director
6	4/6/2016	Participation in Job Fairs	Participation in SCBA Job Fair, attendance of approximately 155 broadcasting students from all across the state.	1	Assistant News Director
7	4/27/2016	Provision of training to management	Certificate of Attendance, attended a webinar training provided by Media General, Inc. Associate General Counsel Henry Gola that overviewed and explained FCC's Equal Employment Opportunity rule and policies. Training included methods of ensuring equal employment opportunity and preventing discrimination.	1	Business Administrator

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	5/25/2016	Participation in other activities designed by the station employment unit	Bree Haggard gave a station tour to Chapman High School on 5/25/2016.	1	Writer/Producer