

WLTX
EEO PUBLIC FILE REPORT
July 21, 2017 - July 20, 2018

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 |
|---------------------------------------|---|-------------------------------|
| Sports Anchor/Multiskilled Journalist | 1, 3, 5, 20, 26, 35, 38 | 26 |
| Multi-skilled Journalist | 2-3, 6-8, 10-11, 13, 15-17, 19, 21-23, 26-27, 31, 33-34, 36, 41-42 | 15 |
| Multi-skilled Journalist | 2-3, 6-8, 10-11, 13, 15-17, 19, 21-23, 26-27, 31, 33-34, 36, 41-42 | 3 |
| Digital Content Producer | 1, 3, 5, 15, 20, 35, 38 | 15 |
| Account Manager | 2-3, 6-8, 10-11, 13, 15-17, 19, 21-24, 26-27, 31, 33-34, 36, 42 | 24 |
| Multi Skilled Anchor | 2-3, 6-8, 10-11, 13, 16-17, 19, 21, 23, 26-27, 31, 33-34, 36, 42 | 3 |
| Visual Journalist and Storyteller | 2-3, 6-8, 10-11, 13, 15-17, 19, 21-23, 26-27, 31, 33-34, 36, 42 | 15 |
| Multimedia Producer | 2-3, 6-8, 10-11, 13-14, 16-17, 19, 21- 23, 26-27, 31, 33-34, 36, 41-42 | 14 |
| Weekend Anchor/MultiMedia Journalist | 2-3, 6-8, 10-11, 13, 15-17, 19, 21, 23, 26-27, 31, 33-34, 36, 42 | 15 |
| Multi-skilled Journalist | 2-3, 6-8, 10-11, 13, 16-17, 19, 21-23, 26-27, 29, 31, 33-34, 36, 42 | 29 |
| Account Executive | 1-11, 13-14, 16-23, 26-27, 29, 31, 33- 37, 39, 42 | 29 |
| Account Executive | 2-3, 6-8, 10-19, 21-23, 25-34, 36, 40-42 | 29 |

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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 : http://www.careerbuilder.com Career Service Manual Posting | N | 13 |
| 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 : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille | N | 0 |

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|------------------|---|--|---|
| 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 : http://www.emmabowenfoundation.com/ 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 | Graeme Newell's MarketingIdeaNet Jobs 602 Communications – TV Training & Consulting New York, New York Url : www.vault.com Email : slizik@602communications.com Career Services | N | 0 |
| 13 | 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 |

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|------------------|--|--|---|
| 14 | Indeed.com www.indeed.com Columbia, South Carolina Phone : 1-800-462-5842 Career Services Manual Posting | N | 2 |
| 15 | Indeed.com | N | 8 |
| 16 | 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 |
| 17 | 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 |
| 18 | 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 |
| 19 | Morris College North Main St. Sumter, South Carolina 29150 Phone : 803-934-3230 Email : jclayton@morris.edu Janet Smith-Clayton | N | 0 |
| 20 | 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 |

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|------------------|--|--|---|
| 21 | 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 |
| 22 | 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 |
| 23 | Newberry College 2100 College Street Newberry, South Carolina Phone : (800) 845-4955 Fax : 1-803-321-5627 Kim Franklin | N | 0 |
| 24 | Other Source | N | 1 |
| 25 | Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 800-80-RTNDA Url : http://www.rtnda.org Karen Gregory Manual Posting | N | 0 |
| 26 | South Carolina Broadcasters Association One Harbison Way #112 Columbia, South Carolina Url : www.scba.net Email : Karen@scba.net Career Service | N | 1 |

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|----------------------|---|--|---|
| 27 | 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 |
| 28 | Spots 'N' Dots 167 Oakdale Road Johnson City, New York Url : www.spotsndots.com Career Service Manual Posting | N | 0 |
| 29 | Station Website | N | 7 |
| 30 | Talent Dynamics 600 E. Las Colinas Blvd., Suite 100 Irving, Texas Phone : 214-630-9590 Url : www.talentedynamics.com Career Service Manual Posting | N | 0 |
| 31 | 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 |
| 32 | The State Newspaper P.O. Box 1333 Columbia, South Carolina Phone : (803) 771-8541 JR Mosteller Manual Posting | N | 0 |

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|------------------|--|--|---|
| 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 |
| 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 | Unsolicited | N | 1 |
| 38 | USC Broadcasting Dept Journalism College Columbia, South Carolina 29208 Phone : 1-803-777-3321 Email : kbullard@mailbox.scedu Katie Bullard | N | 0 |
| 39 | www.gannett.com Gannett Inc. McLean, Virginia Human Resources | N | 1 |

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|--|--|--|---|
| 40 | www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| 41 | www.wltx.com South Carolina Url : www.wltx.com Career Service Manual Posting | N | 2 |
| 42 | 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 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 37 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|-------------------------------------|---|
| 1 | 7/23/2017 | Establishment of training programs for station personnel | TEGNA Labor Relations provides a series of monthly webinar training sessions for HR Business Partners to stay informed of current and changing employment laws. Best practices are discussed and HR Business Partners then share this topical information with their Executive Teams. | 1 | Group HR Director |
| 2 | 2/2/2018 | Establishment of training programs for station personnel | TEGNA rolled out the Byte Back Challenge training curriculum to educate all employees on the proper handling of sensitive data. Among other things, the training reminded employees that information that is private to you or to the company should never be stored on your computer or mobile phone and should not be shared through email. | 70 | |
| 3 | 3/22/2018 | Participation in Job Fairs | WLTX attend a Job Fair put on by the College of Information & Communications (Journalism School) at the University of South Carolina Attending from WLTX were: News Director, Content Manager, Marketing Director, and President/General Manager We interviewed students for both full-time positions as well as internships. Also shared career journey of typical MSJ's and all participants as part of panel discussion. 1:1 discussions with approximately 35 students as well. | 4 | President and General Manager News Director Marketing Director Content Manager |

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|---|-------------|---|--|-------------------------------------|--|
| 4 | 3/23/2018 | Participation in events or programs sponsored by educational institutions | <p>General Manager was key speaker on panel at Winthrop University in Rock Hill, SC developed by their Department of Mass Communications. (Journalism School)</p> <p>4 media representatives from South Carolina were invited for a closed one on one meeting with 5 faculty members as well as the Department chair.</p> <p>The 3-hour curriculum meeting was designed to get feedback from people in the field making sure that their J-School program was dealing with topics that are up to date.</p> <p>A number of suggestions were made especially relating to the digital aspect of the business.</p> <p>Following the meeting, one of the professors asked if he could bring his entire class to Columbia this fall for an all-day immersive experience into our real world, to which the station agreed.</p> | 1 | President and General Manager |
| 5 | 4/4/2018 | Participation in Job Fairs | <p>WLTX participated in a Job Fair hosted by the South Carolina Broadcasters Association. It was open to every college and university in South Carolina.</p> <p>Attending from WLTX were the Content Manager and President/General Manager of the Station. The team interviewed students for both full-time and internship roles, and provided feedback on their resume, interviewing skills, and career options. 1:1 discussions occurred with approximately 30 students</p> | 2 | President and General Manager Content Manager |

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|---|-------------|--|---|-------------------------------------|---|
| 6 | 4/6/2018 | Participation in events sponsored by community groups | <p>WLTX hosted a 3-day TEGNA News Workflow Pilot at the station. In addition to training for employees from various TEGNA markets, Station invited 10 students from College of Information & Communications (Journalism School) at the University of South Carolina to be a part of the experience. The 10 students had active roles and participated in a very meaningful way. This unique experience furthered the company's relationship with the school.</p> | 15 | President and General Manager News Director Digital Manager |
| 7 | 4/18/2018 | Establishment of training programs for station personnel | <p>Attended the TEGNA Innovation Summit where employees from across the country come to brainstorm new content ideas for shows, segment pilots and discuss how to have better working news rooms.</p> | 1 | News Director |
| 8 | 5/7/2018 | Establishment of training programs for station personnel | <p>The annual TEGNA Sales Summit revolved around the topic of leadership and the belief that it is the foundation for winning. Over the course of 3 days, attendees had the chance to hold discussion and participate in sessions that addressed leadership expectations, pricing strategy, leadership coaching, and cultural changes. Attendees learned about success achieved by other stations within TEGNA and had a chance to learn from other station members. Breakout sessions included a focus on structure, talent development, and culture. TEGNA's product teams also updated the group on various products and differentiators. Speakers into the themes of innovating for the future and connecting our audiences to advertisers.</p> | 1 | Director of Sales |

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|---|-------------|--|---|-------------------------------------|---|
| 9 | 6/21/2018 | Establishment of training programs for station personnel | News, Digital and Marketing Directors and General Managers attended the TEGNA HQ Content Summit. Over the course of four days, leaders focused on new ways to examine and transform content, shared transformational journeys and best practices across all platforms, trained on ethics and social media policies and capitalized on networking and recruitment opportunities. | 4 | President and General Manager News Director Digital Manager Marketing Director |