

EEO Public File Report

Station: WSPA -TV, Spartanburg, South Carolina
 Period Covered by Report: 8/1/2010 - 7/31/2011

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy	Number Interviewed	Number Hired	Recruitment Source for Hire
1	Writer/Producer	8/12/2010	2/22/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	Media General Website Job Listings
2	Reporter	9/7/2010	1/3/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	2	1	Media General Website Job Listings
3	Reporter	10/8/2010	11/1/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Media General Website Job Listings
4	Anchor/Reporter	11/9/2010	1/24/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	1	1	Internal Candidate
5	Director	12/2/2010	2/21/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Media General Website Job Listings
6	Administrative Assistant Sales	12/2/2010	12/27/2010	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Media General Website Job Listings
7	Anchor/Weekend	1/25/2011	3/2/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (See Attached)	3	1	Media General Website Job Listings
8	Reporter	3/7/2011	6/27/2011	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) Recruitment Sources Contacted for Specific Vacancies (<i>Broadcast Employment Services</i>)	2	1	Media General Website Job Listings
9	Producer	4/8/2011	6/27/2011	Recruitment Sources Contacted for each full-time Vacancy (see attached)	3	1	Internal Candidate
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Recruitment Sources Contacted for Each Full Time Vacancy

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No	Recruitment Source	Address	Contact	Telephone	Total Interviewed By Source	Entitled to Notification
1	Employment Security Commission of NC	48 Grove Street, Asheville, NC 28801	Brenda Ploss	828-251-6200		N
2	USC College of Journalism	600 Assembly Street, Columbia, SC 29208	Career Placement	803-777-4102	3	N
3	NAACP	477 Hamberg Street, Pendleton, SC 29670	Gloria Plotnik	864-646-6304		N

4	Urban League of Upstate	15 Regency Hill Dr., Greenville, SC	William B. Whitney	864-244-3862		N
5	University of Alabama	PO Box 870172, Tuscaloosa, AL	Greg Privett	205-248-7000		N
6	Greenville Technical College	PO Box 5616, Greenville, SC 29606	Career Direction Center www.greenvilletech.com	864-250-8139		N
7	Anderson College	316 Boulevard, Anderson, SC 29621	Thuwanda Davidson www.ac.edu	864-622-6062		N
8	Clemson University	Box 344007, Clemson, SC 29634-	Employment Srvc-Ben Davis www.clemson.edu	864-656-6000 864-622-6062	3	N
9	SC Job Service	PO Box 1150, Spartanburg, SC	Michelin Career Center www.sces.org	864-573-7525		N
10	Isothermal Community College	PO Box 804, Spindale, NC 28160	Johnny Smith -- jsmith@isothermal.edu www.sces.org	828-286-3636		N
11	Wofford College	429 N. Church Street, Spartanburg,	Marianna Leahy leahm@woffard.edu	864-597-4260		N
12	Lander University	CPO 6022, Greenwood, SC 29649	Allison L. Wooten www.lander.edu	864-388-8243		N
13	Western Carolina University	80 McKee Building, Cullowhee, NC	Johnny Smith - jsmith@isothermal.edu	828-286-3636		N
14	University of South Carolina-Spartanburg	800 University Way, Spartanburg, SC 29303	Micheal Despeaux	828-227-7133		N
15	CBS Newspath on Campus	524 W. 57th St, New York, NY	Helene Blieberg www.cbsnewspath.com	212-975-3771		N
16	Bob Jones University	1700 Wade Hampton Blvd.,	David Williams careerdevelopment@bju.edu	864-242-5100		N
17	Tri-County Tech	PO Box 587, Pendleton, SC 29670	Bethany Wiley www.jobplacement@tctc.edu	864-646-1575		N
18	Spellman College	350 Spellman Lane SW, Atlanta, GA	Robert Flanigan, Jr	404-681-3643 p 404-270-5097 f		N
19	Media General Website Job Listings	333 East Franklin Street, Richmond,	MGBG HR	804-775-4606	15	N
20	Career Builders	200 N Lasalle Street, Suite 100 ,	www.CareerBuilder.com	866-438-1485		N
21	Asheville Buncombe Tech	340 Victoria Road, Asheville, NC	Sherry Thompson-Career Ctr www.sthompson@abtech.edu	828-254-1921		N
22	GA Assoc. of Broadcasters	8010 Roswell Rd., Ste. 260, Atlanta,	William Sanders	770-395-7200 p		N

			sandersb@gab.org	770-395-7235 f 800-588-9885		
23	Eskine College	2 Washington Street, Due West, SC 29639	Career Placement Center www.cccu.org			N
24	SC State University	P.O. Box 7068, Orangeburg, SC	Career Center www.scsu.edu/careercenter	803-536-7033		N
25	Spartanburg Technical College	PO Drawer 4386, Spartanburg, SC 29305	Doug Brackett www.spartanburgtech.com	864-591-3752		N
26	Winthrop University	701 W. Oakland Avenue, Rock Hill,	Career Services www.winthrop.edu	803-323-2221	1	N
27	Johnson C. Smith University	100 Beatties Ford Rd., Charlotte, NC	Bruce Thompson www.jcsu.edu	704-378-3585		N
28	Presbyterian College	503 S. Broad Street, Clinton, SC	Andrea Long-Career Srvc www.presby.edu	864-833-8380		N
29	UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599-3365	Jay Eubanks jeubank@email.unc.edu	919-962-4518		N
30	Warren Wilson College	701 Warren Wilson Road,	Dale Roberts-Career Resource Center www.career@warren-wilson.edu	828-771-3759		N
31	South Carolina Job Service	PO Box 328, Greenville, SC 29602	Donald West-Employment Srvc www.sces.org	864-242-3531		N
32	City of Spartanburg	PO Box 1749, Spartanburg, SC	Cheryl Harleston	864-596-2052		N
33	SC Broadcasters Association	1 Harbison Way, Ste. 112,	Karen Nettles Karen@SCBA.neet	803-732-1186	2	N
34	Natl. Assoc. Hispanic Journalists	1000 National Press Bldg.,		202-662-7145		N
35	Greer Chamber of Commerce	PO Box 508, Greer, SC 29652	Career Services	864-877-3131		N

36	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)	250 International Drive, Spartanburg, SC 29304	Meema Vollmer	864-587-5434		N
38	Walkin	250 International Drive, Spartanburg, SC 29304	Meema Vollmer	864-587-5434		N
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Supplemental Recruitment Initiatives

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	September 2010-July 2011	College Intern Program	Expose college students majoring in Broadcasting careers to a broadcasting environment	Allow student to work under direction of current employees in order for student to receive credit hours.	Meema Vollmer, HR Generalist Karen Kelly, Managing Editor Megan Hannigan, Marketing Director Charlie Wofford, Engineering Supervisor
2	April 5, 2011	Career Fair	South Carolina Broadcast Association Job Fair	Day-long event accepting resumes and talking with students about broadcasting careers. Interstate Career Fair is an annually held job fair targeting graduating students from area colleges and universities.	Meema Vollmer, HR Generalist Paul Gourley, Executive Producer
3	March 18, 2011	College Intern Program	University of South Carolina Career Fair	To increase our pool of potential applicants with an emphasis on minorities.	Paul Gourley, Executive Producer
4	On-going	Internet Job Banks for WSPA, SCBA	Job Postings of all open positions for employment	All open positions are posted on internet web sites specifically to reach and recruit a broad spectrum of qualified broadcasting applicants	Meema Vollmer, HR Generalist
5	On-going	Training and Development Programs	Enhance skillset of employees to be promoted from within.	Department heads are continually training their employees to gain skills that will enable them to obtain internal promotions or transfers to larger markets.	Dan Cates, News Director Karen Kelly, Managing Editor Phil Lane, VP/GM Laura Nunamacher, Business Manager Pat Kennedy-CBO Supervisor
6	On-going	"Tech Scholars Program"	To give Tech students opportunities to utilize their training skills and education in a broadcast environment.	Through our relationship with Spartanburg Technical College, we hire qualified students to work part-time with the possibility of a promotion to full time status upon graduation as jobs become available.	Jimmy Lizer, Operations Manager Charlie Wofford, Engineering Supervisor