

**WYFF-TV**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2018 - July 31, 2019**

**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
Anchor Open Date: 4/27/2018 Hire Date: 8/15/2018	2, 4, 6-9, 11, 13, 15-18, 20, 22-26, 28-37	7
Reporter/Anchor Open Date: 7/6/2018 Hire Date: 11/9/2018	2, 4, 6-9, 11, 13, 15-26, 28-37	9
Producer Open Date: 7/6/2018 Hire Date: 8/6/2018	2, 4, 6-8, 10-11, 13, 15-20, 22-26, 28-37	10
Photographer Open Date: 7/11/2018 Hire Date: 9/5/2018	2, 4-8, 11, 13, 15-20, 22-26, 28-37	7
Photographer Open Date: 7/12/2018 Hire Date: 9/17/2018	2, 4-8, 11-13, 15-20, 22-26, 28-37	7
Reporter Open Date: 7/27/2018 Hire Date: 10/15/2018	2, 4-8, 10-13, 15-20, 22-26, 28-37	10
Sales Account Associate- Entry Level Open Date: 10/26/2018 Hire Date: 1/2/2019	1-2, 4-8, 11-20, 22-26, 28-37	7
Reporter Open Date: 12/11/2018 Hire Date: 4/14/2019	2, 4-8, 11-13, 15-20, 22-26, 28-29, 31-34, 36-37	7
Reporter Open Date: 12/11/2018 Hire Date: 6/3/2019	2, 4-8, 11-13, 15-20, 22-26, 28-34, 36-37	7
Reporter Open Date: 4/30/2019 Hire Date: 7/1/2019	2-8, 11, 13, 15-20, 22-29, 31-34, 36-37	7

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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@bates.ctc.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 : <a href="mailto:careers@bju.edu">careers@bju.edu</a> 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 : <a href="mailto:htv.careers@hearst.com">htv.careers@hearst.com</a> Career Services	N	16

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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	3
10	Employee Referral	N	2
11	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
12	Glassdoor 100 Shoreline Highway Building A Mill Valley, California 94941 Phone : 1-415-339-9105 Career Services Manual Posting	N	0
13	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
14	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

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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	Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 828-286-3636 Url : <a href="http://www.isothermal.edu">http://www.isothermal.edu</a> Email : <a href="mailto:jcoomes@isothermal.edu">jcoomes@isothermal.edu</a> Jay Coomes	Y	0
16	Lander University 320 Stanley Ave Greenwood, South Carolina 29649 Phone : (864) 388-8971 Email : <a href="mailto:Asmorgan@lander.edu">Asmorgan@lander.edu</a> Amanda Morgan	Y	0
17	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 : <a href="mailto:ileaks@limestone.edu">ileaks@limestone.edu</a> Ileka Leaks	Y	0
18	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 : <a href="mailto:medialine@medialine.com">medialine@medialine.com</a> 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	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202.662.7145 Corp. Recruiter Manual Posting	N	0

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21	Napoli Management Group 8844 W Olympic Blvd Beverly Hills, California 90211 Phone : (310) 385-8222 Email : nmg@tvtalet.com Fax : 1-310-385-8242 Recruiting Center	N	1
22	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
23	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 : linwood.hagin@ngu.edu Linwood Hagin  Prong 2 Ended Date: 7/9/2019	N	0
24	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
25	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
26	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 : scba@scba.net Karen Nettles	N	0

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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	South Carolina Commission for Minority Affairs 2221 Devine Street Suite 408 Columbia, South Carolina 29205 Phone : 803-333-9621 Email : MOrozco@cfma.sc.gov Fax : 1-803-333-9627 Mauricio Orozco	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 : <a href="http://www.tctc.edu">http://www.tctc.edu</a> 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
32	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	0

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33	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
34	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
35	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
36	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 : howellh@winthrop.edu Haney Howell	Y	0
37	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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>25</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	9/6/2018	Participation in events or programs sponsored by educational institutions	Station News Anchor meets with and mentors students at East North Street Academy for news team mentorship.	1	News Anchor
2	10/4/2018	Participation in events or programs sponsored by educational institutions	Station General Manager spoke with North Greenville University media law students.	1	General Manager
3	11/8/2018	Participation in events or programs sponsored by educational institutions	Station News Anchor spoke with Woodmont High School students about how to run a social media program.	1	News Anchor
4	11/16/2018	Participation in events or programs sponsored by educational institutions	Station General Manager spoke with Appalachian State University broadcast management class.	1	General Manager
5	1/1/2019	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
6	1/1/2019	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 one college, served as interns during the relevant reporting period in 2018. Eleven students, representing seven colleges and universities, served as interns during the relevant reporting period in 2019.	4	Business Manager General Manager News Director Director of Broadcast Operations
7	2/7/2019	Participation in Job Fairs	The station's Master Control Supervisor and Business Manager participated in the Bob Jones University Job Fair in Greenville, SC on February 7, 2019.	2	Master Control Supervisor Business Manager
8	2/15/2019	Participation in events or programs sponsored by educational institutions	Station News Anchor spoke with Wade Hampton High School public speaking class.	1	News Anchor



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9	3/25/2019	Participation in Job Fairs	Station Master Control Supervisor attended and participated in Allen University Job Fair in Columbia, SC on March 25, 2019.	1	Master Control Supervisor
10	3/26/2019	Participation in Job Fairs	Station Assistant News Director attended and participated in the University of South Carolina Career Fair by the School of Journalism and Mass Communications in Columbia, SC on March 26, 2019.	1	Assistant News Director
11	4/3/2019	Participation in Job Fairs	Station Assistant News Director and Creative Services Director participated and attended the Job and Career Fair in Columbia, SC, sponsored by the South Carolina Broadcasters Association (SCBA).	2	Creative Services Director Assistant News Director
12	4/5/2019	Participation in events or programs sponsored by educational institutions	Station News Anchor spoke with Clemson University journalism class.	1	News Anchor
13	5/10/2019	Participation in events or programs sponsored by educational institutions	Station Weather Anchor spoke with Welcome Elementary School for career talk.	1	Weather Anchor