

EEO Public File Report							
WCBD-TV2 - Charleston, SC							
Period Covered By Report: 8/1/13 - 7/31/14							
Fulltime Position	Position Title	Date Open	Date Filled	Recruitment Source (s) utilized to fill vacancy	Number Interviewed	Number Hired	Recruitment Source for Candidate Hired
1	General Sales Manager	6/7/2013	8/12/2013	Recruitment source list (see attached)	5	1	MG/WCBD Web Site
2	Digital Journalist	7/2/2013	9/16/2013	Recruitment source list (see attached)	3	1	MG/WCBD Web Site
3	Photojournalist	5/16/2013	10/8/2013	Recruitment source list (see attached)	3	1	MG/WCBD Web Site
4	Account Executive	9/26/2013	10/21/2013	Recruitment Source List (See attached); Recruitment Source List Contacted for Specific Vacancies (www.spotsndots.com)	3	1	MG/WCBD Web Site
5	Executive Producer	7/19/2013	11/4/2013	Recruitment source list (see attached)	7	1	MG/WCBD Web Site
6	Account Executive	9/26/2013	11/5/2013	Recruitment Source List (See attached); Recruitment Source List Contacted for Specific Vacancies (www.spotsndots.com)	3	1	MG/WCBD Web Site
7	Producer	9/26/2013	1/13/2014	Recruitment source list (see attached)	3	1	MG/WCBD Web Site
8	Digital Journalist	11/6/2013	2/24/2014	Recruitment source list (see attached)	3	1	MG/WCBD Web Site
9	Director	1/2/2014	4/14/2014	Recruitment source list (see attached)	7	1	MG/WCBD Web Site
10	General Manager	1/21/2014	4/21/2014	Recruitment source list (see attached)	7	1	MG/WCBD Web Site
11	Sales Assistant	3/19/2014	4/28/2014	Recruitment source list (see attached)	3	1	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)
12	Digital Journalist	3/4/2014	6/16/2014	Recruitment source list (see attached)	4	1	MG/WCBD Web Site
13	Photojournalist	3/7/2014	6/16/2014	Recruitment source list (see attached)	6	1	MG/WCBD Web Site
14	Digital Journalist	6/11/2014	7/14/2014	Recruitment source list (see attached)	3	1	MG/WCBD Web Site
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<b>EEO Public File Report</b>			
		<b>WCBD-TV Charleston, SC</b>	
<b>Report Period Covered: 8/01/13 - 7/31/14</b>			
<b>Recruitment Sources Contacted for Each Full-Time Vacancy</b>			
<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Name</b>
1	SC Employment Security Commission	176 Lockwood Dr., Charleston, SC 29403-5158	Job Services
2	NAACP	93 Spring Street, Charleston, SC 29403	Career Services
3	NABJ	8701A Adelphi Rd., Adelphi, MD 20783-1716	nabj.org
4	Native American Journalist Association	University of South Dakota 414 E. Clark St., Vermillion, SD 57069	naja.com
5	Asian American Journalist Association	1182 Market Street #320, San Francisco, CA 94102	aaaja.org
6	National Association of Hispanic Journalist	1000 National Press Building, Washington, D.C. 20045-2001	nahj.org
7	National Association of Broadcasting	1771 N. Street NW, Washington, D.C. 20036	nab.org/bcc
8	Emma L. Bowen Foundation	1299 Pennsylvania Ave., NW 11th floor, Washington, D.C.	ccnma.org
9	Trident Urban League	535 King St. #20249-0249, Charleston, SC 29402	Career Services
10	College of Charleston	66 George Street, Charleston, SC 29424	Career Services
11	University of South Carolina	University of South Carolina, Columbia, SC 29202	Career Services
12	Charleston Southern University	P.O. Box 118087, Charleston, SC 29423-8087	Career Services
13	Frances Marion University	P.O. Box 100547, Florence, SC 29501-0547	Career Services
14	Trident Technical College	P.O. Box 10367, Charleston, SC 29411	Career Services
15	Newberry College	2100 College Street, Newberry, SC 29108	Office of Career Services
16	SC State University	P.O. Box 7068, Orangeburg, SC 29117	Career Services
17	Clafin University	400 Magnolia Street, Orangeburg, SC 29115	Office of Career Services
18	Ohio Center of Broadcasting	9000 Sweet Valley Dr., Valley View, OH 44125	Gary James
19	Clemson University	403 Strode Tower #314510, Clemson, SC 29634	Career Services
20	University of North Carolina	CB #3365, Chapel Hill, NC 27599	Career Services
21	University of Georgia	Sanford & Baldwin Street, Athens, GA 30602-3018	Career Services
22	Florida State University	Florida State University, Tallahassee, FL 32306-2064	Career Services
23	WUFT-TV University of Florida	P.O. Box 118405, Gainesville, FL 32611	G. Stewart Smith
24	University of Missouri	120 Neff Hall, Columbia, MO 65211	Career Services
25	Northwestern University	1845 Sheridan Rd., Fisk Hall #106, Evanston, IL 60208	Career Services
26	SCBA	One Harbison Way #112 Columbia, SC 29212	Karen Nettles
27	TV Employment Promotion (Locally produced television commercial) ( <i>for: All Positions</i> )	210 W. Coleman Blvd., Mt. Pleas, SC 29464	Scott Flannigan
28	MG/WCBD Web Site	333 E. Franklin St. / Richmond VA 23219	

29	MG Employee/Employee Referral (employee was interviewed or the person interviewed was referred by a person working for MG)		
30	Internal Candidate		
<b>Recruitment Sources Contacted for Specific Vacancies</b>			
31	Spots N Dots (For Account Executive positions)	167 Oakdale Rd. Johnson City, NY 13790	<a href="http://www.spotsndots.com">www.spotsndots.com</a>



	N
	N
3	N
1	N
1	N
<b>60</b>	

**EEO Public File Report - Supplemental Recruiting Initiatives**

**Station: WCBD-TV - Charleston, SC**

**Period Covered by Report: 8/01/13 - 7/31/14**

No	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	on-going	Intern Program	Expose Eligible College Students to a broadcast environment	Host interns from Colleges who are majoring in broadcast production, promotions, journalism or advertising, allowing them to gain hands-on knowledge while obtaining college credit.	News Director, Scott Flannigan Intern Coordinator, Josh Marthers
2	on-going	Training Programs	Training employees to do jobs other than what they were hired for.	Department heads are continually training their employees on other desks to enable current station personnel to acquire skills that will assist them in obtaining internal promotions or realize their personal career goals and even transfer to larger markets.	News Director, Scott Flannigan, Business Manager, Laura Galton, General Sales Manager, Kathy Pozgar General Manager, Don Pratt
3	April 10, 2014	Career Fair	SCBA (SC Broadcaster's Association) Job Fair	Job recruitment event accepting resumes and talking with students about broadcasting careers. This Fair is designed to help place students in available internships and job opportunities. (WSPA represented all Media General properties)	News Director, Karen Kelly, Marketing Director, Ross Lytle
4	on-going	Station Informational Tours	Permits Students to have an informational tour at the station and have the opportunity to ask questions about working for a TV station.	Students who are working on school projects or are interested in broadcast, meteorology or journalism are permitted to request a tour to learn about careers at a TV station. The News Department schedules and hosts the tours based on the established criteria. Students get a chance to interact with the anchors and reporters while experiencing the studio.	News Director, Scott Flannigan, Chief Meteorologist, Rob Fowler General Manager, Don Pratt