

W30CV-D (WHHI-TV)
EEO PUBLIC FILE REPORT
August 1, 2018-July 31, 2019¹

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
Account Executive	3,4,5	05

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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	Media Recruiter www.Mediarecruiter.com	No	0
2	Facebook.com www.Facebook.com/whhitv	No	0
3	On-Air Announcements Thirty second spots placed on WHHI-TV	No	0
4	WHHI-TV Internship Programs Established through Word Of Mouth, University of South Carolina Beaufort, Technical College of the Lowcountry and The Beaufort County School District.	No	6
5	Open Interview Policy	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Programs	WHHI-TV has an extensive internship program. WHHI works closely with the local universities and high schools. It is ongoing year round. General Manager, Wayne Morris & Communications Manager Latia Nelson are in charge of this program.
2	Open Interview Policy	WHHI-TV management conducts employment interviews on a consistent basis with any and all applicants. Regardless to whether or not there is an opening any applicant can interview at WHHI-TV with the General Manager.
3	Department of Social Services Lowcountry Job Fair (Communications Manager Attended)	Tuesday March 19, 2019. Job Fair put on by the Lowcountry Job Fair Committee for employment positions of all kinds. Open to the general public.
4	University of South Carolina Beaufort Career Fair (Communications Manager Attended)	Tuesday February 05, 2019. Career Fair put on by USCB, the main college in our area. Interviewed various graduating college students about full time work. Also, met with undergrads about internships with the station.
5	University of South Carolina Beaufort Fall Recruitment Opportunity (Communication Manager Outreach)	Wednesday September 19, 2018. Communications Manager, Latia Nelson set up a recruitment table on campus and interviewed various graduating college students about full time work. Also, met with undergrads about internships with the station.

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6	Beaufort Jasper Water Sewer Authority Expo (Communication Manager was a Panelist)	Wednesday February 20, 2019 WHHI-TV Communication Manager was a media panel guest in a public information forum on community media communication and job opportunities.
7	EEO Employee Training (General Manager Reviewed with each Employee)	<p>Byrne Acquisition Group, WHHI-TV believes in a strong approach to Equal Employment Opportunities. The purpose of this memo is to outline our policies and to continue to encourage all personnel to be actively involved in the station efforts outlined below.</p> <ol style="list-style-type: none"> 1) We do not discriminate in any way, shape, or form for any reason whatsoever. Discrimination based on race, gender, age, religion, or any number of other factors shall not be tolerated. If you ever witness evidence of discrimination, it is important you bring it to management quickly. We do not tolerate discrimination in our hiring practices, nor in our day to day operation, nor in our dealing with clients and viewers. 2) We live in a diverse and multicultural community. It is important we all work to include all members of the community in our workforce, in our public service efforts, and in our viewing audience. Anything you as individual employees can do to keep us connected is important and valuable. 3) Being involved with our community will help keep us connected. If you can volunteer with Habitat, United Way, Red Cross, or other non-profit organizations, you will be helping to make sure our radio stations are at the front of the minds of community leaders. 4) Showing opportunities for careers in broadcasting is the reason we host students as interns, invite classes for tours, and encourage shadowing for students of all ages. Whenever you have the opportunity to advance these objectives, please do so.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		In conclusion, please remember we are all responsible for advancing our station and our industry through fair and equal approaches to employment, and connection with every member of the community. If you ever have any questions, please feel free to ask.