

**EEO Public File Report**

Station: **WSPA -TV, Spartanburg, South Carolina**

Renewal Filing Deadline: **August 1, 2005**

Period Covered by Report: **8/1/05 through 7/31/06**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired	Recruitment Source for Hire
1	Reporter	8/26/2004	8/1/2005	Attached Recruitment Source List	3	1	WSPA Website #48
2	Research Director	4/6/2005	8/15/2005	Attached Recruitment Source List	3	1	Internal Candidate
3	Account Executive	7/7/2005	8/29/2005	Attached Recruitment Source List	4	1	Wspa website #48
4	Producer	5/27/2005	8/30/2005	Attached Recruitment Source List	3	1	TV jobs.com #22
5	Production Tech	8/5/2005	9/6/2005	Attached Recruitment Source List	4	1	Walk in #49
6	Reporter	3/23/2005	9/14/2005	Attached Recruitment Source List	3	1	MG Website #20
7	Executive Producer	8/5/2005	10/17/2005	Attached Recruitment Source List	2	1	Employee Referral #47
8	Writer Producer	1/12/2005	10/24/2005	Attached Recruitment Source List	4	1	Employee Referral #47
9	Photojournalist	6/17/2005	10/31/2005	Attached Recruitment Source List	2	1	Employee Referral #47
10	Reporter	7/8/2005	11/7/2005	Attached Recruitment Source List	5	1	Employee Referral #47
11	Accounting Clerk	11/4/2005	12/27/2005	Attached Recruitment Source List	2	1	Employee Referral #47
12	Assignment Editor	11/21/2005	2/6/2006	Attached Recruitment Source List	3	1	Employee Referral #47
13	Photojournalist	1/13/2006	2/20/2006	Attached Recruitment Source List	2	1	Employee Referral #47
14	Account Executive	1/13/2006	3/13/2006	Attached Recruitment Source List	2	1	Internal Candidate
15	Producer	12/6/2005	3/20/2006	Attached Recruitment Source List	1	1	TV jobs.com #22
16	Writer/Producer	2/1/2006	5/8/2006	Attached Recruitment Source List	6	1	Wspa Website #48
17	Reporter	11/21/2005	5/8/2006	Attached Recruitment Source List	3	1	Wspa Website #48
18	Sales Assistant	5/19/2006	7/26/2006	Attached Recruitment Source list	3	1	Greenville News #51
19	Maint/Engineer	1/23/2006	7/3/2006	Attached Recruitment Source List	2	1	Wspa Website #48
20	Director	4/28/2006	7/31/2006	Attached Recruitment Source List	4	1	MG Website #20
<b>Total</b>					<b>61</b>		

# Recruitment Sources Contacted for All Open Positions

This form is to be placed in the public file annually

Station: **WSPA - TV, Spartanburg, South Carolina**

Total No. of Persons interviewed  
for full time vacancies

**61**

Renewal Filing Deadline: **August 1, 2006**

Period Covered by Report: **August 1, 2005 - July 31, 2006**

No.	Recruitment Source	Address	Contact	Telephone No.	Total Interviewed By Source	Entitled to Notification
1	Employment Security Commission of NC	48 Grove Street, Asheville, NC 28801	Brenda Ploss	828-251-6200		Y
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		Y
3	NAACP	477 Hamberg Street, Pendleton, SC 29670	Gloria Plotnik	864-646-6304		Y
4	Urban League of Upstate	15 Regency Hill Dr., Greenville, SC 29607	William B. Whitney	864-244-3862		Y
5	University of Alabama	PO Box 870172, Tuscaloosa, AL 35487	Greg Privett	205-248-7000		N
6	Converse College	580 E. Main Street, Spartanburg, SC 29302	Ruby Brown-Herring <a href="mailto:careerservices@converse.edu">careerservices@converse.edu</a>	864-596-9027		N
7	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
8	Anderson College	316 Boulevard, Anderson, SC 29621	Thuwanda Davidson <a href="http://www.ac.edu">www.ac.edu</a>	864-622-6062		N
9	Clemson University	Box 344007, Clemson, SC 29634-4007	Michelin Career Center <a href="http://www.clemson.edu">www.clemson.edu</a>	864-656-6000		N
10	SC Job Service	PO Box 1150, Spartanburg, SC 29304	Employment Srvcs-Ben Davis <a href="http://www.sces.org">www.sces.org</a>	864-573-7525		N
11	Isothermal Community College	PO Box 804, Spindale, NC 28160	Johnny Smith <a href="mailto:jsmith@isothermal.edu">jsmith@isothermal.edu</a>	828-286-3636		N
12	Wofford College	429 N. Church Street, Spartanburg, SC 29303	Marianna Leahy <a href="mailto:leahym@wofford.edu">leahym@wofford.edu</a>	864-597-4260		N
13	Lander University	CPO 6022, Greenwood, SC 29649	Allison L. Wooten <a href="http://www.lander.edu">www.lander.edu</a>	864-388-8243		Y
14	Western Carolina University	80 McKee Building, Cullowhee, NC 28723	Micheal Despeaux <a href="http://www.recruitingnetwork.com">www.recruitingnetwork.com</a>	828-227-7133		N

## Recruitment Sources Contacted for All Open Positions

This form is to be placed in the public file annually

**Station: WSPA - TV, Spartanburg, South Carolina**  
**Renewal Filing Deadline: August 1, 2006**  
**Period Covered by Report: August 1, 2005 - July 31, 2006**

Total No. of Persons interviewed  
for full time vacancies **61**

No.	Recruitment Source	Address	Contact	Telephone No.	Total Interviewed By Source	Entitled to Notification
15	University of South Carolina-Spartanburg	800 University Way, Spartanburg, SC 29303	Cheryl Moore-Career Cnter <a href="http://www.uscs.edu">www.uscs.edu</a>	864-503-5392		N
16	CBS Newspath on Campus	524 W. 57th St, New York, NY 10019	Helene Blieberg <a href="http://www.cbsnewspath.com">www.cbsnewspath.com</a>	212-975-3771		N
17	Bob Jones University	1700 Wade Hampton Blvd., Greenville, SC 29614	David Williams <a href="mailto:careerdevelopment@bju.edu">careerdevelopment@bju.edu</a>	864-242-5100	1	N
18	Tri-County Tech	PO Box 587, Pendleton, SC 29670	Bethany Wiley <a href="mailto:www.jobplacement@tctc.edu">www.jobplacement@tctc.edu</a>	864-646-1575		N
19	Spellman College	350 Spellman Lane SW, Atlanta, GA 30314	Robert Flanigan, Jr.	404-681-3643(ph) 404-270-5097(fax)		N
20	Media General Website Job Listings	<a href="#">333 East Franklin Street, Richmond, VA 23219</a>	MGBG HR Manager-Rick Roberts <a href="http://www.mgbg.com">www.mgbg.com</a>	800-588-9885	7	N
21	Talent Dynamics	8828 Stemmons, Suite 510, Dallas, TX 75247	Jed Gifford, Placement Specialist <a href="http://www.talentedynamics.com">www.talentedynamics.com</a>	214-630-9590		N
22	Broadcast Employment Services	P.O. Box 4116, Oceanside, CA 92052	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	800-374-0119(ph) 760-754-2115(fax)	2	N
23	Media Line	PO Box 51909, Pacific Grove, CA 93950	<a href="mailto:www.medialine@medialine.com">www.medialine@medialine.com</a>	800-237-8073(ph) 831-648-5204(fax)	4	N
24	United Ministries	606 Pendleton Street, Greenville, SC 29601	Patti Raines 864-232-6463	864-232-6463		N
25	Women in Communications	PO Box 5264, Greenville, SC 29603	Shirley LeGette	864-242-1050		N
26	Asheville Buncombe Tech	340 Victoria Road, Asheville, NC 28801	Sherry Thompson-Career Ctr <a href="mailto:www.sthompson@abtech.edu">www.sthompson@abtech.edu</a>	828-254-1921		N
27	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(ph) 770-395-7235(Fax)		N
28	Eskine College	2 Washington Street, Due West, SC 29639	Career Placement Center <a href="http://www.cccu.org">www.cccu.org</a>	864-275-2131		N

## Recruitment Sources Contacted for All Open Positions

This form is to be placed in the public file annually

**Station: WSPA - TV, Spartanburg, South Carolina**  
**Renewal Filing Deadline: August 1, 2006**  
**Period Covered by Report: August 1, 2005 - July 31, 2006**

Total No. of Persons interviewed  
for full time vacancies **61**

No.	Recruitment Source	Address	Contact	Telephone No.	Total Interviewed By Source	Entitled to Notification
29	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
30	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
31	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
32	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
33	Presbyterian College	503 S. Broad Street, Clinton, SC 29325	Andrea Long-Career Srvc <a href="http://www.presby.edu">www.presby.edu</a>	864-833-8380		N
34	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
35	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
36	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
37	NAACP-Greenville Chapter	1005 Buncombe Street, Greenville, SC 29609	Career Development Srvc	864-235-3327		N
38	City of Spartanburg	PO Box 1749, Spartanburg, SC 29304	Cheryl Harleston	864-596-2052		N
39	Asian-American Journalists	1182 Market St., Ste. 320, San Francisco, CA 94102	Career Development Srvc	415-346-2051		N
40	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
41	Natl. Assoc. Hispanic Journalists	1000 National Press Bldg., Washington, DC 20045-2001	Career Development Srvc	202-662-7145		N
42	Greer Chamber of Commerce	PO Box 508, Greer, SC 29652	Career Services	864-877-3131		N
43	Mt. Moriah Baptist Church	PO Box 6241, Spartanburg, SC 29304	Career Development Srvc	864-582-1474		N
44	Majority Baptist Church	400 Hudson L. Barksdale Blvd., Spartanburg, SC 29306	Career Development Srvc	864-582-0675		N

## Recruitment Sources Contacted for All Open Positions

This form is to be placed in the public file annually

Station: **WSPA - TV, Spartanburg, South Carolina**

Total No. of Persons interviewed  
for full time vacancies

Renewal Filing Deadline: **August 1, 2006**

**61**

Period Covered by Report: **August 1, 2005 - July 31, 2006**

No.	Recruitment Source	Address	Contact	Telephone No.	Total Interviewed By Source	Entitled to Notification
45	Ebenezer Baptist Church	220 Austin Street, Spartanburg, SC 29306	Career Development Svcs	864-573-8544		N
46	WSPA NewsChannel 7 Intern Program	250 International Drive, Spartanburg, SC 29304	Doris Kirby <a href="http://www.wspa.com">www.wspa.com</a>	864-587-5434		N
47	Employee Referrals	250 International Drive, Spartanburg, SC 29304	Doris Kirby <a href="http://www.wspa.com">www.wspa.com</a>	864-587-5434	28	N
48	WSPA Website	250 International Drive, Spartanburg, SC 29304	Doris Kirby <a href="http://www.wspa.com">www.wspa.com</a>	864-587-5434	13	N
49	Walkin	250 International Drive, Spartanburg, SC 29304	Doris Kirby <a href="http://www.wspa.com">www.wspa.com</a>	864-587-5434	2	N
50	SpotsNDots	167 Oakdale Road, Johnson City, NY 13790-1007		888-884-2630	1	N
51	Greenville News	Greenville, South Carolina	Newspaper	864-298-3750	3	N
		<b>Total</b>			<b>61</b>	

# EEO Public File Report

## Supplemental Recruitment Initiatives

Station: WSPA-TV

Renewal Filing Deadline: August 1, 2006

Period Covered by Report: August 1, 2005 through July 31, 2006

Date	Initiative	Description	Scope of Involvement	Personnel Involved
September 2005- July 2006	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.	Ken Elmore-News Director, Doris Kirby-HR Coordinator, Bill Shatten-Marketing Director
Mar 2 2006	Job Fair	Local job fair hosted by Anderson College	Sponsored booth to recruit for all open positions	Doris Kirby-HR Coordinator, Bill Shatten,Marketing Dir
Nov.14-05	Career Fair	Paul M Dorman School	Sponsored booth to recruit for all open positions	Tom Crabtree-Anchor
March 28,2006	Career Fair	Statewide job fair sponsored by SC Broadcasters Assoc.	To increase our pool of potential applicants with an emphasis on minorities.	Kelly Oliver-Local Sales Manager; Stephanie Cauthen-National Sales Asst.
April 4,2006	Job Fair	Local job fair sponsored by Bob Jones University	Sponsored booth to recruit for all open positions	Doris Kirby-HR Coordinator; Charlene Owens-Business Office
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
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.	Engineer;Ken Elmore-News Dir; Laura Nunamacher-Business Mgr., Bill Shatten-Mrktng Dir; Pat Kennedy-CBO Supervisor
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; Doris Kirby-HR Coordinator
Mar 29,2006	Job Fair	Local job Fair hosted by .Spartanburg Technical College	Sponsored booth to recruit for all open positions	Ryan Ross, Production Manager-Pat Kennedy, Operations Manager CTO.
April 20,2006	Job Fair	Local Job Fair hosted by USC Upstate.	Sponsored booth to recruit for all open positions	William Shatten, Marketing Director.

## EEO Public File Report

**Station: WASV -TV, Spartanburg, South Carolina**  
**Renewal Filing Deadline: August 1, 2006**  
**Period Covered by Report: August 1, 2005 through July 31, 2006**

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill vacancy(including organizations entitled to notification)*	Number Interviewed	Number Hired	Recruit-ment Source for Hire
1	Station Manager	5/3/2005	8/29/2005	Attached Recruitment Source List	4	1	Employee Referrel #47
2	Account Executive	6/1/2005	1/9/2006	Attached Recruitment Source List	15	1	Employee Referral #48
3	Account Executive	8/11/2005	12/19/2005	Attached Recruitment Source List	14	1	Chamber of Commerce#42
4	Account Executive	10/20/2005	1/30/2006	Attached Recruitment Source List	6	1	Media General Website#20
5	Account Executive	1/10/2006	3/13/2006	Attached Recruitment Source List	4	1	Employee Referral #48
6	Commercial Producer	5/17/2006	7/3/2006	Attached Recruitment Source List	1	1	Internal Employee
Total					44		

## Recruitment Sources Contacted for All Open Positions

This form is to be placed in the public file annually

**Station: WYCW - TV, Spartanburg, South Carolina**  
**Renewal Filing Deadline: August 1, 2006**  
**Period Covered by Report: August 1, 2005 through July 31, 2006**

Total No. of Persons interviewed  
for full time vacancies **44**

No.	Recruitment Source	Address	Contact	Telephone No.	Total Interviewed By Source	Entitled to Notification
1	Employment Security Commission of NC	48 Grove Street, Asheville, NC 28801	Brenda Ploss	828-251-6200	0	Y
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	0	Y
3	NAACP	477 Hamberg Street, Pendleton, SC 29670	Gloria Plotnik	864-646-6304	0	Y
4	Urban League of Upstate	15 Regency Hill Dr., Greenville, SC 29607	William B. Whitney	864-244-3862	4	Y
5	University of Alabama	PO Box 870172, Tuscaloosa, AL 35487	Greg Privett	205-248-7000	0	N
6	Converse College	580 E. Main Street, Spartanburg, SC 29302	Ruby Brown-Herring <a href="mailto:careerservices@converse.edu">careerservices@converse.edu</a>  <a href="http://www.sces.org">www.sces.org</a>	864-596-9027	0	N
11	Isothermal Community College	PO Box 804, Spindale, NC 28160	Johnny Smith <a href="mailto:jsmith@isothermal.edu">jsmith@isothermal.edu</a>	828-286-3636	0	N
12	Wofford College	429 N. Church Street, Spartanburg, SC 29303	Marianna Leahy <a href="mailto:leahym@wofford.edu">leahym@wofford.edu</a>	864-597-4260	0	N
13	Lander University	CPO 6022, Greenwood, SC 29649	Allison L. Wooten <a href="http://www.lander.edu">www.lander.edu</a>	864-388-8243	0	Y
14	Western Carolina University	80 McKee Building, Cullowhee, NC 28723	Micheal Despeaux <a href="http://www.recruitingnetwork.com">www.recruitingnetwork.com</a>	828-227-7133	0	N
15	University of South Carolina-Spartanburg	800 University Way, Spartanburg, SC 29303	Cheryl Moore-Career Cnter <a href="http://www.uscs.edu">www.uscs.edu</a>	864-503-5392	0	N
16	CBS Newspath on Campus	524 W. 57th St, New York, NY 10019	Helene Blieberg <a href="http://www.cbsnewspath.com">www.cbsnewspath.com</a>	212-975-3771	0	N
17	Bob Jones University	1700 Wade Hampton Blvd., Greenville, SC 29614	David Williams <a href="mailto:careerdevelopment@bju.edu">careerdevelopment@bju.edu</a>	864-242-5100	0	N
18	Tri-County Tech	PO Box 587, Pendleton, SC 29670	Bethany Wiley	864-646-1575	0	N

## Recruitment Sources Contacted for All Open Positions

This form is to be placed in the public file annually

**Station: WYCW - TV, Spartanburg, South Carolina**  
**Renewal Filing Deadline: August 1, 2006**  
**Period Covered by Report: August 1, 2005 through July 31, 2006**

Total No. of Persons interviewed  
for full time vacancies **44**

No.	Recruitment Source	Address	Contact	Telephone No.	Total Interviewed By Source	Entitled to Notification
			<a href="http://www.jobplacement@tctc.edu">www.jobplacement@tctc.edu</a>			
19	Spellman College	350 Spellman Lane SW, Atlanta, GA 30314	Robert Flanigan, Jr.	404-681-3643(ph) 404-270-5097(fax)	0	N
20	Media General Website Job Listings	<a href="#">333 East Franklin Street, Richmond, VA 23219</a>	MGBG HR Manager-Rick Roberts <a href="http://www.mgbg.com">www.mgbg.com</a>	800-588-9885	7	N
21	Talent Dynamics	8828 Stemmons, Suite 510, Dallas, TX 75247	Jed Gifford, Placement Specialist <a href="http://www.talentedynamics.com">www.talentedynamics.com</a>	214-630-9590	0	N
22	Broadcast Employment Services	P.O. Box 4116, Oceanside, CA 92052	<a href="http://www.tvjobs.com">www.tvjobs.com</a>	800-374-0119(ph) 760-754-2115(fax)	0	N
23	Media Line	PO Box 51909, Pacific Grove, CA 93950	<a href="http://www.medialine@medialine.com">www.medialine@medialine.com</a>	800-237-8073(ph) 831-648-5204(fax)	0	N
24	United Ministries	606 Pendleton Street, Greenville, SC 29601	Patti Raines 864-232-6463	864-232-6463	0	N
25	Women in Communications	PO Box 5264, Greenville, SC 29603	Shirley LeGette	864-242-1050	0	N
26	Asheville Buncombe Tech	340 Victoria Road, Asheville, NC 28801	Sherry Thompson-Career Ctr <a href="mailto:sthompson@abtech.edu">www.sthompson@abtech.edu</a>	828-254-1921	0	N
27	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(ph) 770-395-7235(Fax)	0	N
28	Eskine College	2 Washington Street, Due West, SC 29639	Career Placement Center <a href="http://www.cccu.org">www.cccu.org</a>	864-275-2131	0	N
29	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	0	N
30	Spartanburg Technical College	PO Drawer 4386, Spartanburg, SC 29305	Doug Brackett <a href="http://www.spartanburgtech.com">www.spartanburgtech.com</a>	864-591-3752	0	N
31	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	0	N
32	Johnson C. Smith University	100 Beatties Ford Rd., Charlotte, NC 28216	Bruce Thompson	704-378-3585	0	N

## Recruitment Sources Contacted for All Open Positions

This form is to be placed in the public file annually

**Station: WYCW - TV, Spartanburg, South Carolina**  
**Renewal Filing Deadline: August 1, 2006**  
**Period Covered by Report: August 1, 2005 through July 31, 2006**

Total No. of Persons interviewed  
for full time vacancies **44**

No.	Recruitment Source	Address	Contact	Telephone No.	Total Interviewed By Source	Entitled to Notification
			<a href="http://www.jcsu.edu">www.jcsu.edu</a>			
33	Presbyterian College	503 S. Broad Street, Clinton, SC 29325	Andrea Long-Career Srvc <a href="http://www.presby.edu">www.presby.edu</a>	864-833-8380	0	N
34	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	0	N
35	Warren Wilson College	701 Warren Wilson Road, Swannanoa, NC 28778	Dale Roberts-Career Resource Center <a href="mailto:www.career@warren-wilson.edu">www.career@warren-wilson.edu</a>	828-771-3759	0	N
36	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	0	N
37	NAACP-Greenville Chapter	1005 Buncombe Street, Greenville, SC 29609	Career Development Srvc	864-235-3327	0	N
38	City of Spartanburg	PO Box 1749, Spartanburg, SC 29304	Cheryl Harleston	864-596-2052	0	N
39	Asian-American Journalists	1182 Market St., Ste. 320, San Francisco, CA 94102	Career Development Srvc	415-346-2051	0	N
40	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	0	N
41	Natl. Assoc. Hispanic Journalists	1000 National Press Bldg., Washington, DC 20045-2001	Career Development Srvc	202-662-7145	0	N
42	Greer Chamber of Commerce	PO Box 508, Greer, SC 29652	Career Services	864-877-3131	6	N
43	Mt. Moriah Baptist Church	PO Box 6241, Spartanburg, SC 29304	Career Development Srvc	864-582-1474	0	N
44	Majority Baptist Church	400 Hudson L. Barksdale Blvd., Spartanburg, SC 29306	Career Development Srvc	864-582-0675	0	N
45	Ebenezer Baptist Church	220 Austin Street, Spartanburg, SC 29306	Career Development Srvc	864-573-8544	0	N
46	WSPA NewsChannel 7 Internal Candidates	250 International Drive, Spartanburg, SC 29304	Doris Kirby <a href="http://www.wspa.com">www.wspa.com</a>	864-587-5434	0	N
47	Employee Referrals	250 International Drive, Spartanburg, SC 29304	Doris Kirby <a href="http://www.wspa.com">www.wspa.com</a>	864-587-5434	11	N
48	WSPA Website	250 International Drive, Spartanburg, SC 29304	Doris Kirby <a href="http://www.wspa.com">www.wspa.com</a>	864-587-5434	12	N
49	Walkin	250 International Drive, Spartanburg, SC 29304	Doris Kirby <a href="http://www.wspa.com">www.wspa.com</a>	864-587-5434	2	N
50	Spots N Dots	167 Oakdale Road, Johnson City, NY 13790-1007		888-884-2630	2	N

# Recruitment Sources Contacted for All Open Positions

This form is to be placed in the public file annually

**Station: WYCW - TV, Spartanburg, South Carolina**

Total No. of Persons interviewed  
for full time vacancies

**Renewal Filing Deadline: August 1, 2006**

**44**

**Period Covered by Report: August 1, 2005 through July 31, 2006**

No.	Recruitment Source	Address	Contact	Telephone No.	Total Interviewed By Source	Entitled to Notification
51	Greenville News	Greenville, South Carolina	<a href="#">News paper</a>	864-298-3750	<b>44</b>	N
		<b>Total</b>				

# EEO Public File Report

## Supplemental Recruitment Initiatives

Station: WASV-TV

Renewal Filing Deadline: August 1, 2006

Period Covered by Report: August 1, 2005 through July 31, 2006

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	September 2004- August 2005	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.	Ken Elmore-News Director, Doris Kirby-HR Coordinator, Bill Shatten- Marketing Director
2	2-Mar-06	Job Fair	Local job fair hosted by Anderson College	Sponsored booth to recruit for all open positions	Doris Kirby-HR Coordinator, Bill Shatten,Marketing Dir
3	Nov 14,2005	Career Fair	Paul Dorman High School	Sponsored booth to recruit for all open positions	Tom Crabtree, Anchor
4	28-Mar-06	Career Fair	Statewide job fair sponsored by SC Broadcasters Assoc.	To increase our pool of potential applicants with an emphasis on minorities.	Kelly Oliver-Local Sales Manager; Stephanie Cauthen-National Sales Assistant
5	April 4,2006	Job Fair	Local job fair sponsored by Bob Jones University	Sponsored booth to recruit for all open positions	Doris Kirby-HR Coordinator; Tracey Burns-Business Office
5	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
6	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.	Engineer;Ken Elmore- News Dir; Laura Nunamacher-Business Mgr., Bill Shatten- Mrkting Dir; Pat Kennedy-CBO Supervisor
7	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; Doris Kirby- HR Coordinator
8	Mar 29,2006	Job Fair	Local job Fair hosted by Spartanburg Tech College	Sponsored booth to recruit for all open positions	Ryan Ross, Production Manager,Pat Kennedy, Oper Manager CTO.
9	20-Apr-06	Job Fair	Local job fair hosted by USC Upstate	Sponsored booth to recruit for all open positions	William Shatten, Marketing Director