<table>
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<th>Job Title</th>
<th>Recruitment Sources (RS) Used to Fill Vacancy</th>
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<tr>
<td>1</td>
<td>1 VACANCY LIST</td>
<td>See Master Recruitment Source List for recruitment source data</td>
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<td>August 1, 2018 to July 31, 2019</td>
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<td>EEO PUBLIC FILE REPORT</td>
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WMBF

EEO PUBLIC FILE REPORT
August 1, 2018 to July 31, 2019

III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 2018-2019 Reporting Period

Describe Nature of Initiative:

JOB FAIRS

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

1. The Fall 2018 Career and Internship Fair, sponsored by Coastal Carolina University in Conway, SC, on 11/7/2018, was attended by Jessica Cinardo Stevens, WMBF Executive Producer, to meet potential candidates for hire and collect resumes and applications.
2. The MLK Job Fair & Employability Workshop, sponsored by Horry Georgetown Technical College at Market Common, Myrtle Beach, SC, on 1/23/2019, was attended by Jennifer Nugent, WMBF Local Sales Manager, to meet potential candidates for hire and collect resumes and applications.
3. The Spring 2019 Career Fair, hosted by the University of South Carolina Career Center, in Columbia, SC, on January 23-24, 2019, was attended by Ashley Talley, WMBF News Director and Mike Smith, Gray TV Director of Talent Recruitment and Retention, to meet potential candidates for hire and collect resumes and applications.
4. The 2019 College of Information and Communications Career Fair, hosted by The University of South Carolina, in Columbia, SC, on March 26, 2019, was attended by Ashley Talley, WMBF News Director and Jessica Cinardo Stevens, WMBF News Executive Producer, to meet potential candidates for hire and collect resumes and applications.
5. The 2019 Spring Career & Internship Fair, sponsored by Coastal Carolina University in Conway, SC, on April 3, 2019, was attended by Jessica Cinardo Stevens, WMBF News Executive Producer, to meet potential candidates for hire and collect resumes and applications.

Names of Station Personnel involved in Initiative:
Ashley Talley, News Director
Jessica Cinardo Stevens, Executive Producer
Jennifer Nugent, Local Sales Manager
Mike Smith, Gray TV Dir. Of Talent Recruitment & Retention
WMBF

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 2018-2019 Reporting Period
Describe Nature of Initiative:

TRAINING PROGRAMS

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

1. The 2019 SCBA Winter Conference and Broadcast Exhibition, held in the USC Alumni Center, Columbia, SC, was attended by Sarah Miles, WMBF V.P. & GM, Bill Rouse, WMBF General Sales Manager, Jennifer Nugent, WMBF Local Sales Manager, Ida Givens, WMBF Digital Sales Manager, and several sales employees, on January 31, 2019, to promote knowledge in the broadcast industry.
2. The 2019 Gray TV GM Summit, held in Miami, Florida, was attended by Sarah Miles, WMBF V.P. & GM, on January 16-19, 2019, to promote knowledge in the broadcast industry.
3. The 2019 NAB State Leadership Conference, held in Washington, D.C., was attended by Sarah Miles, WMBF V.P. & GM, on February 26-27, 2019, to promote knowledge in the broadcast industry.
4. The 2019 News Director Summit, held in New Orleans, LA, on June 2-5, 2019, was attended by Ashley Talley, WMBF News Director, to promote knowledge in the broadcast industry.

Names of Station Personnel involved in Initiative:
Sarah Miles, V.P. & G.M.
Bill Rouse, GSM
Jennifer Nugent, LSM
Ida Givens, DSM
Ashley Talley, News Director
WMBF

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): 2018-2019 Reporting Period

Describe Nature of Initiative:

EDUCATIONAL EVENTS

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

1) Ashley Talley, WMBF News Director and Danielle Barilla, WMBF News Producer, attended a RTDNAC Student Workshop (Radio TV Digital News Association of the Carolinas), on February 9, 2019, in Charlotte, N.C., to speak to the next generation of News Professionals.

2) Ed Oliver, WMBF News Marketing Director, spoke to an Advertising Class on the "Real World of Creating effective TV Commercials", hosted by the Professor of Marketing at Coastal Carolina University, in Conway, SC.

3) Audrey Biesk, WMBF Anchor/Reporter and Jamie Arnold, WMBF Chief Meteorologist, attended a Speaking Engagement on 9/6/2018, at Francis Marion University, in Florence, SC, to speak to Journalism Students about Journalism, Weather, Forecasting and working in the Television News Business.

4) Local College student from Francis Marion University, in Florence, SC, participated in a day of job shadowing in the News Department.

Names of Station Personnel involved in Initiative:

Ashley Talley, News Director
Ed Oliver, Marketing Director
Jamie Arnold, Chief Meteorologist
Audrey Biesk, Anchor/Reporter
Danielle Barilla, Producer
Date(s) of Initiative Event(s): 2018-2019 Reporting Period

Describe Nature of Initiative:

INTERNERSHIP PROGRAM

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

The WMBF News Department works in conjunction with various Colleges to offer Internship programs in our News Department for Juniors and Seniors majoring in broadcast journalism.

- 1 intern, from each of the following locations, during the Summer of 2018:
  - College of Charleston, Charleston, SC
  - Kent State University, Kent, OH
  - West Virginia University, South Charleston, WV
  - James Madison University, Harrisonburg, VA
  - Clemson University, Clemson, SC
  - NC State University, Raleigh, NC
  - North Greenville University, Tigerville, SC
  - Syracuse University, Syracuse, NY
- 3 interns from the University of South Carolina, Columbia, SC, during the Summer of 2018
- 1 intern from Coastal Carolina University, Conway, SC, during the Spring of 2019

Names of Station Personnel involved in Initiative:

Ashley Talley, News Director
Jessica Cinardo Stevens, Executive Producer
Date(s) of Initiative Event(s): June 20, 2019

Describe Nature of Initiative:

Providing training to management level personnel as to methods of ensuring equal employment opportunities and prevent discrimination.

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):


Names of Station Personnel involved in Initiative:

Debra Dowling, Office Manager/EEO Coordinator
WMBF

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): Continuous

Describe Nature of Initiative:

Broadcasting of outreach recruitment to local organization regarding job openings

Describe Scope of Broadcasters’ Participation (including names of any other sponsoring or participating organizations):

WMBF airs the below promo, recruiting organizations, who would like to receive our job openings.

“WMBF, a Gray Television station, is committed to a broad applicant recruiting outreach program, in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations, to become part of our full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to:”

Names of Station Personnel involved in Initiative:

– Debra Dowling, Office Manager/EEOC Coordinator
– Katrina Lilly, Traffic Coordinator