

WCSC
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
Marketing Producer	1-32	32
MM Journalist/Reporter	1-32	32
MM Journalist/Reporter	1-32	32
Sales Assistant	1-32	31
Investigative Producer/Videographer	1-33, 35	35
Producer	1-33	32
MM Journalist/Reporter	1-33, 34	34
Digital Producer	1-33, 35	35
Producer	1-33, 34	34
Continuity Coordinator	1-33	32
Sales Assistant	1-33	33

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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	Charleston NAACP, PO Box 20296 Charleston, SC 29413. Attn: Dot Scott	Y	
2	Clinton Junior College, 1029 Crawford Road, Rock Hill, SC 29730. Attn: Mrs. Ingram	Y	
3	Morris Brown AME, 13 Morris Street, Charleston, SC 29403. Attn: Rosalind	Y	
4	Morris Street Baptist Church, 25 Morris Street, Charleston, SC 29403. Attn: Rev Leonard O Griffin	Y	
5	North Carolina A&T State University, 1601 East Market Street – Crosby Hall 314, Greensboro, NC 27411 Attn: Ed Moye & Caroline Jones (cjones15@ncat.edu)	Y	
6	St Matthews Baptist Church, 2005 Reynolds Ave, N. Charleston, SC 29405. Attn: Pastor Brantley	Y	
7	Morris College, 100 West College Street, Sumter, SC 29150. Attn: Dr. Gloria Seabrook-Wright	Y	
8	Howard University, 525 Bryant Street NW #107C, Washington, DC 20059. Attn: Cathy Hughes, CLewis@howard.edu	Y	
9	College of Charleston, 66 George Street, Charleston, SC 29424-0001 CareerCenter@cofc.edu	Y	
10	University of South Carolina, School of Journalism & Mass Com, Columbia, SC 29202. Attn: Shirisha Mudunuri MUDUNURI@mailbox.sc.edu	Y	2
11	Claflin College, 400 Magnolia Street, Orangeburg, SC 29115 Attn: Dr. Donna Gough DGough@claflin.edu	Y	
12	Benedict College, 1600 Harden Street, Columbia, SC 29204. Attn: Karen Rutherford rutherfordk@benedict.edu	Y	
13	Denmark Technical College, PO Box 327, Denmark, SC 29042 Attn: Alfredo Boyd boyda@denmarktech.edu	Y	
14	Trident Technical College, PO Box 118067, North Charleston, SC 29423 Attn: Randy Grimes Randy.grimes@tridenttech.edu and stuemploy@tridenttech.edu	Y	
15	VCU School of Mass Communication, PO Box 842034, Richmond, VA 23284 Attn: Jeff South jcsouth@vcu.edu	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	SC Dept of Employment & Workforce/Trident one stop, 1930 Hanahan Road, Suite 200, N. Charleston, SC 29406. Attn: Tia Heyward theyward@dew.sc.gov	Y	
17	Charleston Southern University, 9200 University Blvd, N. Charleston, SC 29406. Attn: Daniel Fultz dultz@csuniv.edu and Prof Peterson Jpeterson@csuniv.edu	Y	
18	Charleston Trident Urban League, PO Box 20249, Charleston, SC 20249 Attn: Maggie Bresnihan, maggie.bresnihan@ctul.org	Y	
19	Newberry College, 2100 College Street, Newberry, SC 29108 Attn: Jodie Peeler, jodie.peeler@newberry.edu	Y	
20	Francis Marion University, 4822 E Palmetto St, Florence SC 29506. Attn: Tim Hanson thanson@fmarion.edu & David Baxley dbaxley@fmarion.edu	Y	
21	SC State University, PO Box 7068, 300 College Street, Orangeburg, SC 29117 Attn: Joseph Thomas, Jthoma21@scsu.edu	Y	
22	Winthrop University, 701 Oakland Ave, Rockhill, SC 29733. Attn: Mark Nortz Nortzm@winthrop.edu	Y	
23	Elon University, Campus Box 2020 Elon, NC, 27244. Attn: Stephanie Bourland & Kristin Walker sbourland@elon.edu kwalker19@elon.edu	Y	
24	App State, 287 River Street, Boone, NC 28608. Attn: Lynette Holman holmanlm1@appstate.edu	Y	
25	Dept Mass Comm, North Greenville University PO Box 1892, Tigerville, SC 29688 Prof. Shuraji Gopal, shur.gopal@ngu.edu	Y	
26	Central Carolina Community College, 1105 Kelly Drive, Sanford, NC 27330 Attn: Bill Freeman wfree897@cccc.edu	Y	
27	UGA, Athens, GA 30602 Job Board ugagradyjobs@gmail.com	Y	
28	Circulo Hispanoamericano de Charleston P.O. Box 20183 Charleston, SC 29413. Attn: Paula Tejada, paulatejada050@gmail.com	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	TV Jobs, PO Box 4116, Oceanside, CA 92052 www.tvjobs.com	N	
30	SCBA, One Harbison Way, Suite 112, Columbia, SC 29212 www.scba.net	N	
31	www.indeed.com 470 West Avenue Suite 2002. Stamford, CT 06902 Indeed.com	N	3
32	Company Website (aka Live5News.com or Gray.TV (Peplematter.com)) 2126 Charlie Hall Blvd, Charleston, SC 29414	N	19
33	Linkedin.com 2029 Stierlin Ct. Ste. 200 Mountain View, CA 94043	N	6
34	Current Gray Employee	N	3
35	Gray/WCSC Employee Referral	N	8
36	On Air Recruitment Promo Kelly Ennis WCSC 2126 Charlie Hall Blvd, Charleston, SC 29414	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			41

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Minority Job Posting	August 2019 – July 2020 During the reporting period, the station provided notice of all full-time vacancies to Charleston Trident Urban League, Charleston Chapter of the NAACP & Circulo Hispanoamericano de Charleston all of which include substantial participation by minorities. Participating employee: Office Manager/EEO Coordinator
2	Participate in programs designed to promote outreach	August 2019 – July 2020 WCSC announces on-air, on a periodic basis, where to find information on job openings and that the station will send all open full-time positions to qualified agencies upon request. Participating Employee: Office Manager/EEO Coordinator
3	Internship Program	August – November 2019 Provided internship experience to a College of Charleston College Student for the fall semester. Student spent time in marketing learning all aspects of marketing for a local TV station. Student earned college credit for time spent. Participating employee: Marketing Director
4	Internship Program	October – December 2019 Provided internship experience to a Trident Technical College Student for the fall semester. Student spent time in marketing learning all aspects of marketing for a local TV station. Student earned college credit for time spent. Participating employee: Marketing Director

5	Training Program	<p>January 16, 2020</p> <p>Participated in training call that addressed preventing discrimination in the workplace. Participating employee: Office Manager/EEO Coordinator</p>
6	Educational Event	<p>February 8, 2020</p> <p>Participated in 2020 College & Career Readiness Fair. Sessions included educating students on soft skills, job applications & interviewing techniques. Also provided parents & guardians assistance with college applications. Participating employee: Anchor/Reporter</p>
7	Internship Program	<p>January – March 2020.</p> <p>Provided internship experience to two Trident Technical College Students for the spring semester. Students spent time in marketing and news learning all areas of interest. Students earned college credit for time spent. Participating employee: Marketing Director & Executive Producer</p>
8	Participation in Job Fair	<p>February 12, 2020. Attended USC's College of Information and Communications Career Symposium. Met with students interested in internship and entry level job openings. Conducted onsite interviews. Participating employee: Office Manager/EEO Coordinator</p>
9	Educational Event	<p>March 23 – May 14, 2020. WCSC's produced and live streamed educational lessons to students. Lessons varied in nature and were provided while students were out of school due to the Coronavirus. Topics included how to anchor news, weather classes, virtual studio tours, and behind the scenes information for various local businesses. Participating employees: Anchors, Reporters, Meteorologists & Executive Producers.</p>
10	Training Program	<p>July 9, 2020 (once a week for 5 weeks)</p> <p>Participated in Diversity, Equity & Inclusion training. Training designed to provide the</p>

		<p>skills needed to create teams and a newsroom that prioritizes inclusion and equity in meaningful, actionable, and sustainable ways. Participating employees: General Manager & News Director</p>
<p>11</p>	<p>Training Program</p>	<p>Year Long (June 20 – June 21)</p> <p>Employee was nominated and accepted to the Poynter-Koch Media & Journalism Fellowship. Employee attends three multi day summits and online classes Tuesday afternoons. Fellowship includes training sessions that run from investigative journalism to podcasting to writing intensives to on-the-edge technology upskilling. Also offered is media training, resume workshops and leadership seminars. Participating employee: MMJ/Anchor</p>