

**WLTX**  
**EEO PUBLIC FILE REPORT**  
**July 22, 2015 - July 21, 2016**

**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
Senior AM Producer Open Date: 6/3/2015 Hire Date: 8/19/2015	1, 3-6, 8-11, 13, 15-16, 19-22, 24-29, 31, 33-34, 36, 38-39	1
Morning Anchor Open Date: 6/11/2015 Hire Date: 1/11/2016	1, 3-6, 8-11, 13, 15-16, 19-22, 24-29, 31, 33-34, 36, 38-39	1
Photojournalist Open Date: 7/6/2015 Hire Date: 8/27/2015	3-6, 8-11, 13, 15-16, 18-22, 24-29, 31- 34, 36, 38-39	18
Photojournalist Open Date: 7/6/2015 Hire Date: 8/19/2015	3-6, 8-11, 13, 15-16, 18-22, 24-29, 31- 34, 36, 38-39	18
Producer Open Date: 7/6/2015 Hire Date: 9/8/2015	3-6, 8-11, 13-16, 19-22, 24-31, 33-34, 36, 38-39	30
Producer Open Date: 7/6/2015 Hire Date: 1/11/2016	3-6, 8-11, 13-16, 19-22, 24-31, 33-34, 36, 38-39	14
Producer Open Date: 7/6/2015 Hire Date: 3/14/2016	3-6, 8-11, 13-16, 19-22, 24-31, 33-34, 36, 38-39	14
Social Media Manager (WLTX-TV/Columbia, SC) Open Date: 8/12/2015 Hire Date: 2/22/2016	2, 5, 7, 17, 23, 35, 37	17
Local Sales Coordinator Open Date: 5/8/2016 Hire Date: 5/22/2016	2, 5, 14, 23, 35, 37	14
Multimedia Journalist Open Date: 7/10/2016 Hire Date: 6/6/2016	1-2, 5, 7, 23, 35, 37	1
National Account Manager Open Date: 7/10/2016 Hire Date: 6/6/2016	2, 5, 7, 12, 23, 35, 37	12
Chief Photographer Open Date: 7/10/2016 Hire Date: 5/2/2016	1-2, 5, 7, 23, 35, 37	1

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<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	Agency Referral	N	4
2	Aiken Technical College Counseling and Job Training P O Drawer 696 Aiken, South Carolina 29802 Phone : 706 396 7000 Fax : 1-803-593-6526 Thomas Gentry	N	0
3	Allen University 1530 Harden Street Columbia, South Carolina Phone : 803-376-5706 Email : bmittell@allenuniversity.edu Brenda Mitchell	N	0
4	Benedict College, Personnel Services 1600 Harden Street Columbia, South Carolina Phone : (803) 253-5153 Email : rutherfordk@benedict.edu Fax : 1-803-705-6888 Karen Rutherford	N	0
5	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	0
6	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina Phone : (704) 395-9272 Email : CSBNC@bellsouth.net Career Service	N	0
7	Clafin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@clafin.edu Fax : 1-803-535-5379 Carolyn Snell	N	0

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8	Clafin University 108 Layman Hall, 400 Magnolia Street Orangeburg, South Carolina Phone : (803) 535-5631 Email : anfelder@clafin.edu Fax : 1-803-535-5379 Adrea Felder	N	0
9	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0
10	Columbia College, Career Center 1301 Columbia College Drive Columbia, South Carolina Phone : (803) 786-3618 Email : c2success@columbiasc.edu Fax : 1-803-786-3164 Rebecca Nurse	N	0
11	Columbia Urban League 1400 Barnwell Street Columbia, South Carolina Phone : (803) 799-8150 Fax : 1-803-254-6052 Nell Gainey	N	0
12	Consultant Referral	N	1
13	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-975-2545 Url : <a href="http://www.emmabowenfoundation.com/">http://www.emmabowenfoundation.com/</a> Email : ebfoundation@cbs.com Fax : 1-212-975-5884 Sandra Rice	N	0
14	Former Intern	N	3

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Francis Marion University P O Box 100547 Florence, South Carolina Phone : (843) 661-1676 Email : Jsmith@Fmarion.edu Fax : 1-843-661-1373 Career Service	N	0
16	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : Charlie1.Hispaniclink@gmail.com Carlos Ericksen-Mendoza	N	0
17	Indeed.com	N	1
18	Job Board	N	2
19	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
20	Midlands Technical College, Job Placement Office P.O. Box 2408 Columbia, South Carolina Phone : (803) 738-7820 Email : jobpost@midlandstech.edu Fax : 1-803-790-7556 Sarah Trice	N	0
21	Morris College North Main St. Sumter, South Carolina 29150 Phone : 803-934-3230 Email : jclayton@morris.edu Janet Smith-Clayton	N	0
22	Morris College, Personnel Office 100 West College Street Sumter, South Carolina Phone : (803) 934-3191 Email : dwoodward@morris.edu D Woodward	N	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
23	N Augusta High School Placement Office 2000 Knobcone Ave N Augusta, South Carolina 29841 Phone : 706 396 7000 Fax : 1-803-641-2466 Mark Haddon	N	0
24	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Email : bcrmail@aol.com Fax : 1-404-523-5467 Lo Jelks	N	0
25	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlaja.org Email : info@nlja.org Career Service	N	0
26	Newberry College 2100 College Street Newberry, South Carolina Phone : (800) 845-4955 Fax : 1-803-321-5627 Kim Franklin	N	0
27	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : saja@columbia.edu Career Service	N	0
28	South Carolina Broadcasters Association One Harbison Way #112 Columbia, South Carolina Url : www.scba.net Email : Karen@scba.net Career Service	N	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
29	South Carolina State University, Career Planning and Placement P.O. Box 7068 Orangeburg, South Carolina Phone : (803) 536-7033 Email : careercenter@scsu.edu Fax : 1-803-516-4679 Dwight Bailey	N	0
30	Station Website	N	1
31	The Art Institute of Atlanta 6600 Peachtree Dunwoody Road, 100 Embassy Row Atlanta, Georgia Phone : (770) 394-8300 Email : aiacareersvc@aii.edu Fax : 1-770-394-9798 Career Service	N	0
32	The State Newspaper P.O. Box 1333 Columbia, South Carolina Phone : (803) 771-8541 JR Mosteller Manual Posting	N	0
33	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
34	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0

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35	University Of South Carolina, Aiken 471 University Parkway Aiken, South Carolina 29801 Phone : 803.641.3440 Email : allisonb@usc.edu Fax : 1-803-641-3652 Allison Brown-Owens	N	0
36	University of South Carolina, School of Journalism and Mass Comm. Columbia, South Carolina Phone : (803) 777-5166 Fax : 1-803-777-1267 Sarah Hughes	N	0
37	USC Broadcasting Dept Journalism College Columbia, South Carolina 29208 Phone : 1-803-777-3321 Fax : 1-803-777-4103 Sonya Duhe	N	0
38	www.wltx.com South Carolina Url : www.wltx.com Career Service Manual Posting	N	0
39	York Technical College 452 South Anderson Road Rock Hill, South Carolina Phone : (803) 327-8000 Url : www.ecampusrecruiter3.com/yorktech Email : ccimino@yorktech.com Career Service	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>12</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>	<b>Points</b>
1	8/14/2015	Participation in scholarship programs	As a part of our commitment to grow the next generation of broadcasters and to create a diverse workforce, WLTX supported the Emma L. Bowen Foundation with a grant from the TEGNA Foundation Media Fund. This grant is for the Emma Bowen Foundation for Minority Interests in Media for general support of media diversity initiatives including on-the-job training, mentoring, scholarships and work/study programs. The Emma L. Bowen Foundation was established by the media industry to increase access to permanent job opportunities for minority students.	1	TEGNA Foundation	1.00
2	10/23/2015	Participation in events or programs sponsored by educational institutions	Station Employees make personal appearances at schools throughout central South Carolina to discuss Broadcasting job opportunities and the required skills that will be needed. They explain the process for creating the news for on-air, digital and social platforms.  During the reporting period, there were twenty three elementary schools, four middle schools, and six high schools, two colleges, two scout troops and four adult groups visited by our News staff.	12	Anchors  Meteorologist  Multimedia Journalist  Photographers	0.25
3	1/5/2016	Establishment of training programs for station personnel	Digital Accelerate training to increase the digital acumen of digital sales personnel	2	John Burbage AE Janet Moak AE	1.00
4	3/3/2016	Establishment of training programs for station personnel	Selling the TEGNA Way. An overall training program for the sales department to give the sales teams the tools to be successful.	15	Tim Weaver Director of Sales  Account Executives  Account Managers	1.00



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5	4/6/2016	Participation in Job Fairs	SCBA job fair. WLTX provided a booth where students from various colleges attended.	2	Rich O'Dell General Manager Marybeth Jacoby News Director	0.25
6	4/8/2016	Sponsorship of events in the community designed to increase public awareness	Sponsored an exhibit at Columbia's Urban League supporting STEM program at Westwood High School in Columbia	4	Rich O'Dell General Manager Courtney McCallum Marketing Director Andy Peeler Director of Technology Mary Soto Marketing Producer	0.50
7	6/20/2016	Establishment of training programs for station personnel	Promax training for TEGNA marketing professionals.	1	Courtney McCallum Director of Marketing	1.00
8	7/14/2016	Participation in events or programs sponsored by educational institutions	<p>WLTX participates in Job Shadowing programs offered through middle schools, high schools and colleges in South Carolina. Job Shadowing allows students the opportunity to observe and gather information about broadcasting including the education and training necessary for entry into this field. Shadowing sponsors assist students in clarifying educational paths and career goals and are therefore instrumental in shaping the future of the students.</p> <p>During the reporting period, students in the program were from: Kelly Mill Middle School, Longleaf Middle School, Blythewood Middle School, Dent Middle School, Fulmer Middle School, Sumter High School, White Knoll High School, Fairfield Central High School and Midlands Technical College. Of the nine participants during this reporting period, there were six minorities and eight females.</p>	6	News Staff	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>5.25</b>