

**WHNS**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Anchor/MMJ	11, 15, 19, 22, 27	15
Lifestyle Reporter	11, 19, 22, 27	22
Photographer/Editor	11, 17, 19, 22, 27	17
Account Executive	1-9, 11-13, 19-25, 27-32, 34-43, 45-63	31
Reporter / Multimedia Journalist	1-9, 11-13, 17, 19-25, 27-30, 32, 34-63	44
Senior News Reporter	1-9, 11-13, 17, 19-25, 27-30, 32, 34-43, 45-63	17
Executive News Producer	1-9, 11-14, 19-25, 27-30, 32, 34-43, 45-63	14
Technical Media Producer	1-9, 11-14, 19-25, 27-30, 32, 34-43, 45-63	14
Account Executive	2-9, 11-13, 17, 19-25, 27-30, 32, 34-43, 45-63	17
Photographer/Studio Technician	2-9, 11-14, 19-25, 27-30, 32, 34-43, 45-63	14
Technical Media Producer	2-9, 11-13, 17, 19-25, 27-30, 32, 34-43, 45-63	17
Producer	2-9, 11-14, 19-25, 27-30, 32, 34-43, 45-63	14
Multimedia Marketing Consultant	2-3, 7-8, 11-13, 17, 19-22, 25, 27-30, 32, 36-43, 47-48, 50-51, 53-54, 61-63	17
NEWS PRODUCER (PRIMARY) - WHNS	2-3, 7-8, 10-13, 16, 19-22, 25-30, 32-33, 36-43, 47-48, 50-51, 54, 61-63	33
SENIOR NEWS REPORTER - WHNS	2-3, 7-8, 10-13, 17, 19-22, 25-30, 32, 37-43, 47-48, 50-51, 53-54, 57, 61-63	17
PHOTOJOURNALIST - WHNS	3, 7-8, 11-13, 17-22, 25, 27-30, 32, 37-43, 47-48, 50-51, 53-54, 57, 61-63	18
PHOTOJOURNALIST - WHNS	3, 7-8, 11-13, 17-22, 25, 27-30, 32, 37-43, 47-48, 50-51, 53-54, 57, 61-63	17

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	602 Communications 6839 Charter Hills Road Charlotte, North Carolina 28277 Phone : 704-543-1426 Url : <a href="http://602communications.com/">http://602communications.com/</a> Email : <a href="mailto:gnewell@602communications.com">gnewell@602communications.com</a> Graeme Newell	N	0
2	AAJA - Asian American Journalists Assoc. 1182 Market St Suite 320 San Francisco, California 94102 Phone : 415-346-2051 Url : <a href="http://www.aaja.org/">http://www.aaja.org/</a> Email : <a href="mailto:info@aaajacareers.org">info@aaajacareers.org</a> Justin Seiter  Prong 2 Ended Date: 6/10/2023	N	0
3	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
4	Art Institute of Atlanta 6600 Peachtree-Dunwoody Road Atlanta, Georgia 30328 Phone : 770-689-4870 Url : <a href="https://www.artinstitutes.edu/atlanta">https://www.artinstitutes.edu/atlanta</a> Nicole Langton Manual Posting	N	0
5	Asheville Citizen Times - Classified Dept P.O. Box 2090 Asheville, North Carolina 28802 Phone : 828-232-5908 Url : <a href="http://classifieds.citizen-times.com/index.php">http://classifieds.citizen-times.com/index.php</a> Brittany Young Manual Posting	N	0

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6	b-roll.net 243 17th Street SE Washington, District of Columbia 20003 Phone : 202-486-8842 Url : <a href="http://www.b-roll.net/today/">http://www.b-roll.net/today/</a> Kevin Johnson Manual Posting	N	0
7	Benedict College Career Placement Office 1600 Harden Street Columbia, South Carolina 29204 Phone : 803-705-4815 Url : <a href="http://www.benedict.edu/">http://www.benedict.edu/</a> Email : <a href="mailto:sonya.johnson@benedict.edu">sonya.johnson@benedict.edu</a> Sonya Johnson	Y	0
8	Bob Jones University Dept Head/Radio & Television 1700 Wade Hampton Blvd. Greenville, South Carolina 29614 Phone : 864-242-5100 Url : <a href="http://www.bju.edu/?gclid=cnn07opmqnacfvc6gqodjxid">http://www.bju.edu/?gclid=cnn07opmqnacfvc6gqodjxid</a> Email : <a href="mailto:ywilliam@bj.edu">ywilliam@bj.edu</a> Yvonne Williamson	Y	0
9	Broadcasting & Cable Magazine 5700 Wilshire Blve Suite 120 Los Angeles, California 90036 Phone : 323-965-2089 Url : <a href="http://www.broadcastingcable.com/">http://www.broadcastingcable.com/</a> Katie Rosa Manual Posting	N	0
10	careerbuilder.com 200 N. LaSalle Ste 1100 Chicago, Illinois 60601 Phone : 864-298-4191 Url : <a href="http://www.careerbuilder.com/?cbrecursioncnt=1">http://www.careerbuilder.com/?cbrecursioncnt=1</a> Cynthia Swann Manual Posting	N	0
11	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	0

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12	Claflin University 400 Magnolia Street Orangeburg, South Carolina 29115 Phone : 803-535-5012 Url : <a href="http://www.claflin.edu/">http://www.claflin.edu/</a> Email : <a href="mailto:Dobarnes@claflin.edu">Dobarnes@claflin.edu</a> Douglas Barnes	Y	0
13	Clemson University Internship & Placement Office 402 Strode Tower, #314510 Clemson, South Carolina 29634 Phone : 864-656-5383 Url : <a href="http://www.clemson.edu/">http://www.clemson.edu/</a> Email : <a href="mailto:seddie@clemson.edu">seddie@clemson.edu</a> Eddie Smith	Y	0
14	Current Employee	N	6
15	Current Employee - Transfer/Promotion	N	2
16	Current Intern	N	1
17	Employee Referral	N	8
18	Former Employee	N	1
19	foxcarolina.com 21 Interstate Court Greenville, South Carolina 29615 Phone : 864-288-2100 Url : <a href="http://www.foxcarolina.com/">http://www.foxcarolina.com/</a> Email : <a href="mailto:kelli.radcliff@foxcarolina.com">kelli.radcliff@foxcarolina.com</a> Kelli Radcliff	N	0
20	Furman University Director, Career Services 3300 Poinsett Highway Greenville, South Carolina 29613 Phone : 864-294-2106 Url : <a href="http://www.furman.edu/pages/default.aspx">http://www.furman.edu/pages/default.aspx</a> Email : <a href="mailto:career.services@furman.edu">career.services@furman.edu</a> John Baker	N	0
21	Glassdoor.com 100 Shoreline Hwy Bld A Mill Valley, California 94941 Phone : 415-339-9105 Url : <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a> Career Services Manual Posting	N	0

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22	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : <a href="http://gray.tv/careers">http://gray.tv/careers</a> Human Resources Manual Posting	N	9
23	Greenville News Piedmont - Classified Dept P.O. Box 1688 Greenville, South Carolina 29602 Phone : 864-298-4221 Url : <a href="http://classifieds.citizen-times.com/index.php">http://classifieds.citizen-times.com/index.php</a> Autumn Moon Manual Posting	N	0
24	Greenville Technical College Career Placement Office P.O. Box 5616 Greenville, South Carolina 29670 Phone : 864-250-8222 Url : <a href="http://www.gvltec.edu/index.aspx">http://www.gvltec.edu/index.aspx</a> Betty Vaughn Manual Posting	N	0
25	Greenville Urban League 15 Regency Hill Drive Greenville, South Carolina 29607 Phone : 864-322-4101 Url : <a href="http://urbanleagueupstate.org/">http://urbanleagueupstate.org/</a> Brenda Theis Manual Posting	N	0
26	Indeed.com 177 Broad St 6th Floor Stamford, Connecticut 6901 Url : <a href="http://www.indeed.com/">http://www.indeed.com/</a> Customer Care Manual Posting	N	0
27	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	0

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28	Isothermal Community College Career Placement Office P.O. Box 804 Spindale, North Carolina 28160 Phone : 828-286-3636 Url : <a href="https://www.isoothermal.edu/">https://www.isoothermal.edu/</a> Email : <a href="mailto:cyoung@isoothermal.edu">cyoung@isoothermal.edu</a> Carolyn Young	Y	0
29	Lander University Career Placement Office 320 Stanley Avenue Greenwood, South Carolina 29649 Phone : 864-388-8712 Url : <a href="http://www.lander.edu/">http://www.lander.edu/</a> Email : <a href="mailto:asmorgan@lander.edu">asmorgan@lander.edu</a> Amanda Morgan	Y	0
30	Limestone College Director, Career Services 1115 College Drive Gaffney, South Carolina 29340 Phone : 864-488-4557 Url : <a href="http://www.limestone.edu">http://www.limestone.edu</a> Email : <a href="mailto:ileaks@limestone.edu">ileaks@limestone.edu</a> Lleeka Leeks	N	0
31	Linked In - Not Directly Contacted by SEU	N	1
32	LinkedIn 2029 Steirlin Ct Ste 200 Mountain View, California 94043 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/">https://www.linkedin.com/</a> Customer Care Manual Posting	N	0
33	LinkedIn / Word of Mouth	N	1
34	mediabizjobs.com PO BOX 95915 Seattle, Washington 98145 Phone : 206-331-3876 Url : <a href="http://mediabiz.com/">http://mediabiz.com/</a> John Stipe Manual Posting	N	0

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35	MediaLine.Com P.O. Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com/">http://www.medialine.com/</a> Mark Shilstone Manual Posting	N	0
36	Michael's Media LLC 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	Y	0
37	National Association of Black Journalists 8701-A Adelphi Road Adelphi, Maryland Phone : 301-445-7100 Url : <a href="http://www.nabj.org/">http://www.nabj.org/</a> Warner Williams Manual Posting	N	0
38	National Association of Broadcasters Employment Clearhouse 1771 N Street, NW Washington, District of Columbia 20036 Phone : 202-429-5497 Url : <a href="https://www.nab.org/">https://www.nab.org/</a> Customer Care Manual Posting	N	0
39	National Association of Hispanic Journalists Career & Opportunity Exchange 1193 National Press Building Washington, District of Columbia Phone : 202-662-7145 Url : <a href="http://www.nahj.org/">http://www.nahj.org/</a> Customer Care Manual Posting	N	0
40	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : 703-549-2207 Url : <a href="https://www.nsbe.org/home.aspx">https://www.nsbe.org/home.aspx</a> Customer Care Manual Posting	N	0

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41	Newberry College Director of Career Services 2100 College Street Newberry, South Carolina 29108 Phone : 803-321-5362 Url : <a href="https://www.newberry.edu/">https://www.newberry.edu/</a> Email : <a href="mailto:patrick.smith@newberry.edu">patrick.smith@newberry.edu</a> Patrick Smith	Y	0
42	North Greenville College Career Placement Office 7801 N. Tigerville Rd., Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7122 Url : <a href="http://www.ngu.edu/">http://www.ngu.edu/</a> Email : <a href="mailto:shur@shur.us">shur@shur.us</a> Shurajit Gopal	Y	0
43	North Greenville College Chair, Mass Communication Dept. P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7137 Url : <a href="http://www.ngu.edu/">http://www.ngu.edu/</a> Email : <a href="mailto:Stuart.Floyd@ngu.edu">Stuart.Floyd@ngu.edu</a> Stuart Floyd	Y	0
44	Other Source	N	1
45	Promax/BDA 9000 W/ Sunset Blvd Suite 900 Los Angeles, California 90069 Phone : 310-788-7600 Url : <a href="https://www.promaxbda.org/">https://www.promaxbda.org/</a> Customer Care Manual Posting	N	0
46	Radio-Television News Directors Association (RTNDA) 4121 Plank Road #512 Fredricksburg, Virginia 22407 Phone : 202-495-8730 Url : <a href="https://www.rtdna.org/">https://www.rtdna.org/</a> Derrick Harris Manual Posting	N	0

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47	Society of Broadcast Engineers 9102 North Meridian St #150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org/">http://www.sbe.org/</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> K Jones	N	0
48	South Carolina Broadcasters Association USC College of Journalism One Harbison Way, Suite 112 Columbia, South Carolina 29212 Phone : 803-777-6783 Url : <a href="http://www.scba.net/">http://www.scba.net/</a> Customer Care Manual Posting	N	0
49	South Carolina Job Service Attn: Greenville Work Force Center PO Box 328 Greenville, South Carolina 29602 Phone : 864-242-3531 Url : <a href="https://jobs.scworks.org/vosnet/default.aspx">https://jobs.scworks.org/vosnet/default.aspx</a> June Harden Gloria Griffin Manual Posting	N	0
50	South Carolina State University Career Placement Office 300 College Street Orangeburg, South Carolina 29117 Phone : 803-536-7000 Url : <a href="http://www.scsu.edu/">http://www.scsu.edu/</a> Email : <a href="mailto:humanresources@scsu.edu">humanresources@scsu.edu</a> Anna Hagler	N	0
51	Southern Wesleyan University Director, Career Services Center P.O. Box 1020 Central, South Carolina Phone : 864-644-5150 Url : <a href="http://www.swu.edu/">http://www.swu.edu/</a> Email : <a href="mailto:yduckett@swu.edu">yduckett@swu.edu</a> Yvonne Duckett	Y	0

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52	Spartanburg Herald Journal P.O. Box 1657 Spartanburg, South Carolina 29304 Phone : 864-582-2104 Url : <a href="https://www.google.com/#q=spartanburg+herald+journ">https://www.google.com/#q=spartanburg+herald+journ</a> Nancy Mullinax Manual Posting	N	0
53	Spartanburg Technical College P.O. Box 4386 Spartanburg, South Carolina 29305 Phone : (864) 592-4820 Url : <a href="https://www.sccsc.edu/home/">https://www.sccsc.edu/home/</a> Career Administrator Manual Posting	Y	0
54	Spots-N-Dots 167 Oakdale Road Johnson City, New York 13790 Phone : 888-884-8630 Url : <a href="http://www.spotsndots.com/">http://www.spotsndots.com/</a> Customer Care Manual Posting	N	0
55	Television Bureau of Advertising TV8 Web Page 3 East 54th Street New York, New York 10022 Phone : 212-486-1111 Url : <a href="https://www.tvb.org/default.aspx">https://www.tvb.org/default.aspx</a> Customer Care Manual Posting	N	0
56	Television Week (Electronic Media) 6500 Wilshire Blvd Suite 2300 Los Angeles, Louisiana 90048 Phone : 323-370-2409 Url : <a href="http://www.tvweek.com/">http://www.tvweek.com/</a> Susan Moss Manual Posting	N	0

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57	Tri-County Technical College Career Placement Office P.O. Box 587 Pendleton, South Carolina 29670 Phone : (864)-646-1659 Url : <a href="http://www.tctc.edu/">http://www.tctc.edu/</a> Email : <a href="mailto:boxley@tctc.edu">boxley@tctc.edu</a> Brent Oxley	Y	0
58	TVJOBS.com Broadcast Employment Services PO BOX 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="https://www.tvjobs.com/">https://www.tvjobs.com/</a> Mark Halloway Manual Posting	N	0
59	TVNewsCheck 238 Crosshill Road Wynnwood, Pennsylvania 19096 Phone : 817-578-6324 Url : <a href="https://tvnewscheck.com/">https://tvnewscheck.com/</a> Paul Greeley Manual Posting	N	0
60	TVWEEK.com 6500 Wilshire Blvd Suite 2300 Los Angeles, Louisiana 90048 Phone : 323-370-2415 Url : <a href="http://www.tvweek.com/">http://www.tvweek.com/</a> Marc Abrams Manual Posting	N	0
61	University of South Carolina-Spartanburg Career Placement Office 800 University Way Spartanburg, South Carolina 29303 Phone : 864-503-5392 Url : <a href="http://uscupstate.edu/">http://uscupstate.edu/</a> Email : <a href="mailto:hterpack@uscupstate.edu">hterpack@uscupstate.edu</a> Hannah Terpack	Y	0
62	Winthrop University Instructor-Dept of Mass Comm. 701 Oakland Avenue Rock Hill, South Carolina 29733 Phone : 803-323-4529 Url : <a href="http://www.winthrop.edu/virtualtour/buildingtour.a">http://www.winthrop.edu/virtualtour/buildingtour.a</a> Email : <a href="mailto:nortzm@winthrop.edu">nortzm@winthrop.edu</a> Mark Nortz	Y	0

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63	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/1/2022	Participation in job banks, internet programs and other programs designed to promote outreach	Career Connection is located under the 3 community header at foxcarolina.com Four major employers in the area share their career opportunities there.	2	Director of Sales Local Sales Manager
2	12/1/2022	Participation in events sponsored by organizations representing the community	Morning Anchor hosted a high school student for a job shadow experience that allowed the student to observe and participate in the anchor's day to day routine in order to educate the student on the duties of a news anchor as well as other positions in the station. The student shadowed morning anchor, Executive Producer, Reporter, Traffic, Meteorologist and Web Producer.	6	Morning Anchor Morning Anchor News Director Asst. News Director
3	12/30/2022	Participation in other activities designed by the station employment unit	MMJ, facilitated a job shadow for a North Greenville College student. The student observed the entire process of putting a story together including shooting, editing and going live with the story. He also observed the control room, producing a show and how photographers and reporters work together.	4	MMJ Asst. News Director Executive Producer Chief Photographer
4	2/14/2023	Participation in events sponsored by organizations representing the community	Females from the Blush Mentoring program group toured the station and listened to presentations from department heads and GM. A Q&A session was held regarding news careers and education requirements for various news careers.	5	VP/GM News Director Creative Services Director Director of Engineering
5	3/2/2023	Participation in events or programs sponsored by educational institutions	Inman New Prospect 6th Grade class toured the station, met with department heads that included a question and answer session regarding news careers and required education.	4	Creative Services Director News Director Meteorologist Director of Engineering
6	3/10/2023	Participation in events or programs sponsored by educational institutions	Spartanburg Homeschool Co-Op students ranging in age from 8-14 toured the station, met with department managers to learn about jobs in their departments and the required education. Students had time to ask questions in each department.	4	Creative Services Director News Director Meteorologist Director of Engineering

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7	4/12/2023	Participation in Job Fairs	Participated in SCBA Career Fair in Columbia, SC	2	VP/GM Business Office Manager
8	4/20/2023	Establishment of training programs for station personnel	Business Office Manager participated in FCC EEO Rules Training provided by Gray TV Human Resources and Gray TV's EEO Attorney Joan Stewart.	1	Business Office Manager
9	4/28/2023	Participation in events or programs sponsored by educational institutions	Assignment Manager/Executive Producer participated in Motlow Elementary Career Day. Staff spoke with students about different careers in the news industry and what each job involves. Students were given time to answer questions.	1	Assignment Manager
10	5/5/2023	Participation in events or programs sponsored by educational institutions	Retired adults enrolled in Furman University's Osher Lifelong Learning Institute, toured the station and had a round table discussion/Q&A and lunch, meeting with department managers who described what each of their departments do and answered questions regarding news production.	5	VP/GM News Director Creative Services Director Chief Meteorologist
11	5/8/2023	Participation in events or programs sponsored by educational institutions	FIKE (Fountain Inn) After School Program toured the station, met with department managers in order to learn about news careers and the education requirements for those careers. Students were able to ask questions in each department.	5	Creative Services Director News Director Chief Meteorologist Director of Engineering
12	5/23/2023	Participation in events or programs sponsored by educational institutions	Staff presented and answered questions about careers in journalism at the Spartanburg Prep Career Day. Students were educated about careers in journalism and were able to ask questions.	1	Anchor/MMJ
13	6/6/2023	Participation in events sponsored by organizations representing the community	Participated in the Liberty Elementary School Career Fair. Staff met with students regarding careers in Journalism and the education required for those careers. Staff emphasised the importance of writing in journalism careers. Students were given time to ask questions.	2	Anchor/Producer Producer