

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

RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

The Master List of Recruitment Sources (Attachment A) includes a list of recruitment sources, indicating names, address, contact person, telephone numbers, e-mail addresses and websites of each as appropriate. Sources with an asterisk (*) denote organizations that have requested notification of full-time vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED (#'s in parenthesis) and HIREE'S RECRUITMENT SOURCE (#'s in parenthesis)

Account Executive (#1-9, 11-20, 23-29, 31-84, 100, 123)	(Hiree: 112/Hiree: 112)
Investigative Producer (#1-9, 11-20, 23-29, 31-53, 55-84)	(Hiree: 82)
Sales Assistant (#1-9, 11-20, 23-29, 31-53, 55-69, 71-84)	(Hiree: 112)
Marketing Coordinator (#1-9, 11-20, 23-29, 31-53, 55-84)	(Hiree: 82)
State Reporter (#1-9, 11-20, 23-29, 31-53, 55-84)	(Hiree: 32)
Investigative Reporter (#1-9, 11-20, 23-29, 31-53, 55-84)	(Hiree: 122)
Commercial Producer (#1-9, 11-20, 23-29, 31-53, 55-69, 71-84)	(Hiree: 82)
Digital Marketing Specialist (#1-9, 11-20, 23-29, 31-53, 55-69, 71-84)	(Hiree: 82/Hiree: 112)
Graphic Artist (#1-9, 11-20, 23-29, 31-53, 55-69, 71-84, 97)	(Hiree: 111)

Total Interviewees for all Full-Time Positions:

(56) Interviewees

Number of Interviewees from Referrals Sources Used:

# 32 Medialine	2 interviews
#55 Raycom Media Website	3 interviews
#71 TVJobs.com	1 interviews
#82 WISTV.com	13 interviews
#108 Internal Candidate	7 interviews
#109 Former WIS Employee	3 interviews
#111 Word of Mouth	7 interview
#112 Employee Referral	16 interviews
#121 DB & Associates	3 interviews
#122 Mediastars.tv	1 interview

Supplemental Outreach Activities: See Attachment B

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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@aaja.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.sctev.com, mail@sctev.org, Bonnie Hite, bhite@sctev.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 Interns 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

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DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Date(s) of Initiative Event(s): August 1, 2012 - July 31, 2013 (Ongoing)

Describe Nature of Initiative:

Full-time job postings on minority websites.

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

All job openings in top 4 EEO categories are posted on the websites of media trade groups whose membership includes substantial participation by women and minorities, including:

National Association for the Advancement of Colored People (NAACP)
National Association of Hispanic Journalists (NAHJ)
Asian American Journalists Association (AAJA)
Native American Journalists Association (NAJA)
South Carolina Black Media

Names of Station Personnel involved in Initiative:

Meagan Cauthen, Executive Assistant and Personnel Coordinator

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Date(s) of Initiative Event(s): August 1, 2012 – July 31, 2013 (Ongoing)

Describe Nature of Initiative:

Student Internship Program

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

WIS Television offers internships to college students as a way to assess jobs and job readiness. These internships are granted to junior and senior students majoring in Communications, Mass Communications, Journalism and Broadcast Journalism from various accredited colleges and universities throughout the U.S. who have received the approval from the Dean/Chairman and/or academic advisor of their respective department(s). Upon successful completion of the program, the student receives credit hours and a letter grade. Students are assigned to work with specific News, Sales and Production department staffers. There were a total of **twenty-seven (27)** interns during the reporting period.

Content – 27 interns

Names 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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Describe Nature of Initiative:

Speakers Bureau

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

WIS supplies speakers for events sponsored by civic and community organizations and schools. Each time 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. **There was a total of two hundred and sixteen (216) speaking engagements.**

Names of Station Personnel involved in Initiative:

Jody Barr, Investigative Reporter
LaDonna Beeker, Investigative Producer
Meagan Cauthen, Executive Assistant and Personnel Coordinator
Reggie China, Director
John Farley, Meteorologist
Von Gaskin, Meteorologist
Judi Gatson, Anchor
Emir Hadziahmetovic, Chief Engineer
Hugh Jacobs, Art Director
Tenessa Jennings, Web Producer
Mary King, Reporter
Bob Nemenz, Sales Manager
Meaghan Norman, Reporter
Joe Pinner, Weather/Anchor
Dawndy Mercer Plank, Anchor
Tim Pulliam, Reporter
PJ Randhawa, Reporter
Renee Standera, Web Producer
Ericka Stoxstell, Producer
Dan Stewart, Engineer
Donita Todd, VP/General Manager
Denetra Walker, Producer
Brandon Wilson, Producer

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Describe Nature of Initiative:

Job Shadowing

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

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. There was a total of fourteen (14) students job shadowing during this reporting period.

Names of Station Personnel involved in Initiative:

Meagan Cauthen- Executive Assistant and Personnel Coordinator
Will Batchelor, Producer
Alex De Rhodo, Editor
Hugh Jacobs, Art Director
Dawndy Mercer-Plank, Anchor
Denetra Walker, Producer

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Describe Nature of Initiative:

Job Fairs

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

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. WIS Television has sponsored and/or **attended five (5) job fairs** during this reporting period – **One (1) of these job fairs were hosted by WIS Television.**

Names 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
Brian Dresdow, Producer
Jennifer Epting, Account Executive
Brett Epps, Account Executive
Liz Good, Digital Sales Specialist
Mims Goza, Account Executive
Scott Harris, Account Executive
Jim Hays, Marketing Director
Rashida Jones, News Director
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
Shana Till, Assistant News Director
Denetra Walker, Producer
McKenzie Welsh, Digital Marketing Manager
Joe Williamson, Digital Sales Specialist
Hollie Wright, Building Services Supervisor

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Describe Nature of Initiative:

Scholarship Program (R. Shafto Fellowship Fund)

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

A scholarship program (R. Shafto Fellowship Fund) directed at students desiring to pursue a career in broadcasting at University of South Carolina. In conjunction with the USC Journalism School, WIS Television reviews the candidates from the broadcast faculty nominees and gives consideration and recommendations to the Dean.

Names 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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Describe Nature of Initiative:

Training

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

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

Names of Station Personnel involved in Initiative:

All WIS Television personnel.