

W30CV-D (WHHI-TV)
EEO PUBLIC FILE REPORT
August 1, 2015-July 31, 2016¹

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	06

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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	TV Jobs.com www.tvjobs.com	No	0
2	Entertainmentcareers.net www.entertainmentcareers.net	No	0
3	Facebook.com www.Facebook.com/whhitv	No	03
4	On-Air Announcements (5) Thirty second spots per day placed on WHHI-TV	No	03
5	Spots N Dots www.spotsndots.com	No	0
6	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	0
7	Open Interview Policy	No	03
TOTAL INTERVIEWEES OVER REPORTING PERIOD			09

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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 is 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	SCBA 16th Annual Job Fair (General Manager Attended)	This Job Fair is designed to assist stations with their outreach efforts while also providing them with the unique opportunity to meet and even interview students enrolled in broadcast programs at state colleges and universities. The Job Fair typically attracts more than 150 students, many of whom are due to graduate in May 2016
4	EEO Training Memo (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> <p>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</p>

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	<p>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 listeners.</p> <p>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 listening audience. Anything you as individual employees can do to keep us connected is important and valuable.</p> <p>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.</p> <p>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.</p> <p>In conclusion, please remember we are all responsible for advancing our radio stations 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.</p>