

WCSC - TV

EEO PUBLIC FILE REPORT

August 1, 2017 - July 31, 2018

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Executive Producer	1-27, 29, 33-38, 42-46, 53	48
IT Manager	1-27, 33-43, 46, 53	42
Client Sales Specialist	1-27, 33-38, 43, 46, 53	43
Digital Content (Web) Producer	1-27, 33-38, 41, 43, 46, 53	49
Reporter/MMJ	1-27, 33-38, 43, 46, 53	46
News Director	1-27,33-38, 42-44, 53	43
News Producer	1-27, 33-38, 43, 46, 53	46
News Operations Manager	1-27, 33-38, 43, 46, 53	46
Director of Technology	1-27, 33-38, 40, 42-43, 46, 53	46
Client Sales Specialist - Digital	1-27, 33-38, 42-43, 46, 53	47
Lowcountry Weekend Producer	1-27, 30-38, 42-43, 46, 53	43
Client Sales Specialist	1-27, 33-36, 38, 42-43, 46, 52, 53	42
Traffic Anchor/MMJ	1-27, 33-38, 43, 46, 53	34
News Producer	1-27, 33-38, 42-43, 46, 53	51
Master Control Op	1-27, 33-38, 40, 42-43, 46, 53	46
News Producer	1-27, 33-38, 42-43, 46, 53	34
MMJ/Reporter	1-27, 33- 38, 42-43, 46, 53	43
MMJ/Reporter	1-27, 33-36, 38, 42-43, 46, 53	43
News Producer	1-27, 33-36, 38, 42-43, 46, 53	47

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II. MASTER LIST OF RECRUITMENT SOURCES**

August 1, 2017 - July 31, 2018

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

*Source Number	Organization	Contact Person	Mailing/Email Address	Website	Phone Number	Number of Interviews
COMMUNITY SOURCES						
1*	Charleston Chapter NAACP	Dot Scott	PO Box 20296, Charleston, SC 29413		(843) 805-8030	
2*	Clinton Junior College	Mrs Ingram	1029 Crawford Road, Rock Hill, SC 29730		(803) 327-7402	
3*	Morris Brown AME	Deborah Jackson	13 Morris Street, Charleston, SC 29403		(843) 723-1961	
4*	Morris Street Baptist Church	Rev Leonard O. Griffin	25 Morris Street, Charleston, SC 29403		(843) 723-0408	
5*	North Carolina A&T State University	Ed Moye	1601 East Market Street - Crosby Hall 314, Greensboro, NC 27411		(336) 334-7500	
6*	St Matthews Baptist Church	Pastor Brantley	2005 Reynolds Avenue, N. Charleston, SC 29405		(843) 744-4181	
7*	Morris College	Dr. Gloria Seabrook-Wright	100 West College Street, Sumter, SC 29150		(803) 775-9371	
8*	Howard University	Carol Dudley	525 Bryant Street NW #107C, Washington, DC 20059. Cdudley@howard.edu		(202) 806-5806	
9*	College of Charleston	Linda Robinson	66 George Street, Charleston, SC 29424-0001 CareerCenter@cofc.edu		(843) 953-5692	
10*	University of South Carolina	Katie Bullard	School of Journalism & Mass Com, Columbia, SC 29202 Kbullard@mailbox.sc.edu		(803) 777-3347	
11*	Claflin College	Dr. Donna Gough	400 Magnolia Street, Orangeburg, SC 29115 DGough@claflin.edu		(803) 535-5769	1
12*	Benedict College	Karen Rutherford	1600 Harden Street, Columbia, SC 29204 rutherfordk@benedict.edu		(803) 253-5000	
13*	Denmark College	Alfredia Boyd	PO Box 327, Denmark, SC 29042 boyda@denmarktech.edu		(803) 793-5100	
14*	Trident Technical College	Randy Grimes	PO Box 118067, North Charleston, SC 29423 Randy.grimes@tridenttech.edu		(843) 574-6739	
15*	VCU School of Mass Com	Jeff South	PO Box 842034, Richmond, VA 23284 jcsouth@vcu.edu		(804) 827-0253	
16*	SC Dept of Employment Workforce/Trident One Stop	Tia Heyward	1930 Hanahan Road, Suite 200, N. Charleston, SC 29406 theyward@dew.sc.gov		(843) 874-1895	
17*	Charleston Southern University	Daniel Fultz	9200 University Blvd, N. Charleston, SC 29406 dultz@csuniv.edu		(843) 863-7026	
18*	Charleston Trident Urban League	Maggie Bresnihan	PO Box 20249, Charleston, SC 29429 maggie.bresnihan@ctul.org		(843) 769-8173	
19*	Newberry College	Jodie Peeler	2100 College Street, Newberry, SC 29108 jodie.peeler@newberry.edu		(803) 276-5010	
20*	Francis Marion University	Tim Hanson	4822 E Palmetto St, Florence SC 29506 thanson@fmarion.edu dbaxley@fmarion.edu		(843) 661-1560	
21*	SC State University	Joseph Thomas	PO Box 7068, 300 College Street, Orangeburg, SC 29117 Jthoma21@scsu.edu		(800) 260-5956	
22*	Winthrop University	Mark Nortz	701 Oakland Ave, Rockhill, SC 29733 Nortzm@winthrop.edu		(803) 323-2211	
23*	App State	Lynelle Holman	287 River Street, Boone, NC 28608 holmanl1@appstate.edu		(828) 262-2000	
24*	Central Carolina Community College	Bill Freeman	1105 Kelly Drive, Sanford, NC 27330 wfrees97@cccc.edu		(919) 775-5401	
25*	UGA	UGA Jobs Board	ugagradyjobs@email.com			
26*	Elon	Stephanie Bourland	Campus Box 2020 Elon, NC, 27244 sbourland@elon.edu kwalker@elon.edu		(336) 278-5293	
27*	North Greenville University	Prof. Shuraji Gopal	PO Box 1892, Tigerville, SC 29688 shur.gopal@ngu.edu		(864) 977-7263	
28	Hispanic Organization	Paula Tejeda	paulatejeda050@gmail.com			
29	Clemson University	Recruit-L@Clemson.edu	Michelin Career Center, 316 Hendrix Student Center, Clemson, SC 29434	http://www.clemson.edu/	(864) 656-0439	
30	Coastal Carolina University	Via Handshake.com	100 Chanticleer Dr E, Conway, SC 29528	handshake.com	(843) 347-3161	
31	Spelman College	Via Handshake.com	350 Spelman Ln, Atlanta, GA 30314	handshake.com	(404) 681-3643	
32	Morehouse College	Via Handshake.com	830 Westview Dr SW, Atlanta, GA 30314	handshake.com	(470) 639-0999	
Additional Sources						
33	www.NAHJ.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	7
35	www.aajja.com	Albert Lee	1182 Market Street Ste 320, San Francisco, CA 94102	www.aajja.org	(415) 346-2051	

36	SC Broadcasters Association	Margaret Wallace	One Harbison Way, Suite 112, Columbia, SC 29212	www.scba.net	(803) 732-1186	1
37	www.tvb.org		120 Wall Street, 15th Floor, New York, NY 10005-3908	www.tvb.org	(212) 486-1111	
38	NAJA	Rebecca Landsberry	University of Oklahoma, Gaylord College, 395 W Lindsey St, Norman, OK 73019 rebeccalandsberry@naja.com	www.naja.com	(405) 325-9008	
39	Charleston Chamber	Parker Lee	4500 Leeds Avenue, North Charleston, SC	www.charlestonchamber.net	(843) 805-3035	
40	Society of Broadcast Engineers	Scott Jones	9247 North Meridian Street, Suite 305, Indianapolis, IN 46260	www.sbe.org	(317) 846-9000	
41	Indeed.com			www.indeed.com		2
42	LinkedIn			www.linkedin.com		7
43	Raycom Media /Live 5 News Career Page	Donna Tadlock		www.raycommedia.com live5news.com		33
44	Rick Gevers	Rick Gevers	355 E Ohio St. #303, Indianapolis, IN 46204	rickgevers.com	(317) 835-7912	1
45	TV Newscheck	Patty Hersch	24 West Lancaster Ave, Suite 205 Ardmore, PA 19003	tvnewscheck.com	(484) 412-8297	
46	Current Raycom Employee/Internal Job Posting		2126 Charlie Hall Blvd, Charleston, SC 29414	https://internal-raycommedia.icims.com/		25
47	Current Raycom Employee Referral					13
48	Word of mouth OR non employee referral					3
49	Generic Internet Referral (websites that copy our job postings)					9
50	Walk in					
51	University of Missouri - Career Fair/Recruitment		Attended by Raycom Recruiter Tammy Phillips			4
52	SCBA Career Fair - Career Fair/Recruitment		Attended by WCSC employees Kelly Ennis, HR Director & Jennifer Dale, News Director			1
53	On Air Recruitment Promo	Kelly Ennis	2126 Charlie Hall Blvd. Charleston, SC 29414			
	Total					107

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of Initiative/Event: 2017-2018 Reporting Period

Describe Nature of Initiative:

Educational Events

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

October 6, 2017: Participated in Beech Hill Elementary Career fair day. Morning reporter spent time talking with over 80 students about careers in the broadcasting field.

November 9, 2017: Participated in After School Program at Simmons-Pinckney Middle School. The after-school program is designed to empower, educate and inspire the young women as they navigate middle school. Morning reporter spent time talking with over 20 students about careers in the broadcasting field. Provided information about high school, college, internships and the requirements for being a reporter.

Names of Station Personnel

Aaron Maybin, Reporter

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Date of initiative/Event: 2017-2018 Reporting Period

Describe Nature of Initiative:

Educational Events

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

February 23, 2018: Provided a station tour to journalism students from the Lowcountry Leadership Charter School in Hollywood, South Carolina. There was a total of 10 students and 3 teachers who attended. They were provided information on the educational requirements for entry level positions with the organization.

February 28, 2018: Provided a station tour to broadcast and journalism students from Cross High School in Cross, South Carolina. There was a total of 5 students and 1 teacher who attended. They were provided information on the educational requirements for entry level positions within our organization.

March 14, 2018: Provided a station tour to broadcast and production students at the Charleston Charter School for Math and Science. The class consisted of 15 high school students and two teachers. They toured the station and were provided career information and educational requirements for entry level positions with our organization.

April 13, 2018 - Provided a station tour to journalism students who are Martin Scholars from the College of Charleston. There was a total of 5 students and 1 professor who attended. They were provided information on the educational requirements for entry level positions within the organization.

May 25, 2018: Provided a station tour to journalism students from the Charleston Charter School for Math and Science. There was a total of 18 students and 2 teachers who attended. They were provided information on the educational requirements for entry level positions within the organization.

Participating station personnel:

Names of Station Personnel

Jeff Winget, Marketing Director

Interacted with various Live 5 employees during tour

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of Initiative/Event: October 17, 2017

Describe Nature of Initiative:

EEO Training

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

Participated in training for EEO annual reports, quarterly self-audit reports and general EEO compliance.

Names of Station Personnel

Kelly Ennis, HR/EEO Coordinator
Dan Cates, General Manager

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of Initiative/Event: November 28, 2017

Describe Nature of Initiative:

EEO Training

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

Participated in training on EEO Compliance presented by Covington & Burlington.

Names of Station Personnel

Kelly Ennis, HR/EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of initiative/Event: March 7, 2018

Describe Nature of Initiative:

Educational Events

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

Provided a station tour to journalism students at the Department of Communications from the College of Charleston. An Assistant Professor along with 19 students toured the station, then had an in-depth question and answer session with multi-media journalist, Alexis Simmons. They were provided career information and educational requirements for entry level positions with our organization.

Names of Station Personnel

Alexis Simmons, MMJ/Reporter
Jessica Arenas, Digital Marketing Manager
Interacted with various Live 5 employees during tour

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of initiative/Event: March 22, 2018

Describe Nature of Initiative:

Educational Events

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

Spoke to students at Sangaree Middle School in Ladson. Talked with them about the importance of soft skills to be successful in a news environment, and how they can apply these practices right now in their classrooms.

Names of Station Personnel

Ann McGill, Anchor

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of Initiative/Event: March 22, 2018

Describe Nature of Initiative:

Job Fair

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

Attended USC School of Journalism & Mass Communications Career Fair. Interviewed numerous students for career opportunities at WCSC Live 5.

Names of Station Personnel

Kelly Ennis, HR/EEO Coordinator & Jennifer Dale, News Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of Initiative/Event: March 29, 2018

Describe Nature of Initiative:

Other activities that disseminate information about employment opportunities

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

Employee participated as a panelist representing the Hispanic community during the 2nd Annual Women's Empowerment Symposium at R.B. Stall High School. The symposium is designed to share stories with the students stressing the importance of an education and to teach them about career opportunities.

Names of Station Personnel

Natalie Perez, Maintenance Engineer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of Initiative/Event: April 4, 2018

Describe Nature of Initiative:

Job Fair

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

Attended SCBA Career Fair. Interviewed numerous students for career opportunities at WCSC Live 5. 67 companies and over 200 students were in attendance.

Names of Station Personnel

Kelly Ennis, HR/EEO Coordinator & Jennifer Dale, News Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of initiative/Event: April 25, 2018

Describe Nature of Initiative:

Educational Events

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

Provided a station tour to journalism students from Williston-Elko High School. There was a total of 10 students and 2 teachers who attended. They were provided information on the educational requirements for entry level positions within the organization.

Names of Station Personnel

Jessica Arenas, Digital Marketing Manager
Interacted with various Live 5 employees during tour

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of initiative/Event: April – May 2018

Describe Nature of Initiative:

Scholarship

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

Hosted a TV reporter from Macedonia for a six-week fellowship. Press partners brought of journalists from Macedonia to the University of Missouri. Students spent 3 weeks training at Missouri School of Journalist and six weeks in a host newsroom. WCSC provided student with tools and resources to be a successful local news reporter.

Names of Station Personnel

Jennifer Dale, News Director

Emma Talbot, Producer

Various newsroom employees

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of Initiative/Event: Ongoing 3-year term

Describe Nature of Initiative:

Educational Events

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

Participated as a member of the SJMC Professional Advisory Board. Membership is invitation only resulting from nomination by faculty and alumni. To be a board member you must be currently working in the communications industry and achieved a level of success in their discipline. The board will guide the direction of the School of Journalism and Mass Communication at the University of South Carolina.

Names of Station Personnel

Chaunte' Turner, Executive Producer

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of Initiative/Event: August 2017 – July 2018

Describe Nature of Initiative:

Minority Job Postings

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

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.

Names of Station Personnel

Kelly Ennis, HR/EEO Coordinator

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of Initiative/Event: August 2017 – July 2018

Describe Nature of Initiative:

Broadcasting of outreach recruitment to local organizations regarding job openings

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

WCSC announces on-air, on a periodic basis that the station will send all open full-time position postings to any qualified agency upon request. WCSC airs the below promo recruiting organization who would like to receive our job openings. *WCSC a Raycom Media station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of full-time job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each full-time opening and ask you to refer individuals to us for consideration. Send your request to HR, WCSC, 2126 Charlie Hall Blvd, Charleston, SC 29414*

Names of Station Personnel

Kelly Ennis, HR/EEO Coordinator
Candie Mischke, Continuity Director

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III. SUPPLEMENTAL OUTREACH INITIATIVES

Date of Initiative/Event: September 2017 – July 2018

Describe Nature of Initiative:

Internships

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

September 2017 – December 2017 - Provided internship experience to two students (Trident Technical College) for the fall semester. Students received college credit for the internship and spent time in news & production learning the technical aspects of the news business including video editing/studio camera operation and producing.

January 2018 – May 2018 - Provided internship experience to one SC State student for the spring semester. Student received college credit for the internship and spent time in news all aspects of reporting for a local TV station.

May 2018 – July 2018 – Provided internship experience to three students (College of Charleston, Trident Technical College & Clemson University) for the summer semester. Students received college credit for the internship and spent time in news and production learning all aspects of the news business.

Names of Station Personnel

Kelly Ennis, HR/EEO Coordinator
Jennifer Martin, Assistant News Director
Various newsroom/production employees