

WYFF-TV
EEO PUBLIC FILE REPORT
August 1, 2016 - July 31, 2017

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
Account Executive Open Date: 10/2/2015 Hire Date: 8/1/2016	3-6, 8-9, 11, 13-19, 21-29, 31-36	17
Reporter Open Date: 12/10/2015 Hire Date: 8/8/2016	1-6, 8-11, 13-16, 18, 21-36	32
Sales Assistant Open Date: 3/7/2016 Hire Date: 9/21/2016	3-6, 9, 11, 13-16, 18, 21-29, 31-33, 35-36	4
Newscast Director Open Date: 5/24/2016 Hire Date: 8/23/2016	1-7, 9-16, 18, 21-33, 35-36	4
Assistant Chief Engineer Open Date: 8/9/2016 Hire Date: 12/12/2016	1-4, 6-7, 9-11, 13-16, 18, 21-33, 35-36	7
National Sales Manager Open Date: 9/1/2016 Hire Date: 2/21/2017	1, 3-4, 6-7, 9, 11, 13-16, 18, 21-29, 31-36	7
Newscast Director Open Date: 10/10/2016 Hire Date: 12/19/2016	1-4, 6-7, 9-18, 20-36	7
News Producer Open Date: 11/21/2016 Hire Date: 12/19/2016	1-4, 6-7, 9, 11, 13-16, 18, 21-36	7
Account Executive Open Date: 11/30/2016 Hire Date: 5/1/2017	1-4, 6, 9-16, 18, 21-36	4
Assignment Editor/Web Editor Open Date: 3/21/2017 Hire Date: 5/5/2017	1-4, 6, 8-11, 13-16, 18, 20-36	8

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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	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Corp Recruiter Manual Posting	N	0
2	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
3	Bob Jones University 1700 Wade Hampton Blvd Greenville, South Carolina 29614 Phone : 864-242-5100 Url : http://www.bju.edu Email : careers@bju.edu Career Services	N	0
4	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	14
5	Clemson University 411 Strode Tower Clemson, South Carolina 29634 Phone : 864-656-5383 Url : http://www.clemson.edu Email : seddie@clemson.edu Eddie Smith	N	0
6	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
7	Current Employee	N	6
8	Employee Referral	N	6

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9	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
10	Greenville Technical College PO Box 5616, Station B Greenville, South Carolina 29606 Phone : 864-250-8222 Url : http://www.greenvilletechnicalcollege.com Fax : 1-864-250-8990 Steve Jennings	N	0
11	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
12	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Career Services Manual Posting	N	6
13	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	ITT Technical Institute Six Independence Pointe Greenville, South Carolina 29670 Phone : 864-288-0777 Url : http://www.itt-tech.edu Email : LKStratton@itt-tech.edu Cindy Stratton Prong 2 Ended Date: 6/30/2017	N	0
15	Lander University 320 Stanley Ave Greenwood, South Carolina 29649 Phone : (864) 388-8971 Email : Asmorgan@lander.edu Amanda Morgan	Y	0
16	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
17	LinkedIn.com 2029 Stierlin Court Sunnyvale, California Phone : 855-655-5653 Career Services Manual Posting	N	3
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	Media Sales Institute . Washington DC, Maryland Phone : (202) 429-3191 NABEF MSI Manual Posting	N	1

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20	Monster.com 11845 W. Olympic Blvd. Suite 500 Los Angeles, California 90064 Phone : 310-893-5567 Url : www.monstertrak.com Nichole Scire Manual Posting	N	2
21	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202.662.7145 Corp. Recruiter Manual Posting	N	0
22	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
23	North Greenville University PO Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7137 Url : http://www.ngu.edu Email : lahagin@ngu.edu Linwood Hagin	Y	0
24	Presbyterian College 503 S. Broad Street Clinton, South Carolina 29325 Phone : 864-833-8388 Url : http://www.presby.edu Email : careerservices@presby.edu Lynn Downie	Y	0
25	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0

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26	SC Works-Veterans Employment 225 S Pleasantburg Drive, C11 Greenville, South Carolina 29607 Phone : 864-467-3323 Email : achandler@dew.sc.gov Allen Chandler	N	0
27	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
28	Spartanburg Community College PO Box 4386 Spartanburg, South Carolina 29305 Phone : 864-592-4954 Selenda Smith Manual Posting	Y	0
29	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
30	Tri-County Technical College PO Box 87 Pendleton, South Carolina 29670 Phone : 864-646-8361 Url : http://www.tctc.edu Email : jwoodso1@tctc.edu John Woodson	N	0
31	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0

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32	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	3
33	U.S Department of Veteran Affairs 6437 Garner Ferry Rd Columbia, South Carolina 29209 Phone : 803-647-2397 Email : donna.glazer@va.gov Donna Glazer	N	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 : KBULLARD@mailbox.sc.edu Fax : 1-803-777-4103 Katie Bullard	N	0
35	Winthrop University 638 Oakland Avenue Rock Hill, South Carolina 29730 Phone : 803-323-4534 Url : http://www.winthrop.edu Email : howellh@winthrop.edu Haney Howell	Y	0
36	Winthrop University 638 Oakland Avenue Rock Hill, South Carolina 29730 Phone : 803-323-4534 Url : http://www.winthrop.edu Email : lowj@winthrop.edu Jamie Lowe Prong 2 Ended Date: 7/13/2017	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			41

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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	8/19/2016	Participation in events or programs sponsored by educational institutions	Lee Brown, as speaker for a media project for Brown Mackie College in Greenville, SC.	1	Assistant News Director
2	12/8/2016	Participation in events or programs sponsored by educational institutions	Nigel Robertson, News Anchor, was speaker and mentor for Career Day at Berea High School.	1	News Anchor
3	12/10/2016	Participation in scholarship programs	Radio-Television Digital News Association of the Carolinas - underwriting of South Carolina RTDNAC scholarship. This is an ongoing station effort in which Assistant News Director Lee Brown serves on the board and is actively involved in scholarship recipient selection.	2	Assistant News Director President & General Manager
4	1/1/2017	Participation in scholarship programs	WYFF 4 individually funds a \$1,500 annual scholarship and participates in the selection of recipients for the University of South Carolina School of Mass Communications, entitled the Chris Gulfman Scholarship for Electronic Journalism.	2	Business Manager General Manager
5	1/1/2017	Establishment of an intern program designed to assist members of the community	The internship program includes college students representing multiple area colleges and universities. The program is designed to earn college credit. Fifteen students, representing six colleges and universities, served in 2016. Seven students, representing five colleges and universities, served in 2017 (YTD).	4	Business & Human Resources Manager General Manager Director of Operations News Director
6	2/2/2017	Participation in events or programs sponsored by educational institutions	Geoff Hart was speaker for the Media Forum for Journalism at Bob Jones University in Greenville, SC.	1	News Anchor
7	2/23/2017	Participation in Job Fairs	WYFF attended and participated in the Bob Jones University Career Fair, February 23, 2017 in Greenville, SC.	4	Local Sales Manager Account Executive Asst. Program Director Business Manager
8	3/22/2017	Participation in Job Fairs	WYFF attended and participated in the University of South Carolina SJMC Career Fair, held in Columbia SC on March 22, 2017.	1	News Director

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9	4/12/2017	Participation in Job Fairs	WYFF attended and participated in the South Carolina Broadcasters Association Collegiate Job Fair, Wednesday April 12, 2017, held in Columbia, SC.	1	Assistant News Director
10	4/12/2017	Participation in Job Fairs	WYFF attended and participated in the North Greenville University Job Fair, Wednesday April 12, 2017, held in Tigerville, SC.	1	Program Director
11	5/23/2017	Participation in events or programs sponsored by educational institutions	Dale Gilbert, Weather Anchor, was speaker for the Journalism Class at Chapman High School in Spartanburg, SC.	1	Weather Anchor