

WYFF-TV
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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
Reporter Open Date: 5/25/2017 Hire Date: 9/18/2017	2, 4-6, 8, 11, 14-15, 17-21, 23-35, 37-39	6
Anchor/Reporter Open Date: 6/6/2017 Hire Date: 11/13/2017	2, 4-6, 8-9, 11, 14-15, 17-21, 23-27, 29-35, 37-39	9
Executive Producer Open Date: 7/5/2017 Hire Date: 10/23/2017	2, 5-6, 8, 10-11, 15, 17, 19-21, 23-27, 29-31, 33-35, 37-39	10
Master Control Operator Open Date: 8/4/2017 Hire Date: 8/29/2017	2, 4-6, 8-9, 11, 15-17, 19-21, 23-27, 29-35, 37-38	9
Reporter Open Date: 8/15/2017 Hire Date: 9/11/2017	2, 4-6, 8, 11, 14-15, 17, 19-27, 29-35, 37-38	22
News Producer Open Date: 8/31/2017 Hire Date: 1/15/2018	2, 4-6, 8, 10-11, 14-15, 17, 19-21, 23-27, 29-35, 37-38	10
Photographer Open Date: 10/13/2017 Hire Date: 11/17/2017	2, 4-6, 8, 11, 14-15, 17, 19-21, 23-27, 29-35, 37-38	6
Creative Services Director Open Date: 11/27/2017 Hire Date: 1/1/2018	2, 4-6, 8-9, 11, 14-15, 17, 19-21, 23-27, 29-35, 37-38, 40	9
Producer Open Date: 12/6/2017 Hire Date: 12/27/2017	2, 4-6, 8, 11, 14-15, 17, 19-21, 23-27, 29-35, 37-38, 40	37
Sports Anchor/Reporter Open Date: 12/12/2017 Hire Date: 1/22/2018	2, 4-6, 8, 11-12, 14-15, 17, 19-21, 23-27, 29-35, 37-38, 40	12
Producer Open Date: 12/18/2017 Hire Date: 1/12/2018	2, 5-6, 8, 11, 15, 17, 19-21, 23-27, 29-30, 33-35, 37-38, 40	6
Producer Open Date: 12/20/2017 Hire Date: 4/6/2018	2, 5-6, 8, 11, 15, 17, 19-21, 23-27, 29-31, 33-35, 37-38, 40	37
Anchor Reporter Open Date: 1/3/2018 Hire Date: 3/19/2018	2, 4-6, 8-9, 11, 14-15, 17, 19-21, 23-27, 29-35, 37-38, 40	9
Photographer Open Date: 1/11/2018 Hire Date: 2/26/2018	2, 4-6, 8, 10-11, 14-15, 17, 19-21, 23-27, 29-35, 37-38, 40	10

WYFF-TV
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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
Writer/Producer Open Date: 1/11/2018 Hire Date: 5/14/2018	1-2, 4-6, 8-9, 11, 14-15, 17, 19-21, 23-27, 29-35, 37-38, 40	1
Meteorologist Open Date: 1/18/2018 Hire Date: 6/4/2018	2, 4-6, 8, 11, 14-15, 17, 19-21, 23-27, 29-35, 37-38, 40	6
Broadcast Maintenance Technician Open Date: 3/19/2018 Hire Date: 5/29/2018	2-3, 5-8, 10-11, 13-14, 17, 19-21, 23-27, 29-38, 40	10
Account Executive Open Date: 4/18/2018 Hire Date: 7/30/2018	2-3, 5-8, 10-11, 13-17, 19-21, 23-27, 29-38, 40	16

WYFF-TV
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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	1
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@bates.ctc.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@bju.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	13
7	Central Piedmont Community College 1241 Charlottetowne Ave Charlotte, North Carolina 28204 Phone : (704) 330 -6860 Email : Roula.Habbal@cpcc.edu Roula Habbal	N	0

WYFF-TV
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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
8	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
9	Current Employee	N	11
10	Employee Referral	N	7
11	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
12	Former Employee Referral	N	1
13	Georgia Institute of Technology 219 Uncle Heinie Way Atlanta, Georgia 30332 Phone : 404-894-1353 Email : patricia.bazrod@gatech.edu Patricia Bazrod	N	0
14	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
15	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

WYFF-TV
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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
16	Indeed.com 17764 Broad St Stamford, Connecticut 06901 Phone : (203) 328-2691 Url : www.indeed.com Career Services Manual Posting	N	4
17	Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 828-286-3636 Url : http://www.isothermal.edu Email : jcoomes@isothermal.edu Jay Coomes Prong 2 Start Date: 7/27/2004	Y	0
18	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	N	0
19	Lander University 320 Stanley Ave Greenwood, South Carolina 29649 Phone : (864) 388-8971 Email : Asmorgan@lander.edu Amanda Morgan Prong 2 Start Date: 9/19/2013	Y	0
20	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 Prong 2 Start Date: 8/31/2004	Y	0

WYFF-TV
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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
21	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
22	Mort Meisner Associates 322 E. Lincoln Ave Royal Oak, Michigan 48067 Phone : 248.545.2222 Mort Mesiner Manual Posting	N	1
23	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202.662.7145 Corp. Recruiter Manual Posting	N	0
24	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 Prong 2 Start Date: 4/1/2003	Y	0
25	North Greenville University PO Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7137 Url : http://www.ngu.edu Email : linwood.hagin@ngu.edu Linwood Hagin Prong 2 Start Date: 4/1/2003	Y	0

WYFF-TV
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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
26	Presbyterian College 503 S. Broad Street Clinton, South Carolina 29325 Phone : 864-833-8388 Url : http://www.presby.edu Lynn Downie Manual Posting Prong 2 Start Date: 7/31/2003	Y	0
27	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
28	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
29	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
30	Spartanburg Community College PO Box 4386 Spartanburg, South Carolina 29305 Phone : 864-592-4954 Selenda Smith Manual Posting Prong 2 Start Date: 2/25/2011	Y	0
31	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

WYFF-TV
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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
32	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
33	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	0
34	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	0
35	U.S Department of Veterans Affairs 6437 Garner Ferry Rd Columbia, South Carolina 29209 Phone : 803-647-2397 Email : donna.glazer@va.gov Donna Glazer	N	0
36	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 Prong 2 Start Date: 1/22/2018	Y	0

WYFF-TV
EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

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
37	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	3
38	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
39	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	N	0
40	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/7/2017	Participation in events or programs sponsored by educational institutions	WYFF's IT Manager served as a mentor for the career program at Greenville Technical College in Greenville, SC.	1	IT Manager
2	1/1/2018	Participation in scholarship programs	WYFF funds a \$1,500 annual scholarship at 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
3	1/1/2018	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. Nine students, representing six colleges and universities, served as interns during the relevant reporting period in 2017. Two students, representing two colleges and universities, served as interns during the relevant reporting period in 2018.	4	Business Manager General Manager Director of Broadcast Operations News Director
4	2/22/2018	Participation in Job Fairs	WYFF attended and participated in the Bob Jones University Career Fair, February 22, 2018 in Greenville, SC.	2	Business Manager Master Control Supervisor
5	2/26/2018	Participation in scholarship programs	The Radio-Television News Association of the Carolinas underwrites the South Carolina RTDNAC scholarship. WYFF's Assistant News Director serves on the RTDNAC Board and is actively involved in scholarship recipient selection.	2	Assistant News Director General Manager
6	3/9/2018	Participation in events or programs sponsored by educational institutions	News Anchor spoke at Career Day at Northwest Middle School in Marietta, SC.	1	Anchor
7	3/15/2018	Participation in events or programs sponsored by educational institutions	Reporter and Photojournalist served as mentors at Career Day at Nevitt Forest School of Innovation in Anderson, SC.	1	Reporter
8	3/22/2018	Participation in events or programs sponsored by educational institutions	Anchor served as a mentor with the Career Day program at Honea Path Middle School in Honea Path, SC.	1	Anchor

WYFF-TV
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
9	3/22/2018	Participation in Job Fairs	WYFF attended and participated in the University of South Carolina SJMC Career Fair, held in Columbia SC on March 22, 2018.	1	News Director
10	3/27/2018	Participation in events or programs sponsored by educational institutions	Anchor spoke to students and alumni of the broadcasting program at the UNC-Asheville School of Mass Communications about his career and what it takes to succeed in the world of broadcast journalism and beyond.	1	Anchor
11	4/4/2018	Participation in Job Fairs	WYFF attended the South Carolina Broadcasters Association annual job fair in Columbia, SC on Wednesday, April 4, 2018.	1	Assistant News Director
12	5/4/2018	Participation in events or programs sponsored by educational institutions	Producer served as a mentor at Career Day at Northwood Middle School in Greenville, SC.	1	Producer
13	5/4/2018	Provision of training to management	President/General Manager participated in and subsequently graduated from the Diversity Leaders Initiative, presented by the Riley Institute at Furman University. Participants acquire diversity leadership skills valuable for addressing diversity efforts in the workplace and in the greater community.	1	General Manager
14	5/29/2018	Participation in events or programs sponsored by educational institutions	Weather Anchor served as a mentor at Career Day at Brook Glen Elementary School in Greenville, SC.	1	Weather Anchor