

# EEO Public File Report

Station: WSPA -TV, Spartanburg, South Carolina  
 Period Covered by Report: 8/1/2008 Through 7/31/2009

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	Digital Journalist	7/28/2008	1/3/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) Recruitment Sources Contacted for Specific Vacancies ( <i>Broadcast Employment Services</i> )	3	1	Broadcast Employment Services
2	Sales Assistant	8/4/2008	9/8/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	4	1	WSPA Website
3	Account Executive	8/4/2008	9/8/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	7	1	WSPA Website
4	Producer	7/17/2008	9/8/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	Media General Website Job Listings
5	Broadcast Operation Controller	9/8/2007	11/3/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	M G Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
6	Account Executive	11/11/2008	12/29/2008	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached)	3	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
7	CBO	12/11/2008	1/12/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (See Attached)	2	1	Media General Website Job Listings
8	Photojournalist	1/23/2009	2/23/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) Recruitment Sources Contacted for Specific Vacancies ( <i>Broadcast Employment Services</i> )	3	1	WSPA Website
9	News Director	2/24/2009	5/4/2009	Recruitment Sources Contacted for each full-time Vacancy (see attached)	4	1	Media General Website Job Listings
10	Producer	3/24/2009	7/27/2009	Recruitment Sources Contacted for Each Full-Time Vacancy (see attached) Recruitment Sources Contacted for Specific Vacancies ( <i>Broadcast Employment Services</i> )	4	1	MG Employee (MG employee was interviewed or the person interviewed was referred by a person working for MG)
					36		

## Recruitment Sources Contacted for Each Full Time Vacancy

Station: WSPA -TV, Spartanburg, South Carolina

Period Covered by Report: 8/1/08 - 7/31/09

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 <a href="http://www.jour.sc.edu">www.jour.sc.edu</a>	803-777-4102		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 29607	William B. Whitney	864-244-3862		N
5	University of Alabama	PO Box 870172, Tuscaloosa, AL 35487	Greg Privett	205-248-7000		N
6	Greenville Technical College	PO Box 5616, Greenville, SC 29606	Career Direction Center <a href="http://www.greenvilletech.com">www.greenvilletech.com</a>	864-250-8139		N
7	Anderson College	316 Boulevard, Anderson, SC 29621	Thuwanda Davidson <a href="http://www.ac.edu">www.ac.edu</a>	864-622-6062		N
8	Clemson University	Box 344007, Clemson, SC 29634-4007	Employment Srvcs-Ben Davis <a href="http://www.clemson.edu">www.clemson.edu</a>	864-656-6000 864-622-6062		N
9	SC Job Service	PO Box 1150, Spartanburg, SC 29304	Michelin Career Center <a href="http://www.sces.org">www.sces.org</a>	864-573-7525		N
10	Isothermal Community College	PO Box 804, Spindale, NC 28160	Johnny Smith -- <a href="mailto:jsmith@isothermal.edu">jsmith@isothermal.edu</a> <a href="http://www.sces.org">www.sces.org</a>	828-286-3636		N
11	Wofford College	429 N. Church Street, Spartanburg, SC 29303	Marianna Leahy <a href="mailto:leahm@woffard.edu">leahm@woffard.edu</a>	864-597-4260		N
12	Lander University	CPO 6022, Greenwood, SC 29649	<a href="mailto:Allison.L.Wooten@lander.edu">Allison L. Wooten</a> <a href="http://www.lander.edu">www.lander.edu</a>	864-388-8243		N
13	Western Carolina University	80 McKee Building, Cullowhee, NC 28723	<a href="mailto:Johnny.Smith@isothermal.edu">Johnny Smith - jsmith@isothermal.edu</a>	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 <a href="http://www.cbsnewspath.com">www.cbsnewspath.com</a>	212-975-3771		N

16	Bob Jones University	1700 Wade Hampton Blvd., Greenville, SC 29614	David Williams <a href="mailto:careerdevelopment@bj.edu">careerdevelopment@bj.edu</a>	864-242-5100		N
17	Tri-County Tech	PO Box 587, Pendleton, SC 29670	Bethany Wiley <a href="http://www.jobplacement@tctc.edu">www.jobplacement@tctc.edu</a>	864-646-1575		N
18	Spellman College	350 Spellman Lane SW, Atlanta, GA 30314	Robert Flanigan, Jr	404-681-3643 p 404-270-5097 f		N
19	Media General Website Job Listings	333 East Franklin Street, Richmond, VA 23219	<a href="#">MGBG HR</a>	804-775-4606	10	N
20	Career Builders	200 N Lasalle Street, Suite 100 , Chicago, Ill 60601	<a href="http://www.CareerBuilder.com">www.CareerBuilder.com</a>	866-438-1485	1	N
21	Asheville Buncombe Tech	340 Victoria Road, Asheville, NC 28801	Sherry Thompson-Career Ctr <a href="http://www.sthompson@abtech.edu">www.sthompson@abtech.edu</a>	828-254-1921		N
22	GA Assoc. of Broadcasters	8010 Roswell Rd., Ste. 260, Atlanta, GA 30350	William Sanders <a href="mailto:sandersb@gab.org">sandersb@gab.org</a>	770-395-7200 p 770-395-7235 f 800-588-9885		N
23	Eskine College	2 Washington Street, Due West, SC 29639	Career Placement Center <a href="http://www.cccu.org">www.cccu.org</a>			N
24	SC State University	P.O. Box 7068, Orangeburg, SC 29117	Career Center <a href="http://www.scsu.edu/careercenter">www.scsu.edu/careercenter</a>	803-536-7033		N
25	Spartanburg Technical College	PO Drawer 4386, Spartanburg, SC 29305	Doug Brackett <a href="http://www.spartanburgtech.com">www.spartanburgtech.com</a>	864-591-3752		N
26	Winthrop University	701 W. Oakland Avenue, Rock Hill, SC 29733	Career Services <a href="http://www.winthrop.edu">www.winthrop.edu</a>	803-323-2221		N
27	Johnson C. Smith University	100 Beatties Ford Rd., Charlotte, NC 28216	Bruce Thompson <a href="http://www.jcsu.edu">www.jcsu.edu</a>	704-378-3585		N
28	Presbyterian College	503 S. Broad Street, Clinton, SC 29325	Andrea Long-Career Srvcs <a href="http://www.presby.edu">www.presby.edu</a>	864-833-8380		N
29	UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599-3365	Jay Eubanks <a href="mailto:jeubank@email.unc.edu">jeubank@email.unc.edu</a>	919-962-4518		N
30	Warren Wilson College	701 Warren Wilson Road, Swannanoa, NC 28778	Dale Roberts-Career Resource Center <a href="http://www.career@warren-wilson.edu">www.career@warren-wilson.edu</a>	828-771-3759		N

31	South Carolina Job Service	PO Box 328, Greenville, SC 29602	Donald West-Employment Srvc <a href="http://www.sces.org">www.sces.org</a>	864-242-3531		N
32	City of Spartanburg	PO Box 1749, Spartanburg, SC 29304	Cheryl Harleston	864-596-2052		N
33	SC Broadcasters Association	1 Harbison Way, Ste. 112, Columbia, SC 29210	Karen Nettles <a href="mailto:Karen@SCBA.net">Karen@SCBA.net</a>	803-732-1186		N
34	Natl. Assoc. Hispanic Journalists	1000 National Press Bldg., Washington, DC 20045-2001		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	Doris Kirby	864-587-5434	12	N
37	WSPA Website	250 International Drive, Spartanburg, SC 29304	Doris Kirby <a href="http://www.wspa.com">www.wspa.com</a>	864-587-5434	10	N
38	Walkin	250 International Drive, Spartanburg, SC 29304	Doris Kirby	864-587-5434		N
<b>Recruitment Source Contacted for Specific Vacancies</b>						
<b>No.</b>	<b>Recruitment Source Contacted for Specific Vacancies</b>	<b>Address</b>	<b>Contact</b>	<b>Phone #</b>	<b>Total Interviewed by Source</b>	<b>Entitled to Notification</b>
1	Broadcast Employment Services <i>For: Digital Journalist-Photographer-Producer, positions)</i>	P.O. Box 4116, Oceanside, CA 92052	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	800-374-0119 p 760-754-2115 F	3	N

**Supplemental Recruitment Initiatives**

**Station: WSPA-TV, Spartanburg, SC**

**Period Covered by Report: 8/1/08 - 7/31/09**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	September 2008-July 2009	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.	Doris Kirby-HR Coordinator, Karen Kelly-Managing Editor-Megan Hannigan-Marketing Director.
2	April 7, 2009	Career Fair	Statewide job fair sponsored by SC Broadcasters Assoc.	To increase our pool of potential applicants with an emphasis on minorities.	Karen Kelly- Managing Editor
3	April 7, 2009	Job Fair	Local job fair sponsored by Bob Jones University	Sponsored booth to recruit for all open positions	Doris Kirby-HR Coordinator, Kay Pennington-Admin Assistant
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	Doris Kirby-HR Coordinator
5	On-going	Training Programs	Training employees to do jobs other than what they were hired for.	Department heads are continually training their employees to gain skills that will enable them to obtain internal promotions or transfers to larger markets.	Edgar Woodfin-Asst. Engineer;Karen Kelly-Managing Editor, Laura Nunamacher-Business Mgr., 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.
7	March 25, 2009	Job Fair	Local Job Fair hosted by USC Upstate.	Sponsored booth to recruit for all open positions	Megan Hannigan, Marketing Director-Jeff Klopfenstein, Local Sales Manager.