

**WYFF-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019 - July 31, 2020**

**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
Account Executive Open Date: 3/18/2019 Hire Date: 9/30/2019	1-9, 11-12, 14-24, 26-33, 35-36	9
Meteorologist Open Date: 4/26/2019 Hire Date: 9/10/2019	2-3, 5-8, 10-24, 26-28, 30-33, 35-36	7
Traffic Anchor / Reporter Open Date: 5/15/2019 Hire Date: 6/1/2020	2-8, 11-24, 26-28, 30-33, 35-36	13
Sports Director Open Date: 5/28/2019 Hire Date: 9/24/2019	2-8, 11-12, 14-24, 26-33, 35-36	31
Photographer Open Date: 6/28/2019 Hire Date: 8/26/2019	2-8, 10-12, 14-24, 26-36	7
Assistant Chief Engineer Open Date: 7/25/2019 Hire Date: 9/30/2019	2-4, 6-8, 11-12, 14-20, 22-36	7
Assignment Editor Open Date: 8/23/2019 Hire Date: 10/2/2019	1-2, 4, 6-8, 11-12, 14-20, 22-24, 26-28, 30-36	31
Photographer Open Date: 9/10/2019 Hire Date: 3/4/2020	2-4, 6-8, 11-12, 14-20, 22-24, 26-28, 30 -36	7
Producer Open Date: 9/10/2019 Hire Date: 10/28/2019	1-4, 6-8, 11, 13-20, 22-24, 26-28, 30-36	13
Meteorologist Open Date: 10/10/2019 Hire Date: 11/4/2019	2, 4-8, 11-12, 14-18, 20, 22-24, 26-28, 30-36	31
Photographer Open Date: 1/6/2020 Hire Date: 3/30/2020	2, 4-8, 10-11, 14-18, 20, 22-24, 26-36	10
Producer Open Date: 1/6/2020 Hire Date: 2/3/2020	2, 4-8, 11-12, 14-18, 20, 22-24, 26-36	7
Account Executive Open Date: 2/11/2020 Hire Date: 3/16/2020	1-8, 10-12, 14-18, 20, 22-24, 26-28, 30- 36	10
Digital Sales Manager Open Date: 3/3/2020 Hire Date: 7/6/2020	1-8, 11-12, 14-18, 20, 22-24, 26-28, 30- 36	7

**WYFF-TV**  
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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	American Advertising Federation-Greenville PO Box 464 Greenville, South Carolina 29602 Phone : 202-898-0089 Career Services Manual Posting	N	0
4	Atlanta Technical College 1560 Metropolitan Parkway SW Atlanta, Georgia 30310-4446 Phone : 404.225.4623 Email : hbrockington@atlantatech.edu Harry Brockington	N	0
5	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0
6	Bob Jones University 1700 Wade Hampton Blvd Greenville, South Carolina 29614 Phone : 864-242-5100 Url : <a href="http://www.bju.edu">http://www.bju.edu</a> Email : careers@bju.edu Career Services	N	0
7	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : <a href="http://careers.hearsttelevision.com/">http://careers.hearsttelevision.com/</a> Email : htv.careers@hearst.com Career Services	N	10

**WYFF-TV**  
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
9	Current Employee	N	1
10	Employee Referral	N	4
11	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
12	Greenville Urban League PO Box 2571 Greenville, South Carolina 29602 Phone : 864-322-4133 Url : <a href="http://www.urbanleagueoftheupstate.org">http://www.urbanleagueoftheupstate.org</a> Email : <a href="mailto:rputman@urbanleagueoftheupstate.org">rputman@urbanleagueoftheupstate.org</a> Fax : 1-864-244-6134 Rachel Putman	N	0
13	Indeed.com 17764 Broad St Stamford, Connecticut 06901 Phone : (203) 328-2691 Url : <a href="http://www.indeed.com">www.indeed.com</a> Career Services Manual Posting	N	3
14	Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 828-286-3636 Url : <a href="http://www.isoothermal.edu">http://www.isoothermal.edu</a> Email : <a href="mailto:jcoomes@isoothermal.edu">jcoomes@isoothermal.edu</a> Jay Coomes	Y	0

**WYFF-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2019 - July 31, 2020**

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<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>
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 : <a href="http://www.limestone.edu">http://www.limestone.edu</a> Email : ileaks@limestone.edu Ileka Leaks	Y	0
17	Media Line Box 51909 Pacific Grove, California 93950 Phone : 406-570-9263 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : medialine@medialine.com Mark Shilston	N	0
18	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
19	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202.662.7145 Corp. Recruiter Manual Posting	N	0
20	North Greenville University PO Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7263 Url : <a href="http://www.ngu.edu">http://www.ngu.edu</a> Email : shur@shur.us Shur Gopal	Y	0

**WYFF-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2019 - July 31, 2020**

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<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>
21	North Greenville University PO 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:linwood.hagin@ngu.edu">linwood.hagin@ngu.edu</a> Linwood Hagin	N	0
22	Presbyterian College 503 S. Broad Street Clinton, South Carolina 29325 Phone : 864-833-8388 Url : <a href="http://www.presby.edu">http://www.presby.edu</a> Lynn Downie Manual Posting	Y	0
23	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
24	SCBA One Harbison Way Columbia, South Carolina 29210 Phone : 803-732-1186 Url : <a href="http://www.scba.net">http://www.scba.net</a> Email : <a href="mailto:scba@scba.net">scba@scba.net</a> Karen Nettles	N	0
25	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org">www.sbe.org</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Fax : 1-317-846-9120 Scott Jones	N	0
26	South Carolina Commission for Minority Affairs 293 Greystone Blvd Columbia, South Carolina 29210 Phone : 803-333-9621 Email : <a href="mailto:MOrozco@cfma.sc.gov">MOrozco@cfma.sc.gov</a> Fax : 1-803-333-9627 Mauricio Orozco	N	0

**WYFF-TV**  
**EEO PUBLIC FILE REPORT**

**August 1, 2019 - July 31, 2020**

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<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>
27	Spartanburg Community College PO Box 4386 Spartanburg, South Carolina 29305 Phone : 864-592-4954 Selenda Smith Manual Posting	Y	0
28	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
29	Tri-County Technical College PO Box 87 Pendleton, South Carolina 29670 Phone : 864-646-8361 Url : <a href="http://www.tctc.edu">http://www.tctc.edu</a> Email : jwoods01@tctc.edu John Woodson	N	0
30	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
31	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : <a href="http://www.tvjobs.com">www.tvjobs.com</a> Mark C. Holloway Manual Posting	N	5
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

**WYFF-TV**  
**EEO PUBLIC FILE REPORT**

August 1, 2019 - July 31, 2020

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : <a href="http://colorado.edu/">http://colorado.edu/</a> 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 : <a href="http://www.usc.edu">http://www.usc.edu</a> 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 : <a href="http://www.winthrop.edu">http://www.winthrop.edu</a> Email : CAREERDEV@WINTHROP.EDU Career Center	Y	0
36	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>23</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	8/1/2019	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.	2	General Manager General Sales Manager
2	8/6/2019	Provision of training to management	HTV Director of Veteran Recruiting visit to station to provide training to managers regarding recruitment of US Armed Services veterans.	4	General Manager News Director Business Manager Director of Engineering
3	1/1/2020	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	1/1/2020	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. Three students, representing two colleges, served as interns during the relevant reporting period in 2019.	4	Business Manager General Manager News Director Director of Engineering
5	1/23/2020	Participation in events or programs sponsored by educational institutions	Station News Anchor spoke with Bob Jones University media forum.	1	News Anchor



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	<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>
6	1/29/2020	Establishment of training programs for station personnel	The Harvard Leadership Development Program is designed to train and develop hand selected managers and potential leaders for future career advancement and leadership roles within Hearst Television. This development program is a comprehensive 14 week training with defined training program topics and follow up coursework. Training program objectives are tracked by the human resources team and reported to corporate management. After successful completion of the Harvard Leadership Development Program, the participants will have the skills/experience necessary to qualify for career advancement and leadership roles.	3	National Sales Manager Executive Producer Assistant Chief Engineer
7	2/12/2020	Participation in Job Fairs	Attended University of South Carolina Career Fair in Columbia, SC on February 12, 2020.	1	News Director
8	2/13/2020	Participation in Job Fairs	Station Master Control Supervisor attended and participated in Bob Jones University Career Fair in Greenville, SC on February 13, 2020.	2	Master Control Supervisor Business Manager
9	2/26/2020	Participation in events or programs sponsored by educational institutions	Station News Anchor spoke with Tri County Technical College journalism class.	1	News Anchor
10	2/26/2020	Participation in events or programs sponsored by educational institutions	Station Producer spoke with Tri County Technical College journalism class.	1	Producer
11	2/28/2020	Participation in events or programs sponsored by educational institutions	Station Reporter spoke with Hughes Academy journalism class.	1	Reporter
12	7/31/2020	Listing of each upper-level category opening in a job bank or newsletter	WYFF posted a Producer position with AAJA and NAHJ	1	Business Manager