

**WLTX-TV**  
**EEO PUBLIC FILE REPORT**  
**July 21, 2022 - July 20, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Photojournalist/Prod Asst - 11047	3-6, 8-9, 11-15, 17-20, 22-25, 28-34, 36-40	17
Multiplatform News Producer-11411	3-6, 8-20, 22-25, 28-34, 36-40	32
Marketing Producer - 012495	3-6, 8-9, 11-13, 16, 19-20, 22, 24, 27-29, 32-33, 35-40	32
Meteorologist-12579	3-6, 8-9, 11-13, 15, 19-20, 22, 24, 28-29, 32-33, 36-40	32
Account Manager-13073	3-9, 11-13, 16, 19-23, 28-29, 32-33, 35-40	32
Digital Sales Manager-13311	3-9, 11-13, 15-16, 19-24, 28-29, 32-33, 35-40	32
AM Executive Producer-13497	3-9, 11-13, 15-16, 19-26, 28-29, 31-40	32
Anchor - 14022	3, 5-9, 11-13, 16-17, 19, 21, 23-26, 28-29, 31-40	32
Multi-Skilled Journalist - 14053	3, 5-9, 11-13, 16-17, 19, 21, 24-25, 28-29, 31-40	32
Multi-Skilled Journalist - 14053	3, 5-9, 11-13, 16-17, 19, 21, 24-25, 28-29, 31-40	32
Multi-Platform Producer - 014182	1-3, 5-9, 11-13, 15-17, 19, 21, 23-24, 27-29, 32-33, 35-40	32

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Allen University 1530 Harden Street Columbia, South Carolina Phone : 803-376-5758 Email : humanresources@allenuniversity.edu Dwede Dennis	N	0
2	Benedict College, Personnel Services 1600 Harden Street Columbia, South Carolina Phone : (803) 705-4726 Email : Angela.Woodard@Benedict.edu Fax : 1-803-705-6888 Angela Woodard	N	0
3	Career Builder 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Career Service Manual Posting	N	2
4	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina Career Service	N	0
5	Claflin University 108 Layman Hall, 400 Magnolia Street Orangeburg, South Carolina Phone : (803) 535-5631 Email : anfelder@claflin.edu Fax : 1-803-535-5379 Adrea Felder	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : bille@michaelsmedia.com Michael Bille	N	0

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7	College of Charleston 66 George Street Charleston, South Carolina Url : <a href="http://www.careercenter.cofc.edu">www.careercenter.cofc.edu</a> Email : <a href="mailto:careercenter@cofc.edu">careercenter@cofc.edu</a> Career Service	N	0
8	Columbia College, Career Center 1301 Columbia College Drive Columbia, South Carolina Phone : (803) 786-3618 Email : <a href="mailto:c2success@columbiasc.edu">c2success@columbiasc.edu</a> Fax : 1-803-786-3164 Rebecca Nurse	N	0
9	Columbia Urban League 1400 Barnwell Street Columbia, South Carolina Phone : (803) 799-8150 Fax : 1-803-254-6052 Nell Gainey	N	0
10	Corporate Recruiter	N	1
11	Emma Bowen Foundation for Minority Interests in Media 524 W. 57th Street New York, New York Phone : 212-664-3773 Url : <a href="http://www.emmabowenfoundation.com/">http://www.emmabowenfoundation.com/</a> Email : <a href="mailto:Everette.Harrison@nbcuni.com">Everette.Harrison@nbcuni.com</a> Fax : 1-212-975-5884 Everette Harrison	N	0
12	Francis Marion University P O Box 100547 Florence, South Carolina Phone : (843) 661-1676 Email : <a href="mailto:Jsmith@Fmarion.edu">Jsmith@Fmarion.edu</a> Fax : 1-843-661-1373 Career Service	N	0
13	Hispanic Link News Service 1420 N. St. N.W. Washington, District of Columbia Phone : (202) 234-0280 Email : <a href="mailto:Charlie1.Hispaniclink@gmail.com">Charlie1.Hispaniclink@gmail.com</a> Carlos Ericksen-Mendoza	N	0

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14	Indeed.com www.indeed.com Columbia, South Carolina Phone : 1-800-462-5842 Career Services Manual Posting	N	0
15	Indeed.com	N	7
16	Lander University 320 Stanley Avenue Greenwood, South Carolina Phone : (864) 388-8243 Url : www.collegecentral.com/lander/ Email : HR@lander.edu Jennifer Pierce	N	0
17	Linked In	N	7
18	Media Line P.O. Box 51909 Pacific Grove, California Phone : 408-648-5200 Url : www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0
19	Midlands Technical College, Job Placement Office P.O. Box 2408 Columbia, South Carolina Phone : (803) 738-7820 Email : jobpost@midlandstech.edu Fax : 1-803-790-7556 Sarah Trice	N	0
20	Morris College North Main St. Sumter, South Carolina 29150 Phone : 803-934-3230 Email : jclayton@morris.edu Janet Smith-Clayton	N	0

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21	Morris College, Personnel Office 100 West College Street Sumter, South Carolina Phone : (803) 934-3191 Email : dwoodward@morris.edu Fax : 1-803-773-3687 D Woodward	N	0
22	National Association Of Black College Broadcasters (NABCB) P.O. Box 3191 Atlanta, Georgia Phone : (404) 523-6136 Lo Jelks Manual Posting	N	0
23	National Lesbian and Gay Journalists Association 1420 K Street, NW #910 Washington, District of Columbia Phone : 202-588-9888 ext. 10 Url : www.nlgja.org Email : jobboard@nlgja.org Career Service	N	0
24	Newberry College 2100 College Street Newberry, South Carolina Phone : (800) 845-4955 Email : casey.cline@newberry.edu Fax : 1-803-321-5627 Kim Franklin	N	0
25	Radio & Television News Director Assoc. Job Bank 1600 K Street NW, Suite 700 Washington , District of Columbia Phone : 800-80-RTNDA Url : http://www.rtna.org Karen Gregory Manual Posting	N	0
26	Self Referral	N	3

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27	South Asian Journalists Association 2950 Broadway New York, New York Phone : (212) 854-5979 Url : www.saja.org Email : communications@saja.org Career Service	N	0
28	South Carolina Broadcasters Association One Harbison Way #112 Columbia, South Carolina Url : www.scba.net Email : Karen@scba.net Career Service	N	0
29	South Carolina State University, Career Planning and Placement P.O. Box 7068 Orangeburg, South Carolina Phone : (803) 536-7033 Email : careercenter@scsu.edu Fax : 1-803-516-4679 Dwight Bailey	N	0
30	Spots 'N' Dots 167 Oakdale Road Johnson City, New York Url : www.spotsndots.com Career Service Manual Posting	N	0
31	Talent Dynamics 600 E. Las Colinas Blvd., Suite 100 Irving, Texas Phone : 214-630-9590 Url : www.talentedynamics.com Career Service Manual Posting	N	0
32	TEGNA.com 7590 Jones Branch Drive McLean, Virginia HR HR Manual Posting	N	44

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33	The Art Institute of Atlanta 6600 Peachtree Dunwoody Road, 100 Embassy Row Atlanta, Georgia Phone : (770) 394-8300 Email : aiacareersvc@aii.edu Fax : 1-770-394-9798 Career Service	N	0
34	The State Newspaper P.O. Box 1333 Columbia, South Carolina Phone : (803) 771-8541 JR Mosteller Manual Posting	N	0
35	Tri County Technical College PO Box 587 Pendleton, South Carolina Phone : (866) 269-5677 Url : www.tctc.edu Email : epaige@tctc.edu Fax : 1-803-646-1893 Adam Paige	N	0
36	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	0
37	United Planning Organization 301 Rhode Island Avenue, NW Washington, District of Columbia Phone : 202-238-4627 Url : www.upo.org Email : rparker@upo.org Regina Parker	N	0

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38	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
39	www.wltx.com , South Carolina Url : www.wltx.com Career Service Manual Posting	N	0
40	York Technical College 452 South Anderson Road Rock Hill, South Carolina Phone : (803) 327-8000 Url : www.ecampusrecruiter3.com/yorktech Email : tmonroe@yorktech.edu Career Service	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>64</b>



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/2/2022	Participation in events sponsored by organizations representing the community	News Director and Anchor participated in NABJ convention held in Las Vegas. They worked with recruiters to speak with candidates about prospective careers within TEGNA, as well as promote diversity and inclusion efforts.	2	News Director Anchor
2	9/23/2022	Establishment of training programs for station personnel	Ensuring the security of our data and networks requires that all employees understand the threat landscape and recognize the actions cybercriminals employ to breach our systems. In September, TEGNA launched the third of our Secure TEGNA quarterly training modules, Internet Security and You. This important course includes real-life examples of criminal practices often used to convince employees to surrender confidential data to gain access to data and networks.	119	All Station Staff
3	11/28/2022	Establishment of training programs for station personnel	The final Secure TEGNA quarterly training module for 2022 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training will help staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping TEGNA's systems safe requires constant vigilance.	70	All Station Staff
4	1/9/2023	Establishment of training programs for station personnel	Annual Ethics training includes important training on real-life examples of how social engineering works using online and offline manipulation and deception to convince users to succumb to phishing attacks or surrender confidential data.	70	All Station Staff

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5	3/6/2023	Establishment of training programs for station personnel	The Secure TEGNA quarterly training module for 2023 was titled Spot the Phish. This interactive exercise demonstrates the subtle differences between legitimate online communications and scams. This training helps staff recognize risks and increase their understanding of the ever-changing security threats to our landscape. Keeping our systems safe requires constant vigilance.	71	All Station Staff
6	4/12/2023	Participation in Job Fairs	WLTX participated in the South Carolina Broadcasters Association (SCBA) career fair on April 12th. This event had a total of 46 radio and television stations that were represented and approximately 100 students in broadcast-related majors from across the state were in attendance. The event provided students a unique and valuable opportunity to learn firsthand about career opportunities in the broadcasting industry in South Carolina.	3	General Manager Executive Producer Digital Content Manager
7	4/24/2023	Participation in Job Fairs	WTLX participated in the University of South Carolina career fair. This event provided a unique and valuable opportunity for students to learn firsthand career opportunities in the broadcast industry and within TEGNA.	2	Newsroom Leaders
8	6/5/2023	Establishment of an intern program designed to assist members of the community	Internships - WCNC-TV actively recruits students attending accredited colleges and universities. Our program offers the student/interns active participation in a professional broadcast setting. The intern experiences the live work environment gaining real-world hands-on experience that cannot be obtained in the classroom. These paid interns also earn academic credit for their participation in the program. Internships primarily support news and marketing but can touch other departments as well. During the reporting period, WCNC hired and trained three intern(s) for three-month assignments.	3	Intern Intern Intern

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9	6/13/2023	Establishment of training programs for station personnel	Leadership in Action is a leadership development program that is based on TEGNA's Critical Leadership Skills. This is a six-month leadership development program that is organized around four main leadership themes, including: Leadership Self Awareness, Leading Individuals for High Performance, Leading Teams for Results, and Leading Strategically for Innovation and Change. The TEGNA Critical Leadership Skills cut across these four areas and will be reinforced throughout the program.	2	News Director Sales Director

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10	6/26/2023	Establishment of training programs for station personnel	<p>This station is participating in TEGNA Inc.'s Producer-In-Residence ("PIR") Program. TEGNA Inc. established this PIR Program to train and provide experience to college graduates interested in a career in broadcasting/producing. The PIR Program affords each selected PIR the opportunity to gain real-life experience as a Producer. Each PIR attends an initial one-week training boot camp followed by a two-year placement as a Producer in one of TEGNA's stations. After a nation-wide search, TEGNA Inc. selects the PIR's, completes their initial training and then assigns each PIR to one of 15 stations participating in the PIR Program. The selected PIRs fulfill a 2-Year contract as a full-time employee with full compensation and benefits. The 2-year position provides the PIR on -the-job training, education, experience and resources that will become invaluable in this industry. The PIR will receive regular feedback on performance, consistent corporate training and check-in on progress. At the end of a successful two-year Program the contract period ends, and the PIR has 2-years of on-the-job experience. While there is no guarantee of continued employment for the PIRs, at the end of the contract period the PIR may be offered an opportunity for retention and promotion to a Producer.</p>	2	<p>Producer in Residence  Producer in Residence</p>