

**WLTX**  
**EEO PUBLIC FILE REPORT**  
**July 22, 2016 - July 21, 2017**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Social Media Manager (WLTX-TV/Columbia, SC)	1-3, 5-8, 10-12, 14-16, 18-19, 22-25, 27-29, 31, 34	29
Producer	2-3, 6-8, 10-12, 15-16, 18, 20-27, 29, 34	3
Account Executive	1-13, 15-30, 32, 34	30
Account Manager	1, 3, 5, 13, 19, 28, 31, 33	33
News Marketing Producer	2-3, 6-8, 10-13, 15-16, 18, 20-27, 29, 34	13
News Marketing Producer	2-3, 6-8, 10-13, 15-16, 18, 20-27, 29, 34	3

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	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
3	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	8
4	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina Phone : (704) 395-9272 Email : CSBNC@bellsouth.net Career Service	N	0
5	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
6	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

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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>
7	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
8	Columbia Urban League 1400 Barnwell Street Columbia, South Carolina Phone : (803) 799-8150 Fax : 1-803-254-6052 Nell Gainey	N	0
9	Current Employee	N	1
10	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
11	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
12	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
13	Indeed.com www.indeed.com Columbia, South Carolina Phone : 1-800-462-5842 Career Services Manual Posting	N	3
14	Indeed.com	N	1

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	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
16	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
17	Morris College North Main St. Sumter, South Carolina 29150 Phone : 803-934-3230 Email : jclayton@morris.edu Fax : 1-803-775-2580 Janet Smith-Clayton	N	0
18	Morris College North Main St. Sumter, South Carolina 29150 Phone : 803-934-3230 Email : jclayton@morris.edu Janet Smith-Clayton	N	0
19	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
20	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

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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>
21	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
22	Newberry College 2100 College Street Newberry, South Carolina Phone : (800) 845-4955 Fax : 1-803-321-5627 Kim Franklin	N	0
23	South Carolina Broadcasters Association One Harbison Way #112 Columbia, South Carolina Url : www.scba.net Email : Karen@scba.net Career Service	N	0
24	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
25	The Art Institute of Atlanta 6600 Peachtree Dunwoody Road, 100 Embassy Row Atlanta, Georgia Phone : (770) 394-8300 Email : aiacareersvc@aia.edu Fax : 1-770-394-9798 Career Service	N	0
26	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

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27	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
28	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
29	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	1
30	Unsolicited	N	1
31	USC Broadcasting Dept Journalism College Columbia, South Carolina 29208 Phone : 1-803-777-3321 Email : kbullard@mailbox.scedu Katie Bullard	N	0
32	www.gannett.com Gannett Inc. McLean, Virginia Human Resources	N	1
33	www.wltx.com South Carolina Url : www.wltx.com Career Service Manual Posting	N	1

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34	York Technical College 452 South Anderson Road Rock Hill, South Carolina Phone : (803) 327-8000 Url : <a href="http://www.ecampusrecruiter3.com/yorktech">www.ecampusrecruiter3.com/yorktech</a> Email : <a href="mailto:ccimino@yorktech.com">ccimino@yorktech.com</a> Career Service	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>17</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	8/1/2016	Establishment of an intern program designed to assist members of the community	General Manager visited Newberry College on Tuesday, March 22 and met with Jodie Peeler, the Professor who runs the Communications program and met with students. As the result of the meeting, students are applying for internships with WLTX.	1	General Manager
2	9/14/2016	Participation in events or programs sponsored by educational institutions	President and General Manager presented and served as Panelist for Winthrop University in Rock Hill, SC. Session was attended by over 100 students, where GM discussed his career path, various options for journalism students today, and the WLTX internship program.	1	President and General Manager
3	10/13/2016	Participation in events or programs sponsored by educational institutions	Richland Northeast Hispanic Heritage Teen Panel - County School System event for 25 students in the County to discuss potential professional career paths of interests for Hispanic students in the County. WLTX Anchor was a presenter and was a moderator for the panel discussion - highlighting careers in broadcasting and the need for Hispanic students to pursue these opportunities for the good of the overall community.	1	Anchor
4	10/19/2016	Participation in events or programs sponsored by educational institutions	Guest speaker at the USC School of Journalism. Presented to 20 students the latest in meteorology techniques and tools, and also discussed career paths that a combined geoscience and journalism educational background can have post graduation	1	Journalist
5	11/23/2016	Participation in events sponsored by community groups	Richland 2 Girls Conference - 400+ 5th through 12th graders attended Girls Empowerment and Career Conference. WLTX Anchor/MSJ attended and was a presenter and panelist during conference discussions. She also was a speaker/moderator at a table discussion with a group of attendees for more direct interaction in exploring a career in broadcast journalism.	1	Anchor/MSJ



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6	3/20/2017	Participation in events or programs sponsored by educational institutions	Bethune Bowman High School - attended school-wide career fair targeted to engage high school students in various professional occupations. Approximately 210 students participated and engaged with WLTX Anchor/MSJ.	1	Anchor/MSJ
7	3/22/2017	Participation in Job Fairs	Participated in USC School of Journalism Career Fair. Attended by President and General Manager, who engaged with over 65 students directly during his participation.	1	President and General Manager
8	3/30/2017	Provision of training to management	VP Labor Relations conducted 1 hour training sessions Workplace Violence Prevention and Situational Awareness training for all station employees and leaders. There were three date options as follows. • Monday, March 20 at 1:00 PM (CT) • Tuesday, March 21 at 5:00 PM (CT) • Thursday, March 30 at 9:00 AM (CT) Those that could not make the live training options were provided a link to watch a recorded version.	65	
9	4/12/2017	Participation in events sponsored by community groups	Participated in Career Fair sponsored by the South Carolina Broadcasters Association. Participation included talking to prospective candidates regarding open positions at WLTX and a Career within TEGNA. WLTX participation included Rich O'Dell, President and GM.	1	President and General Manager
10	4/21/2017	Participation in events or programs sponsored by educational institutions	AC Flora Career Fair - Anchor for WLTX served as presenter and moderator for career discussion and Master of Ceremonies for career fair. Also participated in career fair representing station and discussing on-air opportunities with students. Attended by 150 students at AC Flora.	1	Anchor

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11	4/26/2017	Participation in events or programs sponsored by educational institutions	Attended Benedict College Employer Advisory Committee summit. Participation included guiding, advising, and making recommendations to university officials concerning issues related to student job readiness skills and employment. As a member, LSM who participated also assists with identifying job placement opportunities and career opportunities within the industry.	1	LSM