

W30CV-D (WHHI-TV)
EEO PUBLIC FILE REPORT
 August 1, 2017-July 31, 2018¹

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	Media Recruiter www.Mediarecruiter.com	No	0
3	Facebook.com www.Facebook.com/whhitv	No	0
4	On-Air Announcements (5) Thirty second spots per day placed on WHHI-TV	No	0
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	3
7	Open Interview Policy	No	6
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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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 18th Annual Job Fair (General Manager Attended)	Wednesday April 04, 2018 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 2017
4	Lowcountry Job Fair	Tuesday March 06, 2018. Job Fair put on by the Lowcountry Job Fair Committee for employment positions of all kinds. Open to the general public.
5	Beaufort-Jasper County Water Sewer Authority: Media Round Table	Tuesday August 22, 2017. Media Meet and Great for the general public. Information about employment & internships were available.

¹ This report includes recruitment activity through July 21, 2018 pursuant to the FCC's grace period policy.

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6	University of South Carolina Beaufort Job Fair	<p>Tuesday February 06, 2018. Job 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.</p>
7	USCB Communications Class Speaking Engagements by General Manager, Wayne Morris	<p>Thursday September 21, 2017. Spoke to communication students about internship and employment options with the station.</p>
8	USCB Job Fair	<p>Thursday September 14, 2017. Job 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.</p>
9	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 listeners. 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

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	<p>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>