

WCSC, WZCH-LD
EEO PUBLIC FILE REPORT
August 1, 2022 - July 31, 2023

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
MMJ/Reporter/Anchor	1, 3, 5-14, 17-26, 29-30, 33-35, 37-43, 45-48	24
Digital Content Producer	1, 3, 5-14, 16-20, 22-27, 29-30, 33-35, 37-43, 45, 47-48	24
Morning Anchor	1, 3, 5-14, 16-20, 22-26, 29-30, 33-35, 37-43, 45, 47-48	16
Multimedia Marketing Consultant	1, 3, 5-14, 17-26, 29-30, 33-35, 37-43, 45, 47-48	21
Marketing Producer	1, 3, 5-14, 16-26, 29-30, 33-35, 37-43, 45, 47-48	21
Investigative/Special Projects Producer	1, 3, 5-14, 17-20, 22-26, 29-30, 33-35, 37-43, 45, 47-48	24
Photojournalist	1, 3, 5-14, 16-20, 22-26, 29-30, 33-35, 37-43, 45, 47-48	16
News Producer	1, 3, 5-6, 8-15, 17-26, 29-30, 33-35, 37- 43, 45, 47-48	15
News Producer	1, 3, 5-6, 8-15, 17-26, 29-30, 33-35, 37- 43, 45, 47-48	24
News Producer	1, 3, 5-6, 8-15, 17-26, 29-30, 33-35, 37- 43, 45, 47-48	24
News Producer	1, 3, 5-6, 8-15, 17-26, 29-30, 33-35, 37- 43, 45, 47-48	24
Digital Sales Assistant	1, 3, 5-14, 17-20, 22-26, 29-30, 33-35, 37-43, 45-48	26
Breaking News Anchor/MMJ	1, 3, 5-14, 16-20, 22-26, 29-30, 33-35, 37-43, 45, 47-48	16
Sr Digital Sales Specialist	1, 3, 5-14, 17-26, 29-30, 33-35, 37-43, 45, 47-48	21
Executive Producer	1-3, 5-14, 16-20, 22-26, 29-35, 37-43, 45, 47-48	16
Multi Media Journalist	1, 3, 5-14, 17-26, 29-30, 33-35, 37-43, 45-48	46
Multimedia Marketing Consultant	1, 3, 5-14, 17-20, 22-26, 28-30, 33-35, 37-43, 45, 47-48	26
Multi Media Journalist	1, 3, 5-14, 17-26, 28-30, 33-35, 37-43, 45, 48	24
Multi Media Journalist	1, 3, 5-14, 17-26, 28-30, 33-35, 37-43, 45, 48	28
Photojournalist	1, 3, 5-13, 17-20, 22-27, 29-30, 33-35, 37-43, 46-48	46

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Photojournalist	1, 3-14, 17-20, 22-27, 29-30, 33-35, 37-43, 45-48	4
Photojournalist	1, 3, 5-14, 17-27, 29-30, 33-35, 37-43, 45, 47-48	21
News Producer	1, 3, 5-15, 17-20, 22-26, 28-30, 33-35, 37-43, 45-48	24
News Producer	1, 3, 5-15, 17-20, 22-26, 28-30, 33-35, 37-43, 45-48	24
Marketing Producer	1, 3, 5-14, 16-20, 22-26, 28-30, 33-35, 37-43, 45, 47-48	16
Motion Graphic Designer	1, 3, 5-14, 17-20, 22-26, 28-30, 33-43, 45, 47-48	26
Meteorologist	1, 3, 5-14, 17-27, 29-30, 33-35, 37-43, 45-46, 48	21
Marketing Director	1, 3, 5-14, 16-26, 28-30, 33-35, 37-43, 45, 47-49	21
Digital Content Producer	1, 3, 5-14, 16-20, 22-26, 29-30, 33-35, 37-43, 45, 47-48	16
Digital Sales Assistant	1, 3, 5-14, 17-26, 29-30, 33-35, 37-43, 45, 47-48	21
Lifestyle Host/EP	1, 3, 5-14, 16-20, 22-26, 29-30, 33-35, 37-43, 45, 47-48	16
Lifestyle Producer/Booker	1, 3, 5-14, 16-20, 22-27, 29-30, 33-35, 37-45, 47-48	24
News Producer	1, 3, 5-15, 17-26, 29-30, 33-35, 37-43, 45-46, 48	24
Lifestyle Multimedia Reporter	1, 3, 5-14, 17-20, 22-27, 29-30, 33-35, 37-43, 45, 47-48	24
Sr Digital Sales Specialist	1, 3, 5-14, 16-20, 22-26, 29-30, 33-35, 37-43, 45, 47-48	16
National Sales Assistant	1, 3, 5-14, 17-27, 29-30, 33-35, 37-43, 45-46, 48	24
Multi Media Journalist	1, 3, 5-14, 17-20, 22-26, 29-30, 33-35, 37-43, 45, 48	24
NEWS ANCHOR (MORNING) - WCSC	1, 3, 5-6, 8-14, 17-20, 22-26, 29-30, 33-35, 37-43, 45, 47-48, 50	24
MULTIMEDIA REPORTER - WCSC	1, 3, 5-6, 8-14, 17-20, 22-26, 29-30, 33-35, 37-43, 45, 48, 50	24
PHOTOJOURNALIST - WCSC	1, 3, 5-6, 8-14, 17-20, 22-27, 29-30, 33-35, 37-43, 45, 48, 50	41

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DIGITAL SALES ASSISTANT - WCSC	1, 3, 5-6, 8-14, 17-20, 22-27, 29-30, 33-35, 37-43, 45, 48, 50	26
LIFESTYLE VIDEOGRAPHER/EDITOR - WCSC	1, 3, 5-6, 8-14, 17-20, 22-26, 29-30, 33-35, 37-43, 45, 48, 50	26

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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	App State 202 Media Comple 121 Bodenheimer ASU Box 23039 Boone, North Carolina 28608 Phone : 828-626-2221 Email : holmanlm1@appstate.edu Lynette Holman	Y	0
2	Asian American Journalist Association 5 Third St. Suite 1108 San Francisco, California 94103 Diversity Posting Manual Posting	N	0
3	Benedict College 1600 Harden Street Columbia, South Carolina 29204 Phone : 803-253-5000 Email : sonya.johnson@benedict.edu Sonya Johnson	Y	0
4	Career or Job Fair - See Section III	N	1
5	CareerBuilder.com (posted from Gray.TV/Careers) 200 N. LaSalle St. Chicago, Illinois 60601 Job Listings Manual Posting	N	1
6	Central Carolina Community College 1105 Kelly Drive Sanford, North Carolina 27330 Phone : 919-775-5401 Email : wfree897@cccc.edu Bill Freeman	Y	0
7	Charleston Chapter NAACP PO Box 20296 Charleston, South Carolina 29413 Phone : 843-805-8030 Dot Scott Manual Posting Prong 2 Ended Date: 5/12/2023	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Charleston Southern University 9200 University Blvd N. Charleston, South Carolina 29406 Phone : 843 863 7606 Email : smims@csuniv.edu Shallon Mims	Y	0
9	Charleston Southern University 9200 University Blvd N. Charleston, South Carolina 29406 Phone : 843-863-7026 Email : jpeterson@csuniv.edu Jason Peterson	Y	0
10	Charleston Trident Urban League PO Box 20249 Charleston, South Carolina 20249 Phone : 843-769-8173 Email : maggie.bresnihan@ctul.org Maggie Bresnihan	Y	0
11	Circulo Hispanoamericano de Charleston PO Box 20183 Charleston, South Carolina 29413 Email : paulatejeda050@gmail.com Paula Tejada	Y	0
12	Clafin College 400 Magnolia Street Orangeburg, South Carolina 29115 Phone : 803-535-5769 Email : dgough@clafin.edu Donna Gough	Y	0
13	Clinton College 1029 Crawford Road Rockhill, South Carolina 29730 Phone : 803-327-7402 Email : thayes@clintoncollege.edu Tammy Hayes	Y	0
14	College of Charleston 66 George Street Charleston, South Carolina 29424 Phone : 843-953-5692 Career Services Manual Posting	Y	0

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15	Corporate Recruiter	N	10
16	Current Employee	N	12
17	Denmark Technical College PO Box 327 Denmark, South Carolina 29042 Phone : 803-793-5100 Email : mayert@denmarktech.edu Tom Mayer	Y	0
18	Dept of Mass Communications North Greenville University PO Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7263 Email : shur.gopal@ngu.edu Gopal Shuraji	Y	0
19	Elon University Campus Box 2020 Elon, North Carolina 27244 Phone : 336-278-6536 Email : kwalker19@elon.edu Kristin Walker	Y	0
20	Elon University Campus Box 2020 Elon, North Carolina 27244 Phone : 336-278-6536 Email : sbourland@elon.edu Stephanie Bourland	Y	0
21	Employee Referral	N	18
22	Francis Marion University 4822 E Palmetto St Florence, South Carolina 29506 Phone : 843-661-1362 Email : sdiel@fmarion.edu Stan Diel	Y	0
23	Francis Marion University 4822 E Palmetto St Florence, South Carolina 29506 Phone : 843-661-1500 Email : layire.diop@fmarion.edu Layire Diop	Y	0

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24	Gray TV Careers 4370 Peachtree Road, NE Atlanta, Georgia Url : http://gray.tv/careers Human Resources Manual Posting	N	39
25	Howard University 525 Bryant Street NW #107 C Washington, District of Columbia 20059 Phone : 202-806-5806 Email : cslewis@howard.edu Candace Lewis	Y	0
26	Indeed.com (posted from Gray.TV/Careers) 6433 Champion Grandview Way Austin, Texas 78750 Job Listings Manual Posting	N	28
27	Linked In - Not Directly Contacted by SEU	N	15
28	LinkedIn 2029 Stierlin Ct Suite 200 Mountain View, California 9403 Phone : 855-655-5653 Url : http://www.linkedin.com Career Services Manual Posting	N	4
29	Morris Brown AME 13 Morris Street Charleston, South Carolina 29403 Phone : 843-723-1961 Email : churchsecretary@morrisbrownnamechurch.org Church Secretary	Y	0
30	Morris College 100 West College Street Sumter, South Carolina 29150 Phone : 803-934-3192 Email : thicks@morris.edu Towanna Hicks	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	National Assoc. of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Diversity Posting Manual Posting	N	0
32	National Assoc. of Hispanic Journalists 1050 Connecticut Ave. NW Washington, District of Columbia 20036 Diversity Posting Manual Posting	N	0
33	Newberry College 2100 College Street Newberry, South Carolina 29108 Phone : 803-321-5225 Email : jodie.peeler@newberry.edu Jodie Peeler	Y	0
34	North Carolina A&T State University 1601 East Market Street Crosby Hall 314 Greensboro, North Carolina 27411 Phone : 336-285-2066 Email : cjones15@ncat.edu Cathy Jones	Y	0
35	North Carolina A&T State University 1601 East Market Street Crosby Hall 314 Greensboro, North Carolina 27411 Phone : 336-285-2066 Email : eemoye@ncat.edu Ed Moye	Y	0
36	Savannah College of Art & Design Bradley Hall 115 E York Street Savannah, Georgia 29401 Phone : 912-525-4653 Career Services Manual Posting	N	0
37	SC Dept of Employment & Workforce/Trident Onestop Center 1930 Hanahan Rd N. Charleston, South Carolina 29406 Phone : 843-874-1895 Email : RLahmon@dew.sc.gov Robert Lahmon	Y	0

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38	SC State University PO Box 7068 300 College St Orangeburg, South Carolina 29117 Phone : 803-536-8577 Email : jthoma21@scsu.edu Joseph Thomas	Y	0
39	South Carolina Broadcasters Association One Harbison Way Suite 112 Columbia, South Carolina 29212 Phone : 803-732-1186 Url : http://www.scba.net Paula Thayer Manual Posting	N	0
40	St.Matthews Baptist Church 2005 Reynolds Ave N. Charleston, South Carolina 29405 Phone : 843-744-4181 Email : stmatthewbaptist2005@yahoo.com Church Secretary	Y	0
41	Trident Technical College PO Box 118067 N. Charleston, South Carolina 29423 Phone : 843-574-6739 Email : randy.grimes@tridenttech.edu Randy Grimes	Y	1
42	TVJobs.com PO Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	4
43	UGA 4435 Atlanta Hwy Athens, Georgia 30606 Phone : 706-542-3000 Jobs Board Manual Posting	Y	0

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44	University of Missouri - Columbia 230 Jesse Hall Columbia, Missouri 65211 Phone : 573-882-7786 Career Services Manual Posting	N	0
45	University of South Carolina School of Journalism and Mass Comm Columbia, South Carolina 29202 Phone : 803-777-3347 Shirisha Mudunuri Manual Posting	Y	0
46	Unknown (source not adequately identified upon inquiry by SEU)	N	12
47	VCU School of Mass Communications PO Box 842034 Richmond, Virginia 23284 Phone : 479-426-6489 Mallory Perryman Manual Posting Prong 2 Ended Date: 5/1/2023	N	0
48	Winthrop University 701 Oakland Ave Rockhill, South Carolina 29733 Phone : 803-323-4529 Email : nortzm@winthrop.edu Mark Nortz	Y	0
49	Word of Mouth Referral	N	1
50	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			146

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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	Ongoing Event	Participation in other activities designed by the station employment unit	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 positions to any qualified agency upon request.	1	Office Manager
2	Ongoing Event	Listing of each upper-level category opening in a job bank or newsletter	During the reporting period, the station provided notice of all full-time vacancies to Charleston Trident Urban League & Circulo Hispanoamericano de Charleston all of which include substantial participation by minorities.	1	Office Manager
3	9/7/2022	Participation in events or programs sponsored by educational institutions	Participated in Senior Semester Class at the University of South Carolina. Spoke with students about obtaining a job in news – particularly about the role of a producer and a MMJ	2	Assistant News Director Sports MMJ/Anchor
4	Ongoing Event	Participation in other activities designed by the station employment unit	Station Management are mentoring Journalism Students each semester. Employees have zoom/calls on a regular schedule to discuss classes, internships and review their work. Students participating attend Ohio University, Northwestern University and University of South Carolina.	2	Assistant News Director News Director
5	10/17/2022	Participation in events or programs sponsored by educational institutions	Visited University of South Carolina. Spoke with students about obtaining a job at a news station as a digital producer.	1	Digital Producer
6	10/20/2022	Participation in events or programs sponsored by educational institutions	Employee visited Appalachia State. Spoke with students about obtaining a job at a news station	1	Producer
7	10/26/2022	Participation in events or programs sponsored by educational institutions	Visited University of South Carolina. Spoke with students about obtaining a job at a news station. Employees also conducted interviews.	2	Executive Producer Assistant News Director
8	Ongoing Event	Establishment of an intern program designed to assist members of the community	Hired an intern from January 3, 2023 thru March 17, 2023. Northwestern Student spent time as a MMJ at WCSC.	4	News Director
9	2/23/2023	Participation in Job Fairs	Attended USC "Communications Majors Career Fair". Fair was primarily focused on careers in advertising, PR, Mass Comm and Visual Communications fields.	1	Assistant News Director

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10	2/27/2023	Participation in events or programs sponsored by educational institutions	Visited North Carolina A&T. Spoke with students about the importance of Journalism and discussed internships and job opportunities at WCSC	1	Anchor
11	3/9/2023	Participation in events or programs sponsored by educational institutions	Attended Fort Dorchester High School Career Fair. Young women and men were guided through several different career choices and allowed to ask questions about those fields.	1	Anchor
12	3/15/2023	Participation in events or programs sponsored by educational institutions	Station employee participated Senior Semester Class at the University of South Carolina. They spoke with students about current and future job opportunities.	1	News Director
13	3/29/2023	Participation in events or programs sponsored by educational institutions	Participated in North Charleston High School "HERstory" History Month. Empowered women were invited to speak with the students about all things women in the workforce.	1	Anchor
14	4/20/2023	Provision of training to management	Participated in training on EEO Compliance. Presented by Joan Stewart of Wiley Rein LLP.	1	Office Manager
15	Ongoing Event	Establishment of an intern program designed to assist members of the community	Offered a paid internship to NCA&T student from May 22, 2023 - June 30, 2023	2	Assignment Manager Assistant News Director
16	6/1/2023	Participation in events or programs sponsored by educational institutions	College of Charleston Student Shadowed Chief Meteorologist	1	Chief Meteorologist
17	Ongoing Event	Establishment of an intern program designed to assist members of the community	Offered Paid internship opportunity to College of Charleston Student from 7/3 thru 8/11. Student worked approximately 24 hours a week and learned the skills necessary to be a MMJ.	2	Assignment Manager Assistant News Director
18	7/11/2023	Participation in events or programs sponsored by educational institutions	Shadowing Opportunity for local student	1	MMJ/Anchor
19	7/27/2023	Participation in events or programs sponsored by educational institutions	Hosted Communications professors from SC State University. Professors wanted to spend time in the newsroom to learn more about the workings to better prepare students for the workplace	4	Anchor Anchor Executive Producer News Director