

WCSC

MASTER LIST OF RECRUITMENT SOURCES

August, 2015 - July 2016

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

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	* Central Carolina Community College	Bill Freeman	1105 Kelly Drive, Sanford, NC 27330		(919) 775-5401	
2	* Charleston Chapter NAACP	Dot Scott	PO Box 20296, Charleston, SC 29413		(843) 805-8030	
3	* Clinton Junior College	Mrs Ingram	1029 Crawford Road, Rock Hill, SC 29730		(803) 327-7402	
4	* Morris Brown AME	Helen Gilyard	13 Morris Street, Charleston, SC 29403		(843) 723-1961	
5	* Morris Street Baptist Church	Ms Brown	100 West College Street, Sumter, SC 29150 dwoodward@morris.edu		(803) 775-9371	
6	* North Carolina A&T State University	Ms Bailey	25 Morris Street, Charleston, SC 29403		(843) 722-0420	
7	* St Matthews Baptist Church	Pastor Brantley	2005 Reynolds Avenue, N. Charleston, SC 29405		(843) 744-4181	
8	* Grace Foundation	Portland Grays	1903 Ghana Street, Johns Island, SC 29455		(843) 530-2024	
9	Speiman College/Morehouse College/ Clark Atlanta University	Denise Holmes	PO Bo 92527, Atlanta, GA 30314	https://aucenter.experience.com/	(404) 270-6231	
10	Howard University	Carol Dudley	525 Bryant Street NW #107C, Washington, DC 20069		(202) 806-5806	
11	Morris College	Dee Woodward	100 West College Street, Sumter, SC 29150		(803) 775-9371	
12	College of Charleston	Linda Robinson	66 George Street, Charleston, SC 29424-0001		(843) 963-5692	
13	University of South Carolina	Katie Bullard	School of Journalism & Mass Com, Columbia, SC 29202		(803) 777-3347	6
14	Claflin College	Dr. Donna Gough	400 Magnolia Street, Orangeburg, SC 29115		(803) 535-5769	
15	Benedict College	Karen Rutherford	1600 Harden Street, Columbia, SC 29204		(803) 253-5000	
16	Denmark College	Alfredia Boyd	PO Box 327, Denmark, SC 29042		(803) 793-5100	

17	Trident Technical College	Randy Grimes	PO Box 118067, North Charleston, SC 29423		(843) 574-6739	9
18	VCU School of Mass Com	Jeff South	PO Box 842034, Richmond, VA 23284		(804) 827-0253	
19	SC Dept of Employment Workforce/Trident One Stop	Tia Heyward	1930 Hanahan Road, Suite 200, N. Charleston, SC 29406		(843) 874-1895	
20	Charleston Southern University	Daniel Fuliz	9200 University Blvd, N. Charleston, SC 29406		(843) 863-7026	
21	Charleston Trident Urban League	Maggie Bresnihan	PO Box 20249, Charleston, SC 29249		(843) 769-8173	
22	Newberry College	Jodie Peeler	2100 College Street, Newberry, SC 29108		(803) 276-5010	
23	Francis Marion University	Tim Hanson	4822 E Palmetto St, Florence SC 29506		(843) 661-1560	
24	SC State University	Joseph Thomas	PO Box 7068, 300 College Street, Orangeburg, SC 29117		(800) 260-5956	
25	Winthrop University	Mark Nortz	701 Oakland Ave, Rockhill, SC 29733		(803) 323-2211	
26	App State	Lynette Holman	287 River Street, Boone, NC 28608		(828) 262-2000	
27	Columbia University	Julie Hartenstein	2650 Broadway MC 3800, New York, NY 10027		(212) 854-9198	
28	Elon	Ashley Pinney	Campus Box 2020 Elon, NC, 27244		(336) 278-5293	
29	Art Institute	Kathleen Holland	24 North Market Street, Charleston, SC 29401		(843) 727-3500	
30	ITT Technical College	Tim Van Horn	2431 W. Aviation Ave, North Charleston, SC 29406		(843) 745-5703	
31	Clemson University	David Sargent	Michelin Career Center, 316 Hendrix Student Center, Clemson, SC 29434-4007		(864) 656-0439	
32	North Greenville University	Prof. Shuraji Gopal	PO Box 1892, Tigerville, SC 29688		(864) 977-7263	
Additional Sources						
33	www.NAHL.com	Virginia Galindo	100 National Press Building S24, 14th Street NW, Washington, DC 20045	www.nahjcareercenter.com/recruiters	(202) 622-7145	
34	www.tvjobs.com	Mark Holloway	PO Box 4116, Oceanside, CA 92052	www.tvjobs.com	(800) 374-0119	5
35	www.aajla.com	Albert Lee	1182 Market Street Ste 320, San Francisco, CA 94102	www.aajla.org	(415) 346-2051	
36	SC Broadcasters Association	Margaret Wallace	One Harbison Way, Suite 112, Columbia, SC 29212	www.scbn.net	(803) 732-1186	2
37	www.tvb.org		120 Wall Street, 15th Floor, New York, NY 10005-3908	www.tvb.org	(212) 486-1111	
38	NAJA	Rebecca Landsbery	University of Oklahoma, Gaylord College, 395 W Lindsey St, Norman, OK 73019	www.naja.com	(405) 325-9008	
39	Leadership Institute		Steven P J Wood Building, 1101 North Highland Street, Arlington, VA 22201	www.leadershipinstitute.org	(703) 247-2000	

40	Craigslist			P. O. Box 225159, San Francisco, CA 94122	www.craigslist.com			2
41	NABJ (Career Fair)			1100 Knight Hall, Suite 3100 College Park, Maryland 20742			(301) 405-0248	1
42	Rick Gevers & Associates			PO Box 577, Zionsville, IN 46077	www.rickgevers.com		(317) 769-7900	
43	Well Dunne Blog				www.welldunnetalent.com		(602) 288-9043	
44	Society for Broadcast Engineers (SBE.ORG)			9249 North Meridian Street, Suite 305, Indianapolis, IN 46260	www.sbe.org		(317) 846-9000	
45	Spots N Dots			167 Oakdale Road, Johnson City, NY 13790	www.spotsndots.com		(607) 729-7295	3
46	Indeed.com			6433 Champion Grandview Way, Building 1, Austin, TX 78750	www.indeed.com			
47	Broadcast & Cable			360 Park Ave South, 14th Floor, New York, NY 10010	www.broadcastingcable.com		(646) 746-6949	
48	LinkedIn				www.linkedin.com			2
49	www.live5news.com/Raycommmedia.com				www.live5news.com			29
50	Current Raycom Employee/Internal Job Posting			2126 Charlie Hall Blvd. Charleston, SC 29414	https://internal-raycommmedia.icims.com/			36
51	Current Raycom Employee Referral							12
52	Word of mouth OR non employee referral							10
53	Generic Internet Referral (websites that copy our job postings)							14
	Total							131

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Describe Nature of Initiative:

- ✓ Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;

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

August 5 -9, 2015 - Participated in NABJ 40th Annual Convention & Career Fair. Met with & interviewed candidates interested in employment opportunities at WCSC-TV. Participating employee: News Director

Feb 19, 2016 - Participated in SCAD Career Fair. Approximately 2600 students & Alumni were in attendance with over 155 employers. Met with numerous students and provided information on motion graphic artist job opportunity at WCSC. Participating employee: Regional Marketing Director

April 6, 2016 - Participated in South Carolina's Broadcast Associations Job Fair. Met with numerous students to discuss internships & entry level job opportunities. Participating employee: HR Director

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Describe Nature of Initiative:

- ✓ participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

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

October 23, 2015 - Attended ITT Technical Institutes Advisory Committee Luncheon. Program advisory committee allows organizations to offer professional expertise to assist in assessing & updating curricula. Participating employee: Regional Director of Technology

December 2, 2015 – Provided tour of station to a group of Trident Technical College students interested in broadcast journalism. Approximately 20 students received a tour of the facility and were provided information on the educational requirements for entry level broadcast jobs & the WCSC internship program. Participating employees: HR Director

January 14, 2016 – Participated in Charleston County School District Externship Day. West Ashley HS Principal Lee Runyon assigned his faculty of 128 educators to use the morning of January 14 as a professional development day and learn more about local businesses. The program was designed to help educators understand employer needs and prepare students to meet those needs. WCSC met with educators to discuss the media business and desired skillsets for future hires. Participating employees: HR Director, Marketing Director & News Director

January 22, 2016 – Provided tour of station to broadcast production class of Charleston School of the Arts. A dozen students received a tour of the facility and were provided educational requirements for entry level broadcast jobs & information on the WCSC internship program. Participating employees: HR Director

January 29, 2016 – Provided job shadow opportunity to Mason Prep student as a part of Ground Hog Job Shadow day. Participating employees: Morning Executive Producer, Anchor & Reporter

February 5, 2016 – Participated in “Riley Diversity Leaders Institute, College and Careers for Cougars” event held at North Charleston High School. Employees of WCSC met with dozens of students and provided information about WCSC/Raycom Media, discussed social media habits and provided career opportunity information. Participating employees: Anchors, Executive Producer, Reporters, Photographers & Producers

February 18, 2016 – Provided tour of station to a group of Trident Technical College students interested in broadcast journalism. Approximately 25 students received a tour of the facility and were provided educational requirements for entry level broadcast jobs & information on the WCSC internship program. Participating employees: HR Director

May 20, 2016 - Participated in Westview Elementary Career Fair. Provided students with information about broadcast job opportunities. Participating employees: Reporter & Photographer

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Describe Nature of Initiative:

- ✓ establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;

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

June 16 – 19, 2016. Sent reporter/MMJ to participate in National IRE conference in New Orleans: The best in the business gathered for more than 150 panels, hands-on classes and special presentations about covering business, public safety, government, health care, education, the military, the environment and other key beats. Speakers shared strategies for locating documents and gaining access to public records, finding the best stories and managing investigations. Discussed how to practice investigative journalism in print, broadcast, Web and alternative newsroom models. Participating employee: Reporter/MMJ.

June 2016: Provided three current employees with training for SBE certification programs. Participating employees: Maintenance Engineer, Master Control Operators

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Describe Nature of Initiative:

- ✓ Listing upper-level openings in a job bank or newsletter of media trade groups with a broad-based membership, including substantial participation of women and minorities

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

August 2015 – July 2016 - During the reporting period, the station provided notice of all full-time vacancies to the Native American Journalist Association, the National Association of Hispanic Journalist, the Asian American Journalist Association, Charleston Trident Urban League & Charleston Chapter of NAACP all of which include substantial participation by women or minorities.
Participating station personnel – HR Director

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Describe Nature of Initiative:

- ✓ Participation in job banks, internet recruitment programs or other programs designed to promote outreach generally (that is, that are not primarily directed to providing notification of specific job vacancies)

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

August 2015 – July 2016 - WCSC announces on-air, on a periodic basis, where to find information on job openings and that the station will send all open full-time position posting to any qualified agency upon request.

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Describe Nature of Initiative:

- ✓ Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment

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

January 2016 – May 2016 - Provided internship experience to two Trident Technical College interns for the spring semester. Students received college credit for the internship and spent time in news production learning the technical aspects of the news business including technical directing & studio camera operation. Participating station personnel – News Content Specialist & Director.

May 2016 – August 2016 - Provided internship experience to seven students for the summer semester. Students received college credit for the internship and spent time in news, production & marketing learning how to create content for local news (online and on air). Participating station personnel – Executive News Producer, Reporter/MMJ, Marketing Director & Digital Content Director.