

**WHNS**  
**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
Sales Assistant	1, 3-5, 7-8, 12-14, 16-17, 20-22, 24-25, 27-29, 31, 33	14
Multimedia Producer - Web	1, 4-5, 7-8, 11-14, 16-17, 20-22, 24-25, 27-34	14
Account Executive	1, 4-5, 7-8, 11-14, 16-17, 19-22, 24-25, 27-29, 31, 33-34	20
Multimedia Journalist / Anchor	1, 4, 7-9, 12-13, 16-17, 20-22, 24, 27- 31, 33-34	9
Reporter / Multimedia Journalist	1, 4-5, 7-8, 10, 12-14, 16-17, 20-22, 24- 25, 27-31, 33-34	10
Reporter / Multimedia Journalist	1-2, 4-5, 7-8, 12-13, 16-17, 20-22, 24- 25, 27-31, 33-34	12
Associate Producer	1-2, 4-5, 7-8, 12-13, 16-17, 20-22, 24- 25, 27-29, 31, 33-34	20
Account Planner	1-2, 4-5, 7-8, 11-13, 16-17, 20-22, 24- 25, 27-29, 31-34	11
Multimedia Journalist Sports/News	1-2, 4-5, 7-9, 12-13, 16-17, 20-22, 24- 25, 27-31, 33-34	9
Sales Assistant	1-2, 4-5, 7-8, 11-18, 20-22, 24-25, 27- 29, 31, 33-34	15
Broadcast Engineer	1-2, 4-5, 7-8, 11-14, 16-17, 20-22, 24- 29, 31, 33-34	11
VP/General Manager	11, 19-20	11
Reporter / Multimedia Journalist	1-2, 4-5, 7-8, 12-13, 16-17, 20-25, 27- 31, 33-34	23
National Sales Assistant	1-2, 4-5, 7-8, 11-14, 16-17, 20-22, 24- 25, 27-29, 31, 33-34	20
Account Executive	1-2, 4-5, 7-8, 12-14, 16-18, 20-25, 27- 29, 31, 33-34	18
Production Manager	1-2, 4-5, 7-9, 12-14, 16-17, 20-22, 24- 25, 27-29, 31, 33-34	14
Anchor / Reporter	1-2, 4-5, 7-9, 11-13, 16-17, 20-22, 24- 25, 27-34	12
Photographer	1-2, 5-8, 10, 12-13, 16-17, 20-22, 24- 25, 27-29, 31, 33-34	10
Anchor / Reporter	1-2, 4-5, 7-9, 11-13, 16-17, 20-22, 24- 25, 27-34	11
Reporter / Multimedia Journalist	1-2, 4-5, 7-8, 12-13, 16-18, 20-22, 24- 25, 27-31, 33-34	18

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
1	AAJA - Asian American Journalists Assoc. 1182 Market St Suite 320 San Francisco, California 94102 Phone : 415-346-2051 Url : <a href="http://www.aja.org/">http://www.aja.org/</a> Email : justins@aja.org Justin Seiter	Y	0
2	America's Job Exchange 200 Minuteman Road Suite 203 Andover, Massachusetts 01810 Phone : 866-926-6284 Customer Care Manual Posting	N	0
3	Application already on file	N	1
4	Benedict College Career Placement Office 1600 Harden Street Columbia, South Carolina 29204 Phone : 803-705-4815 Url : <a href="http://www.benedict.edu/">http://www.benedict.edu/</a> Email : sonya.johnson@benedict.edu Sonya Johnson	Y	0
5	Bob Jones University Dept Head/Radio & Television 1700 Wade Hampton Blvd. Greenville, South Carolina 29614 Phone : 864-242-5100 Url : <a href="http://www.bju.edu/?gelid=cnn07opmqnacfv6gqodjxid">http://www.bju.edu/?gelid=cnn07opmqnacfv6gqodjxid</a> Heidi Campbell Manual Posting	Y	0
6	Career Fair	N	1
7	Clafin University 400 Magnolia Street Orangeburg, South Carolina 29115 Phone : 803-535-5466 Url : <a href="http://www.clafin.edu/">http://www.clafin.edu/</a> Latasha Salley Manual Posting	Y	0

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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	Clemson University Internship & Placement Office 402 Strode Tower, #314510 Clemson, South Carolina 29634 Phone : 864-656-5383 Url : <a href="http://www.clemson.edu/">http://www.clemson.edu/</a> Email : <a href="mailto:seddie@clemson.edu">seddie@clemson.edu</a> Eddie Smith	Y	0
9	Current Employee	N	6
10	Current Intern	N	2
11	Employee Referral	N	14
12	foxcarolina.com 21 Interstate Court Greenville, South Carolina 29615 Phone : 864-288-2100 Url : <a href="http://www.foxcarolina.com/">http://www.foxcarolina.com/</a> Email : <a href="mailto:leigh.champion@foxcarolina.com">leigh.champion@foxcarolina.com</a> Champion Leigh	N	6
13	Furman University Director, Career Services 3300 Poinsett Highway Greenville, South Carolina 29613 Phone : 864-294-2106 Url : <a href="http://www.furman.edu/pages/default.aspx">http://www.furman.edu/pages/default.aspx</a> Email : <a href="mailto:career.services@furman.edu">career.services@furman.edu</a> John Baker	Y	0
14	Indeed.com - Not Directly Contacted by SEU	N	25
15	Internet Ad-not directly contacted by SEU	N	1
16	Isothermal Community College Career Placement Office P.O. Box 804 Spindale, North Carolina 28160 Phone : 828-286-3636 Url : <a href="https://www.isothermal.edu/">https://www.isothermal.edu/</a> Email : <a href="mailto:jcoomes@isothermal.edu">jcoomes@isothermal.edu</a> Jay Coomes	Y	0
17	Lander University Career Placement Office 320 Stanley Avenue Greenwood, South Carolina 29649 Phone : 864-388-8712 Url : <a href="http://www.lander.edu/">http://www.lander.edu/</a> Email : <a href="mailto:asmorgan@lander.edu">asmorgan@lander.edu</a> Amanda Morgan	Y	0

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18	Linked In - not directly contacted by SEU	N	7
19	LinkedIn 2029 Steirlin Ct Ste 200 Mountain View, California 94043 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/">https://www.linkedin.com/</a> Customer Care Manual Posting	N	2
20	meredith.com 1716 Locust St Des Moines, Iowa 50309 Phone : 864-288-2100 Url : <a href="http://www.meredith.com/">http://www.meredith.com/</a> Email : <a href="mailto:leigh.champion@foxcarolina.com">leigh.champion@foxcarolina.com</a> Leigh Champion	N	17
21	Michael's Media LLC 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	Y	0
22	Newberry College Director of Career Services 2100 College Street Newberry, South Carolina 29108 Phone : 803-321-5149 Url : <a href="https://www.newberry.edu/">https://www.newberry.edu/</a> Email : <a href="mailto:career.services@newberry.edu">career.services@newberry.edu</a> Career Administrator	Y	0
23	Non-Employee Referral	N	4
24	North Greenville College Career Placement Office 7801 N. Tigerville Rd., Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7122 Url : <a href="http://www.ngu.edu/">http://www.ngu.edu/</a> Email : <a href="mailto:shur@shur.us">shur@shur.us</a> Shurajit Gopal	Y	0

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25	North Greenville College Chair, Mass Communication Dept. P.O. Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7137 Url : <a href="http://www.ngu.edu/">http://www.ngu.edu/</a> Email : <a href="mailto:sfloyd@ngu.edu">sfloyd@ngu.edu</a> Stuart Floyd	Y	0
26	Society of Broadcast Engineers 9102 North Meridian St #150 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : <a href="http://www.sbe.org/">http://www.sbe.org/</a> Email : <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> K Jones	N	0
27	Southern Wesleyan University Director, Career Services Center P.O. Box 1020 Central, South Carolina Phone : 864-644-5150 Url : <a href="http://www.swu.edu/">http://www.swu.edu/</a> Email : <a href="mailto:yduckett@swu.edu">yduckett@swu.edu</a> Yvonne Duckett	Y	0
28	Spartanburg Technical College P.O. Box 4386 Spartanburg, South Carolina 29305 Phone : (864) 592-4820 Url : <a href="https://www.sccsc.edu/home/">https://www.sccsc.edu/home/</a> Email : <a href="mailto:career@sccsc.edu">career@sccsc.edu</a> Career Administrator	Y	0
29	Tri-County Technical College Career Placement Office P.O. Box 587 Pendleton, South Carolina 29670 Phone : (864)-646-1573 Url : <a href="http://www.tctc.edu/">http://www.tctc.edu/</a> Email : <a href="mailto:bhill7@tctc.edu">bhill7@tctc.edu</a> Berdina Hill	Y	0
30	TVJOBS.com Broadcast Employment Services PO BOX 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="https://www.tvjobs.com/">https://www.tvjobs.com/</a> Mark Halloway Manual Posting	N	2

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31	University of South Carolina-Spartanburg Career Placement Office 800 University Way Spartanburg, South Carolina 29303 Phone : 864-503-5392 Url : <a href="http://uscupstate.edu/">http://uscupstate.edu/</a> Email : <a href="mailto:hterpack@uscupstate.edu">hterpack@uscupstate.edu</a> Hannah Terpack	Y	0
32	Unknown (source not adequately identified upon inquiry by SEU)	N	5
33	Winthrop University Instructor-Dept of Mass Comm. 701 Oakland Avenue Rock Hill, South Carolina 29733 Phone : 803-323-4529 Url : <a href="http://www.winthrop.edu/virtualtour/buildingtour.a">http://www.winthrop.edu/virtualtour/buildingtour.a</a> Email : <a href="mailto:nortzm@winthrop.edu">nortzm@winthrop.edu</a> Mark Nortz	Y	0
34	<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 : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>93</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	8/1/2018	Participation in job banks, internet programs and other programs designed to promote outreach	Career Connection is located under the 3 community header at foxcarolina.com Four major employers in the area share their career opportunities there.	3	Director of Sales Local Sales Manager Creative Services Director
2	8/1/2018	Provision of training to management	All new department heads, supervisors 5 and employees participate in the Equal Employment Opportunity web-based training program. This program reviews discrimination and harassment based on race, religion, sex, national origin, color, age, disability, sexual orientation and other protected classes under the law.	5	General Manager News Director Creative Services Director Director of sales
3	8/9/2018	Establishment of training programs for station personnel	Jadon Brown attended a 3 day leadership development course hosted by the Society of Broadcast Engineers. This training included basic and advance concepts of leadership.	1	Broadcast Engineer
4	10/16/2018	Provision of training to management	All All Managers at WHNS participated in the Emotional Intelligence training sessions administered by Meredith Corp. Leigh Champion, HRD held these sessions in small groups in the conference room.	14	News Director Creative Services Director Director of Sales Local Sales Manager
5	4/3/2019	Hosting of Job Fair	South Carolina Broadcasters Association Job Fair	2	News Director Director of Human Resources
6	6/11/2019	Establishment of training programs for station personnel	All news personnel participated in the Information Security AUP Social Media training hosted by Josh Pila, General Counsel of Meredith Local Media Group. The Do's and Dont's of social media were explained in detail.	40	News Director Assistant News Director Sr Executive Producer Executive Producer