

WYFF-TV
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Anchor Open Date: 6/29/2020 Hire Date: 4/14/2021	2-7, 10-11, 15-23, 25-27, 30-36	11
News Director Open Date: 7/8/2020 Hire Date: 8/10/2020	1-7, 9-10, 15-23, 25-27, 30-36	9
Producer Open Date: 7/28/2020 Hire Date: 4/5/2021	1-2, 4-7, 9-10, 15-23, 25-27, 30-36	9
Broadcast Maintenance Technician Open Date: 8/7/2020 Hire Date: 12/6/2020	2-3, 5-7, 9-10, 14-27, 29-36	9
Anchor / Reporter Open Date: 9/15/2020 Hire Date: 12/16/2020	2, 5-7, 9-11, 13, 15-23, 25-26, 30-36	11
Reporter Open Date: 10/8/2020 Hire Date: 12/18/2020	2, 5-7, 9, 13, 15-23, 25-27, 30-36	6
Account Executive Open Date: 1/12/2021 Hire Date: 4/5/2021	1, 5-7, 13, 15-23, 25-27, 30, 32-36	6
Meteorologist Open Date: 1/15/2021 Hire Date: 6/7/2021	1-2, 4-9, 13, 15-23, 25-27, 29-36	6
IT Specialist Open Date: 2/1/2021 Hire Date: 5/3/2021	3-7, 12-30, 32-36	12
Sales Account Associate Open Date: 2/10/2021 Hire Date: 7/6/2021	3-7, 13, 15-23, 25-27, 29-30, 32-36	6
Reporter Open Date: 5/4/2021 Hire Date: 6/28/2021	2-5, 7, 9, 13, 15-23, 25-27, 29-36	9
Assignment Editor Open Date: 5/10/2021 Hire Date: 6/22/2021	3-7, 11, 13, 15-23, 25-27, 29-36	6
Producer Open Date: 6/11/2021 Hire Date: 6/15/2021	2-5, 7, 11, 15-23, 25-27, 29-36	11

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 4349 East Colter Street Phoenix, Arizona 85018 Phone : 602-954-8373 Email : slizik@602communications.com Sandy Lizik	N	0
2	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Corp Recruiter Manual Posting	N	0
3	Atlanta Technical College 1560 Metropolitan Parkway SW Atlanta, Georgia 30310-4446 Phone : 404.225.4623 Email : hbrockington@atlantatech.edu Harry Brockington	N	0
4	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
5	Bob Jones University 1700 Wade Hampton Blvd Greenville, South Carolina 29614 Phone : 864-242-5100 Url : http://www.bju.edu Email : careers@bj.edu Career Services	N	0
6	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	22

WYFF-TV
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7	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
8	Corporate Recruiter	N	1
9	Current Employee	N	8
10	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
11	Former Employee	N	4
12	Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941 Phone : 1-415-339-9105 Career Services Manual Posting	N	1
13	Greenville Urban League PO Box 2571 Greenville, South Carolina 29602 Phone : 864-322-4133 Url : http://www.urbanleagueoftheupstate.org Email : rputman@urbanleagueoftheupstate.org Fax : 1-864-244-6134 Rachel Putman	N	0
14	Indeed.com 17764 Broad St Stamford, Connecticut 06901 Phone : (203) 328-2691 Url : www.indeed.com Career Services Manual Posting	N	4

WYFF-TV
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15	Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 828-286-3636 Url : http://www.isothermal.edu Email : jcoomes@isothermal.edu Jay Coomes	Y	0
16	Lander University 320 Stanley Ave Greenwood, South Carolina 29649 Phone : (864) 388-8971 Email : Asmorgan@lander.edu Amanda Morgan	Y	0
17	Limestone College 1115 College Drive Gaffney, South Carolina 29340 Phone : 800-795-7151 ext 4557 Url : http://www.limestone.edu Email : ileaks@limestone.edu Ileka Leaks	Y	0
18	Media Line Box 51909 Pacific Grove, California 93950 Phone : 406-570-9263 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilston	N	0
19	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
20	North Greenville University PO Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7263 Url : http://www.ngu.edu Email : shur@shur.us Shur Gopal	Y	0

WYFF-TV
EEO PUBLIC FILE REPORT

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Presbyterian College 503 S. Broad Street Clinton, South Carolina 29325 Phone : 864-833-8388 Url : http://www.presby.edu Lynn Downie Manual Posting	Y	0
22	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
23	SCBA One Harbison Way Columbia, South Carolina 29210 Phone : 803-732-1186 Url : http://www.scba.net Email : scba@scba.net Karen Nettles	N	0
24	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	N	0
25	South Carolina Commission for Minority Affairs 293 Greystone Blvd Columbia, South Carolina 29210 Phone : 803-333-9621 Email : MOrozco@cfma.sc.gov Fax : 1-803-333-9627 Mauricio Orozco	N	0
26	Spartanburg Community College PO Box 4386 Spartanburg, South Carolina 29305 Phone : 864-592-4954 Selenda Smith Manual Posting	Y	0

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27	T.W.E.A.C 1911 Boundary St P.O Box 2025 Beaufort, South Carolina 29901 Phone : 843-263-2649 Email : robbridgers@gmail.com Rob Bridgers	N	0
28	The Muse 1375 Broadway, 20th floor New York, New York 10018 Url : https://www.themuse.com/ Career Services Manual Posting	N	1
29	Tri-County Technical College PO Box 87 Pendleton, South Carolina 29670 Phone : 864-646-8361 Url : http://www.tctc.edu Email : jwoods01@tctc.edu John Woodson	N	0
30	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
31	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Mark C. Holloway Manual Posting	N	0
32	U.S Department of Veterans Affairs 6437 Garner Ferry Rd Columbia, South Carolina 29209 Phone : 803-647-2571 Email : Roderick.Brown3@va.gov Rod Brown	N	0

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33	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
34	University of South Carolina College of Journalism 800 Sumter Street Columbia, South Carolina 29208 Phone : 803-777-3347 Url : http://www.usc.edu Email : MUDUNURI@mailbox.sc.edu Fax : 1-803-777-4103 Shirisha Mudunuri	N	0
35	Winthrop University 638 Oakland Avenue Rock Hill, South Carolina 29730 Phone : 803-323-4534 Url : http://www.winthrop.edu Career Center Manual Posting	Y	0
36	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

WYFF-TV
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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	11/5/2020	Participation in events or programs sponsored by educational institutions	General Manger spoke to group of seniors at Appalachian State University about broadcasting careers.	1	General Manager
2	12/7/2020	Participation in scholarship programs	The Radio-Television News Association of the Carolinas underwrites the South Carolina RTDNAC scholarship, for which WYFF funds a \$1,500 scholarship.	1	General Manager
3	Ongoing Event	Participation in scholarship programs	WYFF funds a \$1,500 annual scholarship through the University of South Carolina School of Mass Communications—called the Chris Gulfman Scholarship for Electronic Journalism—and participates in the selection of its recipients.	2	Business Manager General Manager
4	Ongoing Event	Provision of training to management	Station leaders participated in a 4 hour conscious inclusion training program hosted by a third party partner. The training included information on how to cultivate a culture of awareness around the many dimensions of diversity. Leaders reviewed a model of inclusion, how to uncover unconscious bias and other topics related to diversity and inclusion to create an inclusive environment of diverse perspectives to make individuals work experiences better.	4	General Manager Business Manager News Director General Sales Manager
5	Ongoing Event	Establishment of an intern program designed to assist members of the community	WYFF has an internship program that includes college students representing multiple area colleges and universities. The program is designed such that students earn college credit for their participation. Two students, representing two colleges, served as interns during the relevant reporting period in 2021.	4	Business Manager General Manager Assistant News Director Executive Producer

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	Ongoing Event	Establishment of training programs for station personnel	The Hearst Sales Development Program is designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television. This sales development program is a comprehensive 10-12 month training with a defined training program outline and milestone goals. Training program objectives are tracked by the sales management team and reported to corporate management. After successful completion of the Hearst Sales Development program, the Sales Account Associate will have the skills/experience necessary to qualify for a Sales Account Executive role.	3	General Manager Business Manager General Sales Manager
7	2/25/2021	Participation in events or programs sponsored by educational institutions	General Manager spoke to group of seniors at Appalachian State University, who are interested in broadcasting careers.	1	General Manager
8	4/29/2021	Participation in events or programs sponsored by educational institutions	Anchor spoke to a group of graduating communications students at North Greenville University about careers in broadcasting.	1	News Anchor
9	6/17/2021	Establishment of an intern program designed to assist members of the community	Participating in the Emma Bowen Fellowship Program for the summer, hosting one intern during 2021. The Emma Bowen Foundation promotes a more diverse industry by recruiting promising students of color and placing them in multi-year paid internships at some of the nation's leading media and tech companies.	3	General Manager Business Manager News Director