

WCSC
EEO PUBLIC FILE REPORT
August 1, 2018 – July 31, 2019

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
Weekend Anchor/Reporter	1-35, 38, 43	43
MMJ/Reporter	1-35, 38	29
News Producer	1-35, 37-38, 46-49	35
News Photographer	1-35, 38, 41	41
News Producer	1-35, 38	35
Engineering Manager	1-35, 38, 50	35
Sports Anchor/Reporter	1-30, 32-35, 38, 42	42
Account Executive	1-29, 31-33, 35-36, 38, 42	42
News Producer	1-29, 32-33, 35-36, 38	36
News Producer	1-29, 31-33, 35, 38, 40	40
News Producer	1-29, 32-33, 35-36, 38	33
Broadcast/IT Engineer	1-29, 32, 35-36, 38, 50	36
MMJ/Reporter	1-29, 32, 35-36, 38	35
Commercial/Marketing Producer	1-29, 32, 35-39, 47-48, 51	36

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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: Deborah Jackson	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	1
11	Clafin College, 400 Magnolia Street, Orangeburg, SC 29115 Attn: Dr. Donna Gough DGough@clafin.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	Y	1
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	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 & David Baxley thanson@fmarion.edu 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 ugagradjobs@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	3
30	NAJA 395 W Lindsey St, Norman, OK 73019 https://najanewsroom.com/	N	
31	AAJA 1182 Market Street Ste 320, San Francisco, CA 94102 www.aja.org	N	
32	SCBA, One Harbison Way, Suite 112, Columbia, SC 29212 www.scba.net	N	
33	Linkedin.com 2029 Stierlin Ct. Ste. 200 Mountain View, CA 94043	N	3
34	NAHJ www.nahjcareercenter.com 100 National Press Building S24, 14th Street NW, Washington, DC 20045	N	
35	Company Website (aka Live5News.com/Raycommedia.com (ICIMs) or Gray.TV (Peplematter.com)) 2126 Charlie Hall Blvd, Charleston, SC 29414	N	29
36	www.indeed.com 470 West Avenue Suite 2002. Stamford, CT 06902	N	10
37	Coastal Carolina University (Handshake.com) 100 Chanticleer Dr E, Conway, SC 29528	N	
38	On Air Recruitment Promo Kelly Ennis WCSC 2126 Charlie Hall Blvd, Charleston SC 29414	N	
39	602 Communications Graeme Newell (503) 719-7794 gnewell@602communications.com Portland, Oregon USA	N	1
40	Corporate Recruiting Trip to Kent State University Attended by Corporate Recruiter, Mike Smith April 2019	N	1
41	Current WCSC Employee	N	2
42	Employee Referral	N	5
43	Current Raycom/Gray Employee	N	2
44	Generic Internet Referral (i.e. sites that scrape our job postings)	N	
45	Word of mouth	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	Clark Atlanta University (handshake.com) 223 James P Brawley Dr SW, Atlanta, GA 30314	N	
47	Morehouse College (handshake.com) 830 Westview Drive S.W. Atlanta, GA 30314.	N	
48	Spelman College (handshake.com) 350 Spelman Lane, S.W., Atlanta, GA 30314-4399	N	
49	Midwestern State University (handshake.com) 3410 Taft Blvd. Wichita Falls, Texas 76308	N	
50	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 SBE.ORG	N	
51	Savannah College of Art & Design SCAD 342 Bull St, Savannah, GA 31401 Attn: Emily Mayer	N	
52	Corporate Recruiting Trip – Missouri Attended by Corporate Recruiter, Mike Smith March 2019	N	5
53	USC Career Fair April 2019	N	1
54	Corporate Recruiting Trip – Central Michigan Attended by Corporate Recruiter, Mike Smith March 2019	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			67

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	September – December 2018: Provided an internship experience to one Trident Technical College Student. Student spent time in marketing learning areas of marketing and social media. Student earned college credit for time worked. Station participants: Marketing Director & Marketing Producers.
2	Educational Event	September 27, 2019: Provided a station tour to the College of Charleston Broadcast Meteorology students. The Chief Meteorologist provided training/coaching on using the chromakey and weather equipment. They were also provided information on the educational requirements for entry level positions with the organization. A total of 10 students and 3 teachers were in attendance. Station participant: Chief Meteorologist.
3	Educational Event	November 11, 2018: Provided a station tour to the Garrett Academy of Technology students. Students were provided information on the educational requirements for entry level job opportunities. A total of 22 students and 3 teachers were in attendance. Station participants: Marketing Director, Anchor, Meteorologist, Director and Master Control Operator.
4	Educational Event	November 21, 2018: Provided a job shadowing opportunity to Cane Bay High School student interested in learning more about local news. Student shadowed morning anchors and participated in the morning editorial meeting. Station participants: Morning Anchors.
5	Training Program	Year Long (2019). Employee was nominated

		and then accepted the Knight TV Data Fellowship Award by IRE (Investigative Reporters & Editors). As the recipient she received 1-year IRE renewal, participation in Boot Camp (January 2019) and conference (March 2019) and 20 hours of IRD data services. Station participant: Investigative Reporter
6	Educational Event	November 27, 2018: Provided station tour to Martin Scholars' at the College of Charleston. Students were provided information on the educational requirements for entry level positions at the station. A total of 11 students and 2 teachers were in attendance. Station participants: Marketing Director, Anchor, Meteorologist & Director.
7	Educational Event	December 20, 2018: Provided job shadowing opportunity to a Girl Scout interested in learning more about local news and learn more about being an anchor. Station participant: Anchor
8	Educational Event	February 5, 2019: Provided job shadowing opportunity to two Camp Road Middle School students interested in learning more about local news. Station participant: Investigative Reporter
9	Educational Event	January 31, 2019: Provided job shadowing opportunity to Mason Prep student interested in learning more about local news. Student shadowed anchor and participated in afternoon editorial meeting. Station participant: Anchor
10	Educational Event	March 15, 2019: Provided job shadowing opportunity to Fort Dorchester High School student who is interested in learning more about the business before going to college to major in broadcast journalism. Station participant: Anchor
11	Participation in job fair	March 26, 2019: Attended USC School of Journalism & Mass Communications Career Fair. Interviewed numerous students for career opportunities at Live 5. Station participants:

		HR/EEO Coordinator & News Director
12	Participation in job fair	April 3, 2019: Attended SCBA Career Fair. Interviewed numerous students for career opportunities at WCSC Live 5. 67 companies & over 200 students were in attendance. Station participants: HR/EEO Coordinator & Assistant News Director
13	EEO Training	June 20, 2019: Participated in training on EEO compliance. Training was presented by Joan Stewart of Wiley Rein LLP. Station participant: HR/EEO Coordinator
14	Educational Event	June 17, 2019: WCSC Anchor was invited by the Charleston County Library to teach a group of 12 young girls the basics of journalism. Girls on the Beat was a week-long series that Ran Jun 17 – 21, 2019 designed by CCPL to introduce the girls to the world of journalism. Station participant: Anchor
15	Participate in programs designed to promote outreach	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 any qualified agency upon request. Station participant: HR/EEO Coordinator
16	Internship Program	February – May 2019: Provided an internship experience to College of Charleston Student. Student spent time in weather learning areas of forecasting and reporting. Student earned college credit for time worked. Station participant: Chief Meteorologist & Weather Team
17	Internship Program	May – August 2019: Provided internship experience to 3 students (1 College of Charleston, 1 Trident Technical College & 1 Savannah State) for the summer semester. Students spent time in their area of interest learning more about broadcast journalist. Students earned college credit for time worked. Station participants: Marketing Director, Assignment Manager & Executive Producer
18	Minority Job Posting	August 2018 – June 2019: During the

		reporting period, the station provided notice of all full-time vacancies to the Charleston Trident Urban League, Charleston Chapter of NAACP & Circulo Hispanoamericano de Charleston all of which include substantial participation by minorities. Station participant: HR/EEO Coordinator
19	Educational Event	August 2018 – June 2019: Participated as a member of the SJMC Professional Advisory Board. Membership is invitation only resulting from nomination by faculty and alumni. To be a board member you must be currently working in the communications industry and achieved a level of success in their discipline. The board will guide the direction of the School of Journalism and Mass Communications at the University of South Carolina. Station participant: Executive Producer
20	Educational Event	July 10, 2019: Provided a station tour to the Media Camp participants. 10 children (10-15yrs) and 3 adults attended. Students are participant in a camp to help them better understand the world of Media. The group will put together a radio show by the end of the camp but are also required to learn about TV production and news. Station participant: Anchor