

## EEO Public File Report

**Station: WSPA -TV, Spartanburg, South Carolina**  
**Period Covered by Report: 8/1/13 Through 7/31/14**

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	Reporter	7/29/2013	11/11/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	7	1	Walk In/Self Initiated/Other
2	National Sales Manager	8/26/2013	9/30/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	5	1	Employee Referral
3	Digital Journalist	9/20/2013	1/6/2014	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	5	1	Media General Website Job Listings/WSPA
4	Reporter	10/29/2013	1/6/2014	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	4	1	Walk In/Self Initiated/Other
5	Account Executive	10/29/2013	12/9/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	6	1	Employee Referral
6	Account Executive	10/29/2013	3/24/2014	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	4	1	Employee Referral
7	Executive Producer	11/26/2013	1/6/2014	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	3	1	Media General Website Job Listings/WSPA
8	Writer Producer	12/9/2013	4/7/2014	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	2	1	Media General Website Job Listings/WSPA
9	Research Director	12/16/2013	3/17/2014	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	5	1	Employee Referral
10	Digital Account Executive	2/5/2014	6/23/2014	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	5	1	Employee Referral
11	Account Executive	3/3/2014	3/11/2014	Recruitment Sources Contacted for Each Full Time Vacancy (see attached); Recruitment Sources List Contacted for Specific Vacancy (TVJobs)	4	1	Walk In/Self Initiated/Other
12	Photographer	3/3/2014	6/23/2014	Recruitment Sources Contacted for Each Full Time Vacancy (see attached); Recruitment Sources List Contacted for Specific Vacancy (TVJobs)	4	1	Walk In/Self Initiated/Other
Total					54	12	

## 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 <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	PO Box 5616, Mailstop 6031 Greenville, SC 29606	Career Direction Center Talanda Humphrey <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 Svcs-Ben Davis <a href="http://www.clemson.edu">www.clemson.edu</a> <a href="http://www.sces.org">www.sces.org</a>	864-656-6000 864-622-6062		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:debnygrow@lander.edu">debnygrow@lander.edu</a>	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 <a href="http://www.cbsnewspath.co">www.cbsnewspath.co</a>	212-975-3771		N
16	Bob Jones University	1700 Wade Hampton Blvd., Greenville, SC 29614	David Williams			N

			<a href="mailto:careerdevelopment@bjc.edu">careerdevelopment@bjc.edu</a>	864-242-5100		
17	Tri-County Tech	PO Box 587, Pendleton, SC 29670	Bethany Wiley <a href="http://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 Listings/WSPA	333 East Franklin Street, Richmond, VA 23219	<a href="http://www.mediageneral.com">www.mediageneral.com</a>	804-775-4606	8	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="http://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 <a href="http://www.spartanburgtech.com">www.spartanburgtech.com</a>	864-591-3752		N
26	Winthrop University	701 W. Oakland Avenue, Rock Hill, SC 29733	Career Services <a href="http://www.winthrop.edu">www.winthrop.edu</a>	803-323-2221		N
27	Johnson C. Smith University	100 Beatties Ford Rd., Charlotte, NC 28216	Bruce Thompson <a href="http://www.jcsu.edu">www.jcsu.edu</a>	704-378-3585		N
28	UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599-3365	Jay Eubanks <a href="mailto:jeubank@email.unc.edu">jeubank@email.unc.edu</a>	919-962-4518		N
29	Warren Wilson College	701 Warren Wilson Road, Swannanoa, NC 28778	Dale Roberts-Career Resource Center <a href="http://www.career@warren-wilson.edu">www.career@warren-wilson.edu</a>	828-771-3759		N
30	Employment Services	PO Box 328, Greenville, SC 29602	Donald West-Employment Srvc <a href="http://www.sces.org">www.sces.org</a>	864-242-3531		N

31	SC Broadcasters Association	1 Harbison Way, Ste. 112, Columbia, SC 29210	Karen Nettles <a href="mailto:Karen@SCBA.net">Karen@SCBA.net</a>	803-732-1186		N
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	Laura Solomon/ <a href="http://wsba.com">wsba.com</a>	864-587-5434	12	N
34	Walk-in/Self Initiated	250 International Drive, Spartanburg, SC 29304	Laura Solomon	864-587-5434	34	N
35	North Greenville University	P.O. Box 1892 Tigerville, SC 29688	Lisa Synder <a href="mailto:lisa.snyder@ngu.edu">lisa.snyder@ngu.edu</a>	864-977-7669		N
36	TV Jobs/ Broadcast Employment Services	P.O. Box 4116, Oceanside, CA 92052	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	800-374-0119 p		N
Total					54	

**Station: WSPA-TV, Spartanburg, SC**  
**Period Covered by Report: 8/1/2013 - 7/31/2014**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	August 1, 2013 - July 31, 2014	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.	Kristy Charles, Managing Editor
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	Laura Solomon-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-News Director, 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, 2014	USC Columbia Job Fair	Recruitment for all open positions at MG	Sponsored booth to recruit for all open positions	Kristy Charles, Managing Editor
6	April 10, 2014	SCBA Fall Career Fair	Recruitment for all open positions at MG	Sponsored booth to recruit for all open positions	Kristy Charles, Managing Editor. Harris Collins Local Sales Manager

7	October 29, 2013	Furman University	Recruitment for all open positions at MG	Sponsored booth to recruit for all open positions	Kristy Charles, Managing Editor
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