

WIS Television
WIS License Subsidiary, LLC d/b/a WIS-TV
EEO PUBLIC FILE REPORT
(August 1, 2012 – July 31, 2013)

Name of Initiative: Internship Program

Date of Initiative: August 1, 2012– July 31, 2013

Description of Initiative:

News (Weather, Sports, Newsroom) – Answer telephones, sort/rip scripts, distribute scripts/rundowns, assist show producers by gathering information from sources/stations, running tapes or information down to the control room, seat guests who are to appear on a news show, run teleprompter during show, clip newspapers and file.

Production – Operate studio cameras for live and live-to-tape productions, function in the role of floor director for live and live-to-tape productions, maintain studio equipment and day-to-day studio upkeep, possess a working knowledge of the WIS lighting consoles, possess a working knowledge of studio lighting, train in one additional area of production, i.e. audio, graphics, etc.

Promotion – Keep events on website current, add events daily, assist with station tours, research station history and re-write for the web (60th anniversary), organize and move old tapes to new location, answer phone and handle viewer requests for information, research and get price quotes on promotional items.

Information Technology – Help document network infrastructure, training in windows basics, and assist manager with trouble-shooting computer problems.

Sales – Handle telephones, upkeep of the filing, completing reports, pulling avails, resolving make goods and work with category reports.

Scope of Employment Unit's Participation:

Interns during the reporting period included:

Content – Interns

Carl Barksdale, University of South Carolina
Caroline Black, University of South Carolina
Tereasa Boyd, Benedict College
Kala Bradford, Indiana University
Jennifer Butler, University of South Carolina
Josh Butler, University of South Carolina
Shannon DeLoach, University of Mississippi
Ben Farrow, University of South Carolina
Adam Gogan, University of South Carolina
Jordan Gougeon, University of South Carolina
Emily Gunn, University of South Carolina
Ashleigh Holland, University of South Carolina
Timothy Jackman, University of South Carolina
Kathleen Jacob, University of South Carolina
Karlie Ketchum, Benedict College

Cheyenne Lewis, Winthrop University
Ariel Lonsberry, SUNY Fredonia
Jarrett McDaris, University of South Carolina
Emily McDonnell, University of South Carolina
Kayla McEntire, Claflin University
Hank Ogburn, University of South Carolina
Catherine Ramirez, University of South Carolina
Kiara Ravenell, Claflin University
Christopher Rogers, University of South Carolina
Billie Jean Shaw, Winthrop University
Marjorie Sliker, University of South Carolina
William Torness, University of South Carolina

Names and Titles of Station Personnel Involved in Initiative:

Meagan Cauthen, Executive Assistant and Personnel Coordinator
Reginald China, Director
Russ Congdon, News Operations Manager
Brain Dresdow, Producer
Randy Johnson, Assignment Desk Manager
Rashida Jones, News Director
Jason Old, Digital Content Director
Shana Till, Assistant News Director
Denetra Walker, Executive Producer

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Name of Initiative: Speakers Bureau

Date of Initiative: August 1, 2012– July 31, 2013

Description of Initiative: WIS supplies speakers for events sponsored by civic and community organizations and schools. Each time a staff member is sent out into the community, the awareness level of broadcasting as a career option is raised, even when that is not the primary theme of the event.

Scope of Employments Unit's Participation and Names and Titles of Station Personnel Involved in the Initiative:

WIS Staff:

- October 10-21- SC State Fair

Jody Barr

- April 16-Spoke to a group of USC students in the Capstone Scholars program

LaDonna Beeker

- June 13 -Carolina Journalism Institute

Meagan Cauthen

- June 27- MDA Jailbird

Reggie China

- October 4- Oak Pointe Elementary Career Day
- June 18- Hosted a University of South Carolina Engineering summer camp

John Farley

- September 6-Polo Road Elementary School, Columbia 4th grade
- September 12-Arden Elementary School, Columbia 2nd grade
- September 18-Columbia Association of Insurance Professionals, Columbia

Von Gaskin

- October: Bookman Rd. Elementary
- November: Bradley Elem, Pelion Elem (Pelion), Lemira Elem. (Sumter), St. Mark United Methodist Church, (North)
- May 14 –Polo Road Elementary
- May 22 –Newberry Middle School
- June 2 – Voorhees College Mass Hall
- June 18 - Columbia Bethlehem Community Center Summer Camp

Judi Gatson

- August 29 - Emcee, Manufacturer of the Year
- September 13 - Emcee, SC Excellence in Diversity
- September 15 - Emcee, 'Women @ Heart'
- September 26 - Guest speaker, Randy, Media Ethics
- September 27 - Emcee, CEF Fellowship Dinner
- September 28t- Guest Speaker, NAMI Awards
- September 29 - Kick-off BBBSGC Bow Tie Run
- October 1- Financial Panel Discussion, Library
- October 6 - Walk for Life
- October 9 - AT&T African American History Calendar event
- October 16 - SC Higher Education Hall Of Fame Banquet
- November 3 - Governor's Cup Road Race
- November 4 - Radius Church
- November 15 - Gateway Baptist Church
- November 30 - SC Association of School Administrators
- December 1 - Christmas Parade
- December 11 - Affordable Care Act Health Forum
- January 10 - Midlands Technical College Visioning Summit, Convention Center
- January 17 - USC Law School Forum
- January 26 - Richland One Hall of Fame Gala
- January 30 - Media Ethics Class @ USC

Emir Hadziahmetovic

- April 19- Irmo Middle School Career Day speaker

Hugh Jacobs

- February 7- Mentor/Reading Buddy at Brennen Elementary
- February 14- Mentor/Reading Buddy at Brennen Elementary
- February 21- Mentor/Reading Buddy at Brennen Elementary
- February 28- Mentor/Reading Buddy at Brennen Elementary
- March 7- Mentor/Reading Buddy at Brennen Elementary
- March 14- Mentor/Reading Buddy at Brennen Elementary
- March 21- Mentor/Reading Buddy at Brennen Elementary
- March 28- Mentor/Reading Buddy at Brennen Elementary
- April 4- Mentor/Reading Buddy at Brennen Elementary
- April 11- Mentor/Reading Buddy at Brennen Elementary
- April 18- Mentor/Reading Buddy at Brennen Elementary
- April 25- Mentor/Reading Buddy at Brennen Elementary
- May 2- Mentor/Reading Buddy at Brennen Elementary
- May 9- Mentor/Reading Buddy at Brennen Elementary
- May 16- Mentor/Reading Buddy at Brennen Elementary
- May 23- Mentor/Reading Buddy at Brennen Elementary
- May 30- Mentor/Reading Buddy at Brennen Elementary

Tenessa Jennings

- March 22- 100 Women Reading Program

Mary King

- January 9 - Light the Night Awards Dinner (Leukemia and Lymphoma Society)
- January 15- Red Bank Elementary Business/Mentor Program (Media Mentor)
- February 2- Art of Cooking Emcee (Washington Co., MD)
- February 4- Began Rehearsals for Dancing with the Stars –Lexington (Practice is once a week for 10 weeks)
- February 19- Red Bank Elementary Business/Mentor Program (Media Mentor)
- March 1- Read Across America Day- Read at Catawba Trail Elementary
- March 1-Emceed AC Flora HS Miss Falcon Pageant (2nd year)
- March 2-Big Brothers Big Sister Bowl for Kids Sake
- March 5- USC Class Guest Speaker – Ms. Parham’s Class, Writing for Journalism
- March 7- Guest Ringleader- Barnum and Bailey Circus
- March 12- Red Bank Elementary Business/Mentor Program (Media Mentor)
- March 21- Airport HS Charity Drive- Guest Emcee
- March 22- State Farmers Market Smokin’ at the Market Celebrity Judge
- April 9- Mentor at Red Bank Elementary
- April 11- Introduced Disney on Ice at Colonial Life Arena
- April 13- Emcee for Caring Angels Pageant
- April 19- Emcee- St. Lawrence Place Angels Tea
- April 2, 16, 18, 20 – practice for Dancing with the Stars
- April 22- Dancing with the Stars Competition, Koger Center
- April 30- Mentor at Red Bank Elementary

Bob Nemenz

- January 31- EL Wright Middle School Career Day

Meaghan Norman

- September 13 -spoke at the national kidney foundation workshop
- February 7 –gave the keynote speech at the National Kidney Foundation’s kickoff to Kidney Day at the Statehouse
- March 12 – Emcee at Sumter Student Recognition Night
- March 30 – Co-hosted Kappa Alpha Psi’s 2013 Kappa Beautillion
- June 9- Hosted a high school and college graduate Sunday service at BibleWay church.
- June 12- Emcee for the Columbia Community Relations Council annual luncheon
- June 23- Keynote speaker for the Delta Sigma Theta Sorority Inc GEMs closing banquet

Joe Pinner

- August 14 – Emcee SC Commission for the Blind Gala
- August 27- Bravo Blythewood Gathering
- August 30- Co-Emcee family Night at the Harbison Retirement Home
- September 7- Speaker at the AFLAC check presentation to the Richland Children’s Hospital
- September 24- Co-Emcee 20th Anniversary Lexington County Chronicle and Flight Deck Restaurant
- September 29- Ft. Jackson Hawaiian Festival
- October 1- Crimestoppers Golf Benefit
- October 3- Emcee Agape Senior Statewide meeting
- October 5- Emcee West Metro Chamber Awards Dinner
- October 10- Reader at Bethel-Hanberry Elementary School
- October 20- Emcee Walk to Cure Alzheimer’s

- October 21- Emcee Greatest Grandparents Awards South Carolina State Fair
- October 26- Emcee Fall Festival at the Capital Senior Center
- October 28- Emcee Blythewood Cancer Benefit
- November 1- Senior resources Awards Lunch
- November 8- Emcee Cure Kids Cancer Luncheon/Benefit
- November 9- Emcee Vet's Night Dinner at the Capital City Club
- November 14- Emcee Sistercare Benefit Gala
- November 15- Reader AC Moore Elementary
- November 17- Emcee Heart of Columbia Chorus Concert
- November 18- Emcee Blythewood Christmas Tree Lighting
- November 20- Greeter at the CMFA Nutcracker
- November 30- Emcee West Columbia Christmas Tree Lighting
- December 2- Co-Emcee West Metro Parade of Lights
- December 6- Emcee Blythewood Holiday Market
- December 6- Bingo caller at Capital Senior Center
- December 9- Emcee Blythewood Christmas Parade
- December 10- Emcee CFC Victory lunch at Fort Jackson
- December 13- Emcee West Metro Christmas Party
- December 17- Salvation Army Ringer at Rotary Club
- December 18- Co host at Lexington Agape Senior Center Holiday Party
- December 19- Singer at Trinity Cathedral Carol Fest
- January 2- Bingo caller at Capital Senior Center
- January 17- Appearance at Senior Fair
- January 18- Walk for Glen Forrest Charity
- January 22- Emcee Agape Senior Ground Breaking
- January 25- Emcee Senior Resources Annual Breakfast
- January 26- Emcee Ronald McDonald Charity 10k and 5k run
- February 2- Emcee Columbia Music Festival Pub Night
- February 8- Emcee Trivia Night at Windermere Club
- February 12- Emcee Dr. Bethune Plate at the State House
- February 27- Co-emcee Blowfish Baseball Press Conference
- February 28- Emcee Harvest Hope Fundraiser at Heyward Technical College
- March 7- Greets at the SC Shop Trunk Showing
- March 12- Emcee SC Philharmonic Promotion at the Lexington Retirement Home
- March 18- Emcee Governor's Easter Egg Hunt at the Governor's Mansion
- March 28- Guest reader at Killian Elementary School
- April 8 – Emcee SC Philharmonic promotion at Agape of West Columbia
- April 14- Children's Moments at Trinity United Methodist Church
- April 19- Emcee Cultural Council "Color the Arts"
- April 24- Emcee Vet's Rally at the State House
- May 3- Emcee Special Olympics Summer Games Open
- May 5- Emcee Strides for Autism benefit
- May 15- Emcee book signing at Agape West Columbia
- May 16- Reader at Carver-Lyon Elementary School
- June 6 Lunch with Agape Seniors
- June 12- Emcee Salute to Hank Aaron and Ballpark
- June 23- Children's Moments at Trinity United Methodist Church
- June 30- Emcee for 26th Celebration of Liberty at First Baptist Church

- July 15- Spoke at the program honoring Korean Vets and End of War, Convention Center
- July 25- Emcee Veterans ‘Wall of Honor’

Dawndy Mercer Plank

- August 1- APPEARANCE: Pie Throwing Judge at CDM Smith Engineering Water for People fundraiser
- August 3- SPEAK: Bethel Worship Center Women of Worth Conference in Camden (Part one)
- August 4-SPEAK: Bethel Worship Center Women of Worth Conference in Camden (Part two)
- August 4- GREET: Trinity Focus Christian Businesswomen’s Luncheon by Palmetto Center for Women
- August 28-APPEARANCE: Red Cross Luncheon – winners of WIS Blood Drive (in studio B)
- September 13- GREET: Trinity Focus Christian Businesswomen’s Luncheon by Palmetto Center for Women
- September 15- APPEARANCE: “Celebrate My Drive” at Blythewood High School
- September 19 -APPEARANCE: WIS Sales Golf Tournament at Cobblestone Park in Blythewood
- September 20-MODERATOR: Providence Hospital’s “Behind the Scenes” of heart surgery at State Museum
- September 25-EMCEE: South Carolina Ovarian Cancer Foundation’s Butterfly Release at State House
- September 27-EMCEE: 110th Annual Gala and Auction for Greater Columbia Chamber of Commerce
- October 1- EMCEE: Crimestoppers’ Golf Tournament Luncheon at Spring Valley Country Club
- October 2-EMCEE: 8th Annual John Platt Truckers Ministry Golf Classic at Northwoods Golf Course
- October 4- BOARD MEETING: Palmetto Center for Women
- October 11-GREET: Trinity Focus Christian Businesswomen’s Luncheon by Palmetto Center for Women
- October 11-PARTICIPATE in Celebrity Class at State Fair’s Paso Fino Horse Show
- October 15-APPEARANCE at Crossover Communication’s Fall Fund-Raising Banquet
- October 30- PARTICIPATE in Young Life Banquet Fundraiser at Medallion Center
- November 8- GREET: Trinity Focus Christian Businesswomen’s Luncheon by Palmetto Center for Women
- November 9-EMCEE: TWIN (Tribute to Women in Industry) Awards for Palmetto Center for Women at Downtown Cola Marriott
- November 16- APPEARANCE: Mystery Reader at Lake Murray Elementary School for 4th graders
- December 10-MEETING: Board of Directors for Palmetto Center for Women
- December 13-SPEAK: Trinity Focus Christian Businesswomen’s Luncheon by Palmetto Center for Women
- January 10- Trinity Focus Christian Businesspeople Luncheon by Palmetto Center for Women
- January 14-MEETING: Board members’ meeting for Palmetto Center for Women at Palmetto Health Foundation
- February 5 - MEETING: Speaker planning for Palmetto Center for Women at LCK
- February 8- APPEARANCE: VIP Guest Reader at Satchel Ford Elementary School
- February 9- SPEAK: The Harvest in Lexington for Women’s Day Conference
- February 11- MEETING: Board members’ meeting for Palmetto Center for Women at Palmetto Health Foundation
- February 14- EMCEE: Trinity Focus Christian Businesspeople Luncheon by Palmetto Center for Women

- February 21- APPEARANCE/SPEAK: St. Baldrick's fundraiser for children's cancer at CDM SMITH Engineering
- February 28- APPEARANCE: Read Across America Day at Ben Lippen Middle School's 6th grade class
- March 8- APPEARANCE: WIS TV booth at the Columbia Marathon Fitness Expo (was a bust)
- March 11- MEETING: Board members' meeting for Palmetto Center for Women at Palmetto Health Foundation
- March 14- EMCEE: Trinity Focus Christian Businesspeople Luncheon by Palmetto Center for Women
- March 15-17- ASSIST: Middle School students for Impact Weekend at Shandon Baptist Church
- March 26- EMCEE: 4th Annual State House Rally for Special Olympics
- March 28- GREET: Open house at WIS TV with corporate and local guests
- April 11-EMCEE: Trinity Focus Christian Businesspeople Luncheon by Palmetto Center for Women
- April 19-EMCEE: 6th Annual Fight Like a Girl" fundraiser for breast cancer patients in Lexington County
- April 26-MEETING: Crossover Communications International Board Meeting
- April 27-EMCEE: 12th Annual Providence Heart & Sole event at Finlay Park, Columbia
- April 28-SPEAK: Guest speaker for Run For God group at Riverland Hills Baptist Church in Irmo
- May 1- MEETING: Oliver Gospel Mission planning committee for annual fundraiser
- May 2-EMCEE: 125th Gala for Oliver Gospel Mission at Columbia Metropolitan Convention Center
- May 7- MEETING: Time to Revive meeting at WIS about future outreach projects in Columbia
- May 8-APPEARANCE: Palmetto Center for Women's Prayer Breakfast at Columbia Metro Conv. Ctr.
- May 9-EMCEE: Trinity Focus Christian Businesspeople Luncheon by Palmetto Center for Women
- May 10-FRIDAY FANS at FOUR
- May 13- MEETING: Palmetto Center for Women board meeting at Palmetto Health Foundation
- May 17- FRIDAY FANS at FOUR
- May 30- APPEARANCE: Reception for "50 Years of Joe" at South Carolina State Museum
- June 4-APPEARANCE: After Hours Boat Cruise on Lake Murray for WIS TV Sales' Department
- June 10-MEETING: Palmetto Center for Women board meeting at Palmetto Health Foundation
- June 11- SPEAK: "Take Away Tuesday" at Trinity Baptist Church for Women's Night Out
- June 13-EMCEE: Trinity Focus Christian Businesspeople Luncheon by Palmetto Center for Women
- June 20-SPEAK: Teach motivational seminar for employees at Department of Corrections Training Academy
- June 20-MEETING: Time to Revive meeting for reviveColumbia at Columbia International University

Tim Pulliam

- February 8- Moderated a forum during Black History Month about writing and being a journalist for Dutch Fork High.

PJ Randhawa

- July 11- South Carolina Governor's School for Science & Math is looking for a celebrity judge

Renee Stander

- March 22- participated in the 100 Elegant Ladies Reading event at Horrell Hill Elementary School

Ericka Stoxstell

- February 8- Moderated a forum during Black History Month about writing and being a journalist for Dutch Fork High.

Dan Stewart

- March 28- Brennen Elementary school career fair

Donita Todd

- November 9- TWIN Awards Recipient
- January 8- Spoke to Orangeburg Rotary Club

Denetra Walker

- February 8- Moderated a forum during Black History Month about writing and being a journalist for Dutch Fork High.

Brandon Wilson

- February 8- Moderated a forum during Black History Month about writing and being a journalist for Dutch Fork High.

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Name of Initiative: Job Shadowing

Date of Initiative: August 1, 2012– July 31, 2013

Description of Initiative: Job shadowing is open to high school and college students who wish to spend a day in television in order to observe the day-to-day operations.

Scope of Employment Unit's Participation and the Names and Titles of Station Personnel Involved in Initiative: Allows students to shadow an employee/department in the broadcast career of interest. During the reporting period, WIS hosted fourteen (14) students from area high schools and colleges.

Shadows

- August 16 -Antwon Minder, CrossRoads Middle, Will Batchelor
- September 28 Kendra Crumblin , Francis Marion University, Will Batchelor
- November 8- Catherine Ramirez, University of South Carolina, Will Batchelor
- December 17- Lyra Jordan, Lake Carolina Elementary, Dawndy Mercer Plank
- December 28 -Rebecca Rowell, Presbyterian College, Dawndy Mercer Plank
- February 1- Valerie Hall, Center For Accelerated Preparation in Richland School District 2, Will Batchelor
- February 22- Brittany Rollins, Benedict College, Denetra Walker
- March 7- Rebecca Rowell, Presbyterian College, Dawndy Mercer Plank
- March 8- Grace Wilder, Richard Winn Academy, Will Batchelor
- March 21-Tiffany Roper,Francis Marion University, Will Batchelor
- April 1- Eric Carlson, Irmo High School, Will Batchelor, Hugh Jacobs, Alex De Rhodo
- June 24- Taylor Ashley, Krissy Ashley and Emma Ashley, Center for Inquiry School, Dawndy Mercer Plank

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Name of Initiative: Scholarship Program - R. Shafto Fellowship Fund

Date of Initiative: Summer of 2013, minimum of twenty (20) hours per week for ten (10) weeks

Description of Initiative: A scholarship program directed at students desiring to pursue a career in broadcasting.

Scope of Employment Unit's Participation: In conjunction with the University of South Carolina (Journalism School), WIS reviews the candidates from the broadcast faculty nominees and gives consideration and recommendations to the Dean. The Dean will then name the students chosen for the scholarship.

The student (s) chosen for this year's scholarship is as follows:

- **Emily McDonnell**

Names and Titles of Station Personnel Involved in Initiative:

Meagan Cauthen, Executive Assistant and Personnel Coordinator
Brian Dresdow, Producer
Rashida Jones, News Director
Shana Till, Assistant News Director
Donita Todd, Vice President and General Manager
Denetra Walker, Executive Producer

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Name of Initiative: Job Fair –WIS Job Link Employment Expo (Clarion Hotel) (**WIS Television hosted this job fair**)

Date of Initiative: October 24, 2012

Description of initiative: Job Fairs are an opportunity for the WIS department managers to introduce themselves to students to discuss employment trends, outlooks and various types of employment opportunities the station provides. The managers can also give the students information on qualifications, skills, salaries and benefits.

Scope of Employment Unit's Participation: Setting up of a booth at the job fair with hand out information available for the students as well as having two or three department managers available for questions and discussions.

Names and Titles of Station Personnel Involved in Initiative:

Meagan Cauthen, Executive Assistant and Personnel Coordinator
Christopher Claypool, Account Executive
Skip Crosland, Account Executive
Beth Desjardins, Account Executive
Jennifer Epting, Account Executive
Brett Epps, Account Executive
Liz Good, Digital Account Executive
Mims Goza, Account Executive
Scott Harris, Account Executive
Frank Lacomba, Account Executive
Crystal Metts, Research Analyst
Andrea Nickols, Digital Sales Assistant
Jimmy O'Brien, Account Executive
Jeff Player, IT Specialist
Steve Powell, Account Executive
Valerie Russell, Account Executive
Bess Schmitt, Sales Assistant
McKenzie Welsh, Digital Marketing Manager
Joe Williamson, Internet Account Executive
Hollie Wright, Building Services Supervisor

Name of Initiative: Collegiate Job Fair – Benedict College

Date of Initiative: February 15, 2013

Description of initiative: Job Fairs are an opportunity for the WIS department managers to introduce themselves to students to discuss employment trends, outlooks and various types of employment opportunities the station provides. The managers can also give the students information on qualifications, skills, salaries and benefits.

Scope of Employment Unit's Participation: Setting up of a booth at the job fair with hand out information available for the students as well as having two or three department managers available for questions and discussions.

Names and Titles of Station Personnel Involved in Initiative:

Brian Dresdow, Producer
Denetra Walker, Producer
Rashida Jones, News Content Director
Meagan Cauthen, Executive Assistant and Personnel Coordinator

Name of Initiative: Collegiate Job Fair – USC School of Journalism and Mass Communications Spring Career Fair

Date of Initiative: March 22, 2013

Description of initiative: Job Fairs are an opportunity for the WIS department managers to introduce themselves to students to discuss employment trends, outlooks and various types of employment opportunities the station provides. The managers can also give the students information on qualifications, skills, salaries and benefits.

Scope of Employment Unit's Participation: Setting up of a booth at the job fair with hand out information available for the students as well as having two or three department managers available for questions and discussions.

Names and Titles of Station Personnel Involved in Initiative:

Brian Dresdow, Producer
Jim Hays, Marketing Director
Rashida Jones, News Director
Shana Till, Assistant News Director
Meagan Cauthen, Executive Assistant and Personnel Coordinator

Name of Initiative: Collegiate Job Fair – South Carolina Broadcasters Association- (National Guard Armory, Columbia)

Date of Initiative: April 4, 2013

Description of initiative: Job Fairs are an opportunity for the WIS department managers to introduce themselves to students to discuss employment trends, outlooks and various types of employment opportunities the station provides. The managers can also give the students information on qualifications, skills, salaries and benefits.

Scope of Employment Unit's Participation: Setting up of a booth at the job fair with hand out information available for the students as well as having two or three department managers available for questions and discussions.

Names and Titles of Station Personnel Involved in Initiative:

Jim Hays, Marketing Director
Meagan Cauthen, Executive Assistant and Personnel Coordinator

Name of Initiative: Collegiate Job Fair – Famously Hot Career Expo

Date of Initiative: April 11, 2013

Description of initiative: Job Fairs are an opportunity for the WIS department managers to introduce themselves to students to discuss employment trends, outlooks and various types of employment opportunities the station provides. The managers can also give the students information on qualifications, skills, salaries and benefits.

Scope of Employment Unit's Participation: Setting up of a booth at the job fair with hand out information available for the students as well as having two or three department managers available for questions and discussions.

Names and Titles of Station Personnel Involved in Initiative:

McKenzie Welsh, Digital Marketing Manager

Meagan Cauthen, Executive Assistant and Personnel Coordinator

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Name of Initiative: Training Program

Date of Initiative: August 1, 2012– July 31, 2013

Description of Initiative: Training is ongoing, including out of station classes/seminars, and in-house coaching.

Scope of Employment Unit’s Participation and Names and Titles of Station Personnel Involved in Initiative:

Training	Employee
Operations/Lighting/Audio/Editing Training	Content Staff- Jody Barr, Tim Pulliam, Chelsea Washington, Meaghan Norman, Jay Judice, Russ Congdon, Jessica Saleeby, Jeff Diamond, Roy Martin, Amanda Pollak
Raycom Annual Live Truck Safety Training	Content Staff
TVB training- Drive Past the Competition	All Sales AEs and Sales Managers
Eckstein Summers Armbruster Training (3 Training Sessions)	All Sales AEs and Sales Managers
Axcess Training	All Sales AEs and Sales Managers, Kirby Formyduvall, Director; Donita Todd, GM
Star Training	All Sales AEs and Sales Managers; Donita Todd, GM
Mixpo Training	All Sales AEs and Sales Managers
Matrix Training	Donita Todd

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The following are the positions filled during the above reporting period:

Job Title: Account Executive

Date Filled: 8/27/12

Total Applicants: 30

Hired: 2

Interviewed: 12

Referral Source: Employee Referral/ Employee Referral

Job Title: Investigative Producer

Date Filled: 9/05/2012

Total Applicants: 24

Hired: 1

Interviewed: 5

Referral Source: WISTV.com

Job Title: Sales Assistant

Date Filled: 9/11/12

Total Applicants: 12

Hired: 1

Interviewed: 5

Referral Source: Employee Referral

Job Title: Marketing Coordinator

Date Filled: 2/11/2013

Total Applicants: 100

Hired: 1

Interviewed: 7

Referral Source: WISTV.com

Job Title: State Reporter

Date Filled: 4/17/2013

Total Applicants: 25

Hired: 1

Interviewed: 4

Referral Source: Medialine/agent

Job Title: Investigative Reporter

Date Filled: 4/24/2013

Total Applicants: 15

Hired: 1

Interviewed: 4

Referral Source: Mediastars.tv/agent

Job Title: Commercial Producer

Date Filled: 5/30/2013

Total Applicants: 30

Hired: 1

Interviewed: 4

Referral Source: WISTV.com

Job Title: Digital Marketing Specialist

Date Filled: 6/03/2013

Total Applicants: 65

Hired: 2

Interviewed: 9

Referral Source: WISTV.com/Employee Referral

Job Title: Graphic Artist

Date Filled: 6/04/2013

Total Applicants: 13

Hired: 1

Interviewed: 6

Referral Source: Word of mouth

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Total Applicants: 314

Total Interviewed: 56

Referral Source	Applicants Interviewed
Employee Referral	16
Internal Candidate	7
Raycom Media Website	3
TVJobs.com	1
WIStv.com	13
Word of Mouth	7
Former WIS Employee	3
Medialine	2
DB & Associates	3
Mediastars.tv	1

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MASTER LIST OF RECRUITMENT SOURCES

(Sources with an asterisk (*) denote organizations that requested notification of full-time job vacancies)***

SOURCES: (including name, address, contract person, telephone number, e-mail address and website)

1. Albany State University, Career Placement Center, 504 College Drive, Albany, GA 31705, <http://asuweb.asurams.edu/as/> 229-430-4600, Student Affairs Office 229-430-4600
2. Allen University Career Placements Center, 1530 Harden St, Columbia, SC 29204, 222.allenuniversity.edu, 803-376-5700
3. Art Institute of Atlanta, 6600 Peachtree Dunwoody Road, 100 Embassy Row, Atlanta, GA 30328, Lisa Ladd, 770-394-8300
4. Asian American Journalist Asso, 1182 Market St, San Francisco, CA 94102, <http://nahj.org/career/jobbank.html>, Albert Lee, 415-346-2051, fax 415-346-6343, post@aja.org
5. Barber-Scotia College, Career Placement Center, 145 Cabarrus Ave, Concord, NC 28025, www.b-sc.edu, 704-789-2900
6. Benedict College, Career Placement Center, 1600 Harden St, Columbia, SC 29204, www.benedict.edu, 803-253-5000, Karen Rutherford, 803-253-5153
7. Bennett College, Career Placement Center, 900 E. Washington St, Greensboro, NC 27401, www.bennett.edu, 336-273-4431, Yolande Johnson, 336-617-2201
8. Black Media Foundation, 451 West Street, (bet. Bank and Bethune Streets) New York, NY 10014 BlackMedia@bmf.net
9. California Chicano, News Media Asso, CCNMA, USC Annenberg School of Journalism 3502 Watts Way, Los Angeles, CA 90089-0054, info@ccnma.org, 213-740-5263
10. Career Women, http://careerwomen.com/employer_access_resume.jsp
11. Claflin University, Career Placement Center, 400 Magnolia St, Orangeburg, SC 29115, www.claflin.edu, 803-535-5000 or 800-922-1276, Carolyn Snell 803-535-5338
12. Clark Atlanta University, Career Placement Center, 223 James P. Brawley, Atlanta, GA 30314, www.cau.edu, 404-880-8000, Ernita B. Hemmitt, 404-880-6701

13. Clinton Jr. College Career Placement Center, 1029 Crawford Road, Rock Hill, SC 29730, www.clintonjuniorcollege.edu, 803-327-7402 or 877-837-9645
14. Coker College, Hartsville, SC 29550, dsmall@coker.edu, Darlene Small, 843-383-8039, fax 843-383-8038
15. Columbia Branch NAACP, PO Box 11324, Columbia, SC 29211, Lonnie Randolph, 803-256-8771
16. Columbia College Career Center, 1301 Columbia College Dr, Columbia, SC 29203, Placement Director 803-786-3662
17. Columbia Urban League, PO Drawer J, Columbia, SC 29250, J.T. McLawhorn, 803-799-8150
18. Community Relations Council, PO Box 1360, Columbia, SC 29202, Dot Wilson, 803-733-1130
19. Denmark Technical College, Career Placement Center, 500 Solomon Blatt Avenue, Denmark, SC 29042, www.denmarktech.edu, 803-793-5176, Career Placement, 803-793-5130
20. Dept of Army, Fort Jackson, ACS 5450 Strom Thurmond Blvd, #120, Columbia, SC 29207, 803-751-5452
21. Diversitysearch.com, http://diversitysearch.com/employer_access_resume.jsp
22. Electronic Media (Television Week), 360 North Michigan Avenue., Chicago, IL 60601, 312-649-5383
23. Elizabeth City State University, Career Placement Center, 1704 Weeksville Rd, Elizabeth City, NC 27909, www.ecsu.edu, 252-335-3400, Brutus Jackson, 252-335-3381
24. Fayetteville State University, Career Placement Center, 1200 Murchinson Rd, Fayetteville, NC 28301, Joan Broadus, 910-672-1099
25. Florida A&M University, Div of Journalism, Tallahassee, FL 32307, Dr. James Hawkins, 850-599-3000
26. Francis Marion University, PO Box 100547, Florence, Sc 29501, Career Placement Office, 843-661-1677
27. Ft. Valley State University, Career Placement Center, 1005 State University Drive, Ft. Valley, GA 31030, www.fvsu.edu, 912-825-6315, Romelda Simmons, 478-825-6350
28. Interdenominational Theological Center, Career Placement Center, 700 Martin Luther King Jr Drive, Atlanta, GA 30314, www.itc.edu, 404-527-7700
29. Johnson C. Smith University, Career Placement Center, 100-152 Beatties Ford Road, Charlotte, NC 28216, www.jcsu.edu, 704-378-1000, Barbara Wilks, 704-378-1045
30. Journalism Next, PO Box 30846, Bethesda, MD 20824, 703-629-0178, Eric Wee
31. Livingstone College, Career Placement Center, 801 W. Monroe St., Salisbury, NC 28144, www.livingstone.edu, 704-216-6000, Vicki McMoore, 704-216-6028
32. Media Line, medialine.com
33. Media-match.com

34. Midlands Technical College, PO Box 2408, Columbia, SC 29202,
www.midlandstech.edu/jobplacement, Program Coordinator/Job Placement,
803-738-7820
35. Mr. Hart Hayden, Airport Campus/Midlands Tech, PO Box 2408, Columbia, SC 29202
36. Morehouse College Career Placement Center, 830 Westview Drive SW, Atlanta, GA 30314, www.morehouse.edu,
404-681-2800, Benjamin McLaurin, 404-215-2644
37. Morris Brown College, Career Placement Center, 643 Martin Luther King Jr Drive NW, Atlanta, GA 30314,
www.morrisbrown.edu, 404-739-1000
38. Morris College Career Placement Center, 100 W. College St., Sumter, SC 29150, www.morris.edu,
jclayton@morris.edu, 803-934-3200, Janet Clayton, 803-934-3230, Margaret Bailey, 803-934-3191
39. National Association of Black College Broadcasters, Job Bulletin, fax 404-523-5467
40. National Association of Black Journalists, University of Maryland, 8701-A Adelphi Road, Adelphi, MD 20783,
Career Placement Office, 1100 Knight Hall, Suite 3100 College Park, MD 20742; 301-445-7100, fax 301-445-7101
41. National Association of Hispanic Journalists, National Press Bldg #634, 529 14th Street, NW,
Washington, DC 20045, 202-662-7145
42. National Association of Media Women, 157 West 126th St, New York, NY 10027, 202-662-7145
43. National Association of Broadcasters, www.nab.org, 202-429-5497/1771 N Street, NW, Washington
DC 20036
44. National Association of Hispanic Journalists (NAHJ), <http://nahj.org/career/jobbank.html>
National Press Bldg. #534, 529 14th Street NW, Washington, DC 20045, <http://nahj.ihispano.com/>;
45. National Urban League, 120 Wall Street, F-17, New York, NY 10005, HR Dept, Attn: Dale West,
dwest@nul.org, 212-558-5300
46. Native American Journalists Assoc, 3355 36th Avenue S., Minneapolis, MN 55406,
<http://www.naja.com/resources/opportunities/raycom/login>, 612-729-9244
47. Newberry College, 2100 College St., Newberry, SC 29108, Travis Ballenger, 803-405-9095
48. North Carolina Agricultural and Technical University, Career Placement Center, 1601 E. Market St.,
Greensboro, NC 27411, www.ncat.edu, 336-334-7500, Joyce Edwards, 336-334-7755
49. North Carolina Central University, Career Placement Center, 1801 Fayetteville, St, Durham, NC 27707,
www.nccu.edu, 919-560-6100, Johnnie Southerland, 919-530-5321
50. Northeastern University, 360 Huntington Ave, Boston, MA 02115, 617-373-2000
51. Northeastern University, School of Journalism, 102 Lake Hall, Boston, MA 20115, Carol Medige,
617-373-3236, fax 617-373-8773
52. Opportunities in Public Affairs, 5714 Kingswood Road, Bethesda, MD 20814, 301-571-0102

53. Paine College, Career Placement Center, 1235 15th St., Augusta, GA 30901, www.paine.edu, 706-821-8200
54. Radio TV News, Directors Association 4121 Plank Road, #512 Fredricksburg, VA 22407
55. Raycommedia.com, Raycom Media, RSA Tower, 20th Floor, 201 Monroe Street, Montgomery, AL 35104, 334-206-1400, fax 334-206-1555
56. Saint Augustine's College, Career Placement Center, 1315 Oakwood Ave., Raleigh, NC 27610, www.st-aug.edu, 919-516-4000
57. Savannah State University, Career Placement Center, State College Branch, Savannah, GA 31404, www.savstate.edu, 912-356-2186, Karla Harper, 912-356-2186
58. SC Black Media, scbnews@aol.com, Ruth Carlton, 803-799-5252 fax 803-799-7709
59. SC Broadcasting Association, One Harbison Way, Columbia, SC 29212, www.scba.net, Shani White, 803-732-1186
60. SC State University, Career Center Services, Orangeburg, SC 29117, www.scsu.edu, 803-260-5956, hdavis@scsu.edu, 803-536-7757 Jackie Epps, 803-536-7033
61. SC Vocational Rehabilitation Dept., 2954 S. Live Oak Drive, Moncks Corner, SC 29461, kradford@scvrd.state.sc.us, 843-761-6036
62. SCETV Network, 1101 George Rogers Blvd., Columbia, SC 29211, Personnel Director, 803-737-3545, www.scetv.com, mail@scetv.org, Bonnie Hite, bhite@scetv.org, 803-737-3457
63. Scripps College of Communication, Ohio University Holly L. Jacobs, Internship Coordinator RTVC 484, Athens, OH 45701-2979 740/593-9994, 740/593-0459 fax, stewart1@ohio.edu. coco.eneews@gmail.com
64. Shaw Air Force Base, 20 MSS/DPF, 524 Stuart Avenue, Sumter, SC 29152, Mary Huff, 803-895-1110
65. Shaw University, Career Placement Center, 118 E. South Street, Raleigh, NC 27601, www.shawuniversity.edu, 919-546-8200, Career Director, 919-546-8280
66. South Asian Journalists Association, saja@columbia.edu, 212-854-5979
67. Spelman College, Career Placement Center, 350 Spelman Lane SW, Atlanta, GA 30314, www.spelman.edu, 404-681-3643, Career Planning and Development, 404-270-5273
68. State Conference NAACP, PO Box 1148, Columbia, Sc 29202, Lonnie Randolph, Job Postings, 803-754-4584
69. Talent Dynamics, davis@talentdynamics.com, J.J. Davis, 214-640-3121
70. TVB Job Bank, Administrator, 3 East 54th, New York, NY 10002, althea@tvb.org, 212-486-1111, fax 212-935-5631
71. TV Jobs, www.tvjobs.com, 760-754-8177

72. United Negro College Fund, 20 Wall Street, 10th Floor, New York, NY 10005, Career Planning/Placement, 212-820-0140
73. University of NC at Pembroke, PO Box 1510, Pembroke, NC 28372, Debbie Jacobs, Career Service Center, 910-521-6000
74. University of North Carolina-Chapel Hill, PO Box 3365, Chapel Hill, NC 27599, Billie Nagelschmidt, 919-962-2211
75. University of South Carolina, Dept of Media Arts, Columbia, SC 29208, Walt Hanclosky whanclosky@sc.edu, Allison Sturdivant, 803/777-5060 or sturdia@mailbox.sc.edu
76. University of Southern California School of Journalism, 3502 Watt Way, Los Angeles, CA 90089, Tim Burgess, Director of Career Advisement, 213-740-3914
77. Vocational Rehabilitation Center, 1330 Boston Avenue, West Columbia, SC 29169, Nancy O'Verry, 803-896-6357
78. Voorhees College, Career Placement Center, PO Box 678, Denmark, SC 29042, www.voorhees.edu, 803-793-1290, Linda Jefferson, 803-703-7029
79. Winston-Salem State University, Career Placement Center, 601 Martin Luther King Jr Drive, Winston-Salem, NC 27110, www.wssu.edu, 336-750-2000, Helen Cameron, 336-750-3240
80. Winthrop College, 219 Johnson Hall, Rock Hill, SC 29733, www.winthrop.edu/careers/employeres.html, 803-323-4534, Haney Howell, howellh@winthrop.edu, Mark Nortz, nortzm@winthrop.edu
81. WIS-TV, 1111 Bull Street, Columbia, SC 29201, mcauthen@wistv.com, 803-758-1251, fax 803-758-1171
82. WIS-TV (Website), www.wistv.com, Meagan Cauthen, 803-758-1251, fax 803-758-1171
83. American Broadcast Talent, americantalent@juno.com, St. Petersburg, FL, 727-576-5737
84. Association for Women in Communication, info@womcom.org, Jane Jackson, 410-544-7442
85. American Broadcasting School, Michelle McConnell Job Placement Director
712 N. Watson Road, Ste. 200 Arlington, TX 76011(817) 695-2474 or (817) 695-2838 (FAX)
michelle@radioschool.com
86. Broadcasting Cable, 245 W. 17th Street, New York, NY 10011, Katie Rosa, katie.rosa@reedbusiness.com, 323-965-2089
87. B-Roll, 227 6th Street NE, Washington, DC 20002, www.b-roll.net, Kevin Johnson, 202-486-8842
88. Career Builder, www.careerbuilder.com, 866-438-1485
89. Columbia Journalism Review, www.journalismjobs.com, 510-524-2007
90. Graeme Newell, 602 Communications, gnewell@602communications.com, (919) 217-4438
slizik@602communications.com

91. Lost Remote, www.lostremote.com, Seattle, WA
92. National Alliance of State Broadcasters, www.careerpage.org
93. News Room Jobs, www.newsroomjobs.com
94. NPPA JIB, nppajib@hotmail.com (news photog positions), 469-4178353
95. Producer Solutions, www.producersolutions.com, 415-552-3481
96. RTNDA – Radio-TV News Directors Association and Foundation, steved@rtnda.org, 202-467-5257
97. Savannah College of Art and Design, www.scad.edu/jobmagnet (wis1111, scadjob)
98. SBE, Society of Broadcast Engineers, 9247 N. Meridian Street #305, Indianapolis, IN 46260, www.sbe.org, 317-846-9000, fax 317-846-9120
99. Shoptalk, shoptalk@tvspy.com, 212-366-4212
100. Spots N Dots, selltv@aol.com, Dai Kobra, 888-884-2630
101. The State Newspaper, 401 Shop Road, Columbia, SC 29201, 803-771-7653, fax 803-771-8369 – classifieds
102. The State Newspaper (Website), 401 Shop Road, Columbia, SC 29201, www.thestate.com, 803-771-7653, fax 803-771-8369 – classifieds
103. Television Week, echasko@crain.com, Eric Chasko, 323-370-2415, fax 323, 658-6174
104. TV and Radio Jobs, www.tvandradiojobs.com
105. TV Newz, www.tvnewz.com
106. TV Spy, www.tvspy.com, 212-366-4212
107. Previous Intern with WIS
108. Internal Candidate – WIS employee, Raycom employee
109. Previous Employee – WIS
110. WIS Job Fairs
111. Word of Mouth
112. Employee Referral
113. Cold Call
114. One Stop Job Market, 737-9999
115. Magid Consulting

116. Experience Works, Inc. attn: Ms. Tonya Stevens, 1107 Belleview Street, Suite 100, Columbia, SC 29201, 803-252-1240
117. Talent Zoo (866) 360-6417, www.talentzoo.com
118. TV Newscheck - Classifieds@NewsCheckMedia.com.
119. Collective Talent- Michael Bille- bille@michaelsmedia.com
120. NABJ Conference
121. DB & Associates, www.dbandassociates.net, P. O. Box 353 Neffs, PA 18065 dbandassociates@msn.com
122. Mediastars.tv, 515 E. Carefree Hwy, Suite #1471, Phoenix, AZ 85085
123. TVNewsCheck, Phil Kirk, pkirk@newscheckmedia.com, www.tvnewscheck.com