

EEO Public File Report

Station: WSPA -TV, Spartanburg, South Carolina
Period Covered by Report: 8/1/12 Through 7/31/13

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	Meteorologist, Weekday Mornings	6/4/2012	9/3/2012	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	1	1	Media General Website Job Listings/WSPA Website
2	Video Editor	8/27/2012	10/1/2012	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	4	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
3	Writer/Producer	9/26/2012	1/7/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	3	1	Media General Website Job Listings/WSPA Website
4	Photographer, News	11/14/2012	3/4/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	1	1	Media General Website Job Listings/WSPA Website
5	Producer	12/4/2012	1/7/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	4	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
6	Photographer, News	1/10/2013	1/21/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	2	1	Media General Website Job Listings/WSPA Website
7	Broadcast Operation Controller	1/10/2013	2/4/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	3	1	Walk-in/Self Initiated
8	Digital Account Executive	1/11/2013	2/18/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	2	1	Walk-in/Self Initiated
9	HR Generalist	2/5/2013	4/8/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	6	1	Media General Website Job Listings/WSPA Website
10	Broadcast Operation Controller	2/7/2013	3/18/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	3	1	Walk-in/Self Initiated
11	Assignment Editor	4/9/2013	6/10/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached); Recruitment Sources List Contacted for Specific Vacancy (TVJobs)	3	1	Walk-in/Self Initiated
12	Digital Journalist	4/9/2013	6/10/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached); Recruitment Sources List Contacted for Specific Vacancy (TVJobs)	2	1	Walk-in/Self Initiated
13	Account Executive	1/11/2013	2/18/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached)	4	1	Walk-in/Self Initiated
14	Reporter	10/23/2012	6/24/2013	Recruitment Sources Contacted for Each Full Time Vacancy (see attached); Recruitment Sources List Contacted for Specific Vacancy (TVJobs)	5	1	Walk-in/Self Initiated
Total							
					43		

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 Hum 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
15	CBS Newspath on Campus	524 W. 57th St, New York, NY	Helene Blieberg www.cbsnewspath.cc	212-975-3771		N
16	Bob Jones University	1700 Wade Hampton Blvd., Greenville, SC 29614	David Williams careerdevelopment@bju.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 Website	333 East Franklin Street, Richmond, VA 23219	www.mediageneral.com	804-775-4606	23	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	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	Sonya Trapp		864-587-5434	10	N
				www.wspa.com			
34	Walk-in/Self Initiated	250 International Drive, Spartanburg, SC 29304	Sonya Trapp		864-587-5434	10	N
35	North Greenville University	P.O. Box 1892 Tigerville, SC 29688	Lisa Synder lisa.snyder@ngu.edu		864-977-7669		N
Total							

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)</i>			760-754-2115 F		
2	Monster.com	622 3rd Ave. 39th Floor New York, NY 10017	www.monster.com	212-351-7000		N
					43	
Total						

Supplemental Recruitment Initiatives

Station: WSPA-TV, Spartanburg, SC

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	August 1, 2012 - July 31, 2013	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.	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	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-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 22, 2013	USC Columbia Job Fair	Recruitment for all open positions at MG	Sponsored booth to recruit for all open positions	Paul Gorley Executive Producer