

EEO Public File Report

Station: WSPA -TV, Spartanburg, South Carolina
Renewal Filing Deadline: August 1, 2007
Period Covered by Report: 8/1/2006 Through 7/31/2007

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	Producer	5/24/2006	9/11/2006	Attached Recruitment Source List	3	1	#2 USC College Job Fair
2	Photojournalist	9/14/2006	10/23/2006	Attached Recruitment Source List	4	1	#47 Employee Referral
3	National Sales Manager	8/28/2006	11/20/2006	Attached Recruitment Source List	7	1	#50 Spots N Dots
4	Anchor/Reporter	9/14/2006	11/27/2006	Attached Recruitment Source List	5	1	#47 Employee Referral
5	Central Broadcast Controller	11/9/2006	12/18/2006	Attached Recruitment Source List	1	1	#47 Employee Referral
6	Anchor/Reporter	8/11/2006	1/4/2007	Attached Recruitment Source List	5	1	#47 Employee Referral
7	Local Sales Assistant	1/30/2007	2/27/2007	Attached Recruitment Source List	4	1	#48 WSPA Website
8	Assignment Editor	1/12/2007	3/5/2007	Attached Recruitment Source List	3	1	#20 MG Website
9	Potographer	10/12/2006	3/5/2007	Attached Recruitment Source List	5	1	#20 MG Website
10	Account Executive	5/18/2006	3/19/2007	Attached Recruitment Source List	7	1	#50 Spots N Dots
11	Director	12/20/2006	4/30/2007	Attached Recruitment source List	6	1	#20 MG Websire
12	Marketing Director	8/9/2006	4/30/2007	Attached Recruitment Source List	7	1	#47 Employee Referral
13	Maintance Engineer	11/1/2006	5/7/2007	Attached Recruitment Source List	1	1	#47 Employee Referral
14	Account Executive	2/22/2007	5/29/2008	Attached Recruitment Source List	5	1	#2 US College Job Fair
15	Computer Editor	3/14/2007	6/4/2007	Attached Recruitment Source List	4	1	#48 WSPA Website
16	Co-Host	1/8/2007	6/4/2007	Attached Recruitment Source List	3	1	#47 Employee Referral
17	Writer Producer	3/8/2007	6/4/2007	Attached Recruitment Source List	4	1	#47 Employee Referral
18	Video Editor	3/8/2007	7/2/2007	Attached Recruitment Source list	1	1	#47 Employee Referral
19	Central Broadcast Control	5/22/2007	7/16/2007	Attached Recruitment Source List	2	1	#47 Employee Referral
20	Video Editor	5/2/2007	7/30/2007	Attached Recruitment Source List	2	1	#48 WSPA Website
21	Writer Producer	5/9/2007	7/30/2007	Attached Recruitment Source List	3	1	#47 Employee Referral
22	Sales Assistant	7/2/2007	7/30/2007	Attached Recruitment Source List	4	1	#47 Employee Referral
23	Weather Anchor	11/20/2006	7/30/2007	Attached Recruitment Source List	2	1	#47 Employee Referral
				Total	88		

Recruitment Sources Contacted for All Open Positions

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Station: WSPA - TV, Spartanburg, South Carolina

Total No. of Persons interviewed
for full time vacancies

88

Renewal Filing Deadline: August 1, 2006

Period Covered by Report: August 1, 2006 - July 31, 2007

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 www.jour.sc.edu	803-777-4102	4	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 careerservices@converse.edu	864-596-9027		N
7	Greenville Technical College	PO Box 5616, Greenville, SC 29606	Career Direction Center www.greenvilletech.com	864-250-8139		N
8	Anderson College	316 Boulevard, Anderson, SC 29621	Thuwanda Davidson www.ac.edu	864-622-6062		N
9	Clemson University	Box 344007, Clemson, SC 29634-4007	Michelin Career Center www.clemson.edu	864-656-6000		N
10	SC Job Service	PO Box 1150, Spartanburg, SC 29304	Employment Srvcs-Ben Davis www.sces.org	864-573-7525		N
11	Isothermal Community College	PO Box 804, Spindale, NC 28160	Johnny Smith jsmith@isothermal.edu	828-286-3636		N
12	Wofford College	429 N. Church Street, Spartanburg, SC 29303	Marianna Leahy leahym@wofford.edu	864-597-4260		N
13	Lander University	CPO 6022, Greenwood, SC 29649	Allison L. Wooten www.lander.edu	864-388-8243		Y
14	Western Carolina University	80 McKee Building, Cullowhee, NC 28723	Micheal Despeaux www.recruitingnetwork.com	828-227-7133		N

Recruitment Sources Contacted for All Open Positions

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

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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 www.uscs.edu	864-503-5392		N
16	CBS Newspath on Campus	524 W. 57th St, New York, NY 10019	Helene Blieberg www.cbsnewspath.com	212-975-3771		N
17	Bob Jones University	1700 Wade Hampton Blvd., Greenville, SC 29614	David Williams careerdevelopment@bju.edu	864-242-5100		N
18	Tri-County Tech	PO Box 587, Pendleton, SC 29670	Bethany Wiley www.jobplacement@tctc.edu	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	333 East Franklin Street, Richmond, VA 23219	MGBG HR Manager-Rick Roberts www.mgbg.com	800-588-9885	18	N
21	Talent Dynamics	8828 Stemmons, Suite 510, Dallas, TX 75247	Jed Gifford, Placement Specialist www.talentedynamics.com	214-630-9590		N
22	Broadcast Employment Services	P.O. Box 4116, Oceanside, CA 92052	www.tvjobs.com	800-374-0119(ph) 760-754-2115(fax)	4	N
23	Media Line	PO Box 51909, Pacific Grove, CA 93950	www.medialine@medialine.com	800-237-8073(ph) 831-648-5204(fax)		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 www.sthompson@abtech.edu	828-254-1921		N
27	GA Assoc. of Broadcasters	8010 Roswell Rd., Ste. 260, Atlanta, GA 30350	William Sanders sandersb@gab.org	770-395-7200(ph) 770-395-7235(Fax)		N
28	Eskine College	2 Washington Street, Due West, SC 29639	Career Placement Center www.cccu.org	864-275-2131		N

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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 www.scsu.edu/careercenter	803-536-7033		N
30	Spartanburg Technical College	PO Drawer 4386, Spartanburg, SC 29305	Doug Brackett www.spartanburgtech.com	864-591-3752		N
31	Winthrop University	701 W. Oakland Avenue, Rock Hill, SC 29733	Career Services www.winthrop.edu	803-323-2221		N
32	Johnson C. Smith University	100 Beatties Ford Rd., Charlotte, NC 28216	Bruce Thompson www.jcsu.edu	704-378-3585		N
33	Presbyterian College	503 S. Broad Street, Clinton, SC 29325	Andrea Long-Career Srvc www.presby.edu	864-833-8380		N
34	UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599-3365	Jay Eubanks jeubank@email.unc.edu	919-962-4518		N
35	Warren Wilson College	701 Warren Wilson Road, Swannanoa, NC 28778	Dale Roberts-Career Resource Center www.career@warren-wilson.edu	828-771-3759		N
36	South Carolina Job Service	PO Box 328, Greenville, SC 29602	Donald West-Employment Srvc www.sces.org	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 Karen@SCBA.net	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

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Period Covered by Report: August 1, 2006 - July 31, 2007

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 www.wspa.com	864-587-5434		N
47	Employee Referrals	250 International Drive, Spartanburg, SC 29304	Doris Kirby www.wspa.com	864-587-5434	31	N
48	WSPA Website	250 International Drive, Spartanburg, SC 29304	Doris Kirby www.wspa.com	864-587-5434	21	N
49	Walkin	250 International Drive, Spartanburg, SC 29304	Doris Kirby www.wspa.com	864-587-5434	4	N
50	SpotsNDots	167 Oakdale Road, Johnson City, NY 13790-1007		888-884-2630	6	N
51	Greenville News	Greenville, South Carolina	Newspaper	864-298-3750		N
Total						

EEO Public File Report

Supplemental Recruitment Initiatives

Station: WSPA-TV

Renewal Filing Deadline: August 1, 2007

Period Covered by Report: August 1, 2006 through July 31, 2007

Date	Initiative	Description	Scope of Involvement	Personnel Involved
September 2006- July 2007	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, Karen Kelly-Managing Editor
March 27,2007	Career Fair	Statewide job fair sponsored by SC Broadcasters Assoc.	To increase our pool of potential applicants with an emphasis on minorities.	Ken Elmore-News Director, Karen Kelly-Managing Editor
April 3,2007	Job Fair	Local job fair sponsored by Bob Jones University	Sponsored booth to recruit for all open positions	Doris Kirby-HR Coordinator; Kay Pennington-AdminAssist
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.	Edgar Woodfin-Asst. Engineer;Ken Elmore-News Dir; Laura Nunamacher-Business Mgr., 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 29,2007	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.
March 01,2007	Job Fair	Local Job Fair hosted by USC Upstate.	Sponsored booth to recruit for all open positions	Randy Ingram-Station Mgr-Karen Kelly-Managing Editor-Ken

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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	Reporter	4/3/2006	12/4/2006	Attached Recruitment Source List	3	1	#47 Employee Referral
2	Account Executive	2/23/2006	8/14/2006	Attached Recruitment Source List	11	1	#47 Employee Referral
3	Account Executive	5/30/2006	12/11/2006	Attached Recruitment Source List	7	1	#47 Employee Referral
4	Commercial Producer	12/1/2006	1/15/2007	Attached Recruitment Source List	2	1	#47 Employee Referral
5	Account Executive	6/27/2006	3/5/2007	Attached Recruitment Source List	10	1	#20 MG Website
6	Sales Assistant	1/18/2007	3/12/2007	Attached Recruitment Source List	3	1	#47 Employee Referral
7	Sales Assistant	3/27/2007	5/7/2007	Attached Recruitment Source List	2	1	#47 Employee Referral
8	Account Executive	4/11/2007	5/14/2007	Attached Recruitment Source list	5	1	#49 Walk In
9	Account Executive	1/2/2007	6/4/2007	Attached Recruitment Source List	5	1	#46 Intern
Total					48		

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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 www.jour.sc.edu	803-777-4102		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		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 careerservices@converse.edu	864-596-9027	0	N
7	Greenville Technical College	PO Box 5616, Greenville, SC 29606	Career Direction Center www.greenvilletech.com	864-250-8139	0	N
8	Anderson College	316 Boulevard, Anderson, SC 29621	Thuwanda Davidson www.ac.edu	864-622-6062	0	N
9	Clemson University	Box 344007, Clemson, SC 29634-4007	Michelin Career Center www.clemson.edu	864-656-6000	0	N
10	SC Job Service	PO Box 1150, Spartanburg, SC 29304	Employment Srvcs-Ben Davis www.sces.org	864-573-7525	0	N
11	Isothermal Community College	PO Box 804, Spindale, NC 28160	Johnny Smith jsmith@isothermal.edu	828-286-3636	0	N
12	Wofford College	429 N. Church Street, Spartanburg, SC 29303	Marianna Leahy leahym@wofford.edu	864-597-4260	0	N
13	Lander University	CPO 6022, Greenwood, SC 29649	Allison L. Wooten www.lander.edu	864-388-8243	0	Y
14	Western Carolina University	80 McKee Building, Cullowhee, NC 28723	Micheal Despeaux www.recruitingnetwork.com	828-227-7133	0	N

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16	CBS Newspath on Campus	524 W. 57th St, New York, NY 10019	Helene Blieberg www.cbsnewspath.com	212-975-3771	0	N
17	Bob Jones University	1700 Wade Hampton Blvd., Greenville, SC 29614	David Williams careerdevelopment@bju.edu	864-242-5100	0	N
18	Tri-County Tech	PO Box 587, Pendleton, SC 29670	Bethany Wiley www.jobplacement@tctc.edu	864-646-1575	0	N
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	333 East Franklin Street, Richmond, VA 23219	MGBG HR Manager-Rick Roberts www.mgbg.com	800-588-9885	7	N
21	Talent Dynamics	8828 Stemmons, Suite 510, Dallas, TX 75247	Jed Gifford, Placement Specialist www.talentedynamics.com	214-630-9590	0	N
22	Broadcast Employment Services	P.O. Box 4116, Oceanside, CA 92052	www.tvjobs.com	800-374-0119(ph) 760-754-2115(fax)	0	N
23	Media Line	PO Box 51909, Pacific Grove, CA 93950	www.medialine@medialine.com	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 www.sthompson@abtech.edu	828-254-1921	0	N
27	GA Assoc. of Broadcasters	8010 Roswell Rd., Ste. 260, Atlanta, GA 30350	William Sanders sandersb@gab.org	770-395-7200(ph) 770-395-7235(Fax)	0	N
28	Eskine College	2 Washington Street, Due West, SC 29639	Career Placement Center www.cccu.org	864-275-2131	0	N

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30	Spartanburg Technical College	PO Drawer 4386, Spartanburg, SC 29305	Doug Brackett www.spartanburgtech.com	864-591-3752	0	N
31	Winthrop University	701 W. Oakland Avenue, Rock Hill, SC 29733	Career Services www.winthrop.edu	803-323-2221	0	N
32	Johnson C. Smith University	100 Beatties Ford Rd., Charlotte, NC 28216	Bruce Thompson www.jcsu.edu	704-378-3585	0	N
33	Presbyterian College	503 S. Broad Street, Clinton, SC 29325	Andrea Long-Career Srvc www.presby.edu	864-833-8380	0	N
34	UNC School of Journalism	Campus Box 3365, Chapel Hill, NC 27599-3365	Jay Eubanks jeubank@email.unc.edu	919-962-4518	0	N
35	Warren Wilson College	701 Warren Wilson Road, Swannanoa, NC 28778	Dale Roberts-Career Resource Center www.career@warren-wilson.edu	828-771-3759	0	N
36	South Carolina Job Service	PO Box 328, Greenville, SC 29602	Donald West-Employment Srvc www.sces.org	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 Karen@SCBA.net	803-732-1186	3	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		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

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46	WSPA NewsChannel 7 Internal Candidates	250 International Drive, Spartanburg, SC 29304	Doris Kirby www.wspa.com	864-587-5434	2	N
47	Employee Referrals	250 International Drive, Spartanburg, SC 29304	Doris Kirby www.wspa.com	864-587-5434	20	N
48	WSPA Website	250 International Drive, Spartanburg, SC 29304	Doris Kirby www.wspa.com	864-587-5434	4	N
49	Walkin	250 International Drive, Spartanburg, SC 29304	Doris Kirby www.wspa.com	864-587-5434	10	N
50	Spots N Dots	167 Oakdale Road, Johnson City, NY 13790-1007		888-884-2630		N
51	Greenville News	Greenville, South Carolina	News paper	864-298-3750		N
		Total			48	

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Supplemental Recruitment Initiatives

Station: WYCW-TV

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No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	September 2006- July 2007	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, Karen Kelly- Managing Editor
2	March 27,2007	Career Fair	Statewide job fair sponsored by SC Broadcasters Assoc.	To increase our pool of potential applicants with an emphasis on minorities.	Ken Elmore-News Director, Karen Kelly- Managing Editor
3	April 3,2007	Job Fair	Local job fair sponsored by Bob Jones University	Sponsored booth to recruit for all open positions	Doris Kirby-HR Coordinator; Kay Pennington-Adm Assist
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;Ken Elmore- News Dir; Laura Nunamacher-Business Mgr.,Megan-Mrking Dir; 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	Mar 29,2007	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.
8	March 01,2007	Job Fair	Local job fair hosted by USC Upstate	Sponsored booth to recruit for all open positions	Randy Ingram-Station Mgr.Karen Kelly- Managing Editor,Ken Elmore,News Director