

Annual EEO Public File Report Form

WTAT-TV, Charleston, SC

Annual EEO Public File Report

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WTAT-TV, CHARLESTON, SC and is required to be placed in the public inspection files of this station, and posted on its web site, if the station has a web site.

The information contained in this Report covers the time period beginning 08/01/15 to and including 07/31/16 (the "Applicable Period").

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 08/01/2015 to 07/31/2016

Stations Comprising Station Employment Unit: WTAT-TV

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	1 - Sales Executives	Employee Referral	7
2	3 - Master Control Operator	Employee Referral – 1 Careerbuilder.com – 1 SC Broadcasters Assoc - 1	6
3	1 – Local Sales Assistant	Internal Transfer	1

Total Number of Persons Interviewed During Applicable Period. 14

Appendix 2 to
Annual EEO Public File Report Form

Covering the Period from 08/01/15 to 07/31/16

Stations Comprising Station Employment Unit: WTAT-TV

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
<p>Aiken Tech: One Stop Career Center P.O. Box 696 Aiken, SC 29802</p> <p>Kathy Fowler 803-508.7381 fowlerk@atc.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Art Institute of Charleston 24 N. Market Street Charleston, SC 29401</p> <p>Kirsten Whitman 843-727-3582 kiwhitman@aii.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, FL 33316</p> <p>Jodi Berkshire 954-308-2605 jberkshire@aii.edu</p> <p>Erica Weissman 954-308-2606 eweissman@aii.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Assoc. of Black Media Workers PO Box 47236 Baltimore, MD 21212</p> <p>Troy Johnson 443-762-2053 troy@troyjohnsonradio.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>

<p>Benedict College 1600 Harden Street Columbia, SC 29204</p> <p>Kymm Hunter 803-705-4519 hunterk@benedict.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Berkeley County DSS 2 Belt Drive Moncks Corner, SC 29461</p> <p>Jeanna Watson 843-761-8044 enid.b.jenkins@dss.sc.gov</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Bishop State Community College 351 N Broad Street Mobile, AL 36608-5898</p> <p>Juliette Womack 251-662-5371 jwomack@bishop.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Careerbuilder.com 8401 Greensboro Drive, Suite 250 McLean, VA 22102</p> <p>Posted by Belinda Johnson, CBC HR</p>	<p>3 1 0</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Carolina Film Alliance P.O. Box 62166 Charleston, SC 29419</p> <p>Richard Futch 843-766-8990 rfutchcasting@gmail.com</p> <p>Jim Gooden 843-766-8990 jim@acecommunications.net</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Center For Women 129 Cannon Street Charleston, SC 29403</p> <p>c4women.org 843-763-7333 info@c4women.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>

<p>Charleston Area Senior Citizens 259 Meeting Street Charleston, SC 29401</p> <p>Joyce Bliesener 843-722-4127 casc@charlestonareaseniors.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Charleston Branch NAACP P.O. Box 20296 Charleston, SC 29413</p> <p>Dot Scott 843-805-8030 dscott49@bellsouth.net</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Charleston Co. Human Services Comm. P.O. Box 20968 Charleston, SC 29413</p> <p>Career Services 843-724-6760 lrivers@cchscom.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Charleston Southern University P.O. Box 118087 Charleston, SC 29403</p> <p>Nicole Copland 843-863-8019 Post on-line @ CSU</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Charleston County DSS 3366 Rivers Avenue N Charleston, SC 29405</p> <p>Kris Plexico 843-953-9400 mamie.johnson@dss.sc.gov</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>City of Charleston HR Dept. 174 East Bay Street, Suite 302 Charleston, SC 29401</p> <p>Teran Mise 843-724-7388 miset@charleston-sc.gov</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Clafin University 400 Magnolia Street Orangeburg, SC 29115</p> <p>Tiffany Pickard 803-535-5335 Post on-line @ Clafin University</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>

<p>College of Charleston 66 George Street Charleston, SC 29424</p> <p>Linda Robinson 843-953-5692 Post on-line @ CofC</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Disabilities Board of Charleston County P.O. Box 22708 Charleston, SC 29413-2708</p> <p>Pam Watson 843-576-6752 pwatson@dsncc.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Dorchester County DSS 216 Orangeburg Road Summerville, SC 29483</p> <p>Glenda Howard 843-821-0444 timothy.nix@dss.sc.gov</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>E. Carolina University-College of Business 3016 Bate Building Greenville, NC 27858</p> <p>Lee Brown 252-737-1238 brownjo@ecu.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Emma Bowen Foundation 524 West 57th Street New York, NY 10019</p> <p>Sandra Rice 212-975-2545 Post on-line @ Emma Bowen Foundation</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Employee Referral</p>	<p>2 4 0</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Family Services, Inc. 4925 LaCross Road, Suite 215 N Charleston, SC 29406</p> <p>Stephanie Masula 843-744-1348 smasula@fsisc.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>

<p>Goodwill Industries of Lower, SC 2150 Eagle Drive, Bldg. 100 N Charleston, SC 29406</p> <p>Ruth Espy 843-566-0072 respy@palmettogoodwill.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Grace on the Ashley 2014 Bees Ferry Road Charleston, SC 29414</p> <p>Greg Smith 843-556-6802 info@graceontheashley.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Horry-Georgetown Technical College 2050 US 501 East Conway, SC 29526</p> <p>April Garner 843-349-7870 april.garner@hgtc.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Ithaca College Roy H. Park School of Communications 953 Danby Road Ithaca, NY 14850</p> <p>Eloise Greene 607-274-3244 eloise@ithaca.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Internal Job Posting Station 4301 Arco Lane Charleston, SC 29418 (843)-744-2424</p>	<p>0 0 1↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Junior League of Charleston 51 Folly Road Charleston, SC 29407</p> <p>Career Services 843-762-5284 office@jlcharleston.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Livingstone College 701 W. Monroe Street Salisbury, NC 28144</p> <p>Melisa Rivers 704-216-6222 mrivers@livingstone.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>

<p>Maximus, Inc. 4975 LaCross Road, Suite 110 N Charleston, SC 29406</p> <p>Sirena Jones 843-740-5700 sirenajones@maximus.com</p> <p>Ebony Elmore 843-740-5700 ebonyelmore@maximus.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Media Match 8112 ½ West 3rd St. Los Angeles, CA 90048</p> <p>Tammy Romaniuk 323-284-5589 info@media-match.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Morris College 100 West College Street Sumter, SC 29150</p> <p>Delois Woodward 803-934-3200 dwoodward@morris.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>MS Foundation for Women 12 Metrotech Center, 26th Floor Brooklyn, NY 11201-3850</p> <p>Andrea Briscoe 212-742-2300 info@ms.foundation.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>National Assoc. of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302</p> <p>Lo Jelks 404-532-6136 lojelks@aol.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>National Association of Hispanic Journalists 1050 Connecticut Ave. NW FL 10 Washington, DC 20063</p> <p>Kevin Olivas 202-662-7145 kolivas@nahj.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>

<p>National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, CA</p> <p>Sylvia Covarrubias 626-792-6462 scovarrubias@nhmc.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>New Jerusalem Apostolic Assembly 355 Rentz Drive Walterboro, SC 29488</p> <p>Talika Mock 843-538-3264 talikamock@yahoo.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Norfolk State University 700 Park Ave. Norfolk, VA 23504</p> <p>Paula C. Briggs, Ph.D 757-823-2384 pcbiggs@nsu.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>North Charleston Housing Authority P.O. Box 70987 N. Charleston, SC 29403</p> <p>Melba Hope 843-226-5921 mhope@nchashousingauthority.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Orangeburg-Calhoun Technical College 3250 St. Matthews Road Orangeburg, SC 29118</p> <p>Cindy Boyleston 803-535-1347 boylestonc@octech.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Palmetto Youth Connections 1930 Hanahan Road, Suite 200 N Charleston, SC 29406</p> <p>Jeff Hinman 843-574-1897 jhinman@eckerd.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>SC Broadcasters Association One Harbison Way, Suite 112 Columbia, SC 29212</p> <p>Joy Henderson 803-732-1186 Post on-line @ scba</p>	<p>0 1 0</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>

<p>SC Works Charleston 1930 Hanahan Rd., Suite 200 N Charleston, SC 29406 Phone: 843-792-7599</p> <p>Tia Heyward 843-574-1895 theyward@dew.sc.gov</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Spots 'N Dots</p>	<p>0 ↓</p>	<p>1-Sales Executive</p>
<p>Society of Professional Journalists 3909 North Meridian Street Indianapolis, IN 46208-4045</p> <p>Taylor Carlier 317-927-8000 tcarlier@spi.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Southern Wesleyan University 4055 Faber Place Drive, Suite 301 N Charleston, SC 29405</p> <p>Dean Grile 843-266-7981 dgrile@swu.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>The Citadel 171 Moultrie Street Charleston, SC 29409</p> <p>Jennifer Wells 843-953-1619 Post On-line @ The Citadel</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Tri-County Technical College P.O. Box 587 Pendleton, SC 29670</p> <p>John Woodson 864-646-1314 jwoodso1@tctc.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>

<p>Trident Technical College P.O. Box 118067 Charleston, SC 29423-8067</p> <p>Jennifer Pinckney 843-574-6111 Post On-line @ TTC</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Trident Urban League, Inc. P.O. Box 20249 Charleston, SC 29413</p> <p>Maggie Bresnihan 843-965-4037 maggie.bresnihan@ctul.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>TVJOBS.com P.O. Box 4116 Oceanside, CA 92052</p> <p>Mark Holloway 877-988-9808 admin@tvjobs.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Urban League of Central Carolinas 740 West 5th Street Charlotte, NC 28202</p> <p>Denise Moses 704-373-2256 denise.moses@urbanleaguecc.org</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>US Army Wounded Warrior Program 200 Stovall St., Room 7N53 Alexandria, VA 22332</p> <p>Vicki Mullen vicki.h.mullen.civ@mail.mil</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>USC Career Center H. William Close BA Bldg., 6th Floor Columbia, SC 29208</p> <p>Michael Cantelimi 803-777-7280 Post On-line @ USC</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>USC School of Journalism 600 Assembly Street Columbia, SC 29201</p> <p>Rick Peterson 803-777-5203 rspeter@mailbox.sc.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>

<p>Voorhees College P.O. Box 678 Denmark, SC 29042</p> <p>Gerald DeVaughn 803-780-1265 gdevaughn@voorhees.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Winthrop University 638 Oakland Avenue Rock Hill, SC 29733</p> <p>Mark Nortz 803-323-4529 nortzm@winthrop.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Wofford College 429 North Church Street Spartanburg, SC 29303-4093</p> <p>Jennifer Dillenger 864-597-4000 dillengerja@wofford.edu</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>YWCA of Greater Charleston 106 Coming Street Charleston, SC 29403</p> <p>Garcia Williams 843-722-1644 garcia.williams1@gmail.com</p>	<p>0 ↓</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>
<p>Other: Cold Call Outside Referral</p>	<p>2 0 0</p>	<p>1-Sales Executives 3-Master Control Operator 1-Local Sales Assistant</p>

The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from: 08/01/2015 to 7/31/2016

Station (s) Comprising Station Employment Unit WTAT-TV

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WTAT-TV

Activity: **SCHOLARSHIP PROGRAM**

WTAT-TV, Cunningham Broadcasting Corporation, established the FOX 24 WTAT-TV Scholarship at Trident Technical College (TTC). The scholarship was awarded to Tahirah Glover for the spring 2016 semester. According to TTC their "scholarship recipients reflect the diversity of TTC's student population. Recipients range in age from 17 to 74 with an average age of 34. Two thirds are female and one third are minorities. Six percent are veterans or active military". We will continue this scholarship annually to help students who are pursuing an associate degree in television broadcasting.

Activity: **INTERNSHIP PROGRAM**

The station also has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit students, primarily juniors and seniors, from colleges or universities and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with universities and colleges to promote Cunningham Broadcasting Corporation and its stations as prospective employers.
- Create a symbiotic relationship between interns and Cunningham employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid. The decision to pay an intern may be made on a case-by case basis and is at the discretion of the station with final approval given by the Cunningham Corporate office.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station and or company's eligibility requirements.

Station has one intern for this reporting period:

Tremaine Taylor
North Charleston, SC
Attending: Trident Technical College, Charleston, SC
Interned: 6/27/16 – 8/8/16

Cunningham Broadcasting Corporation and its station WTAT is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Cunningham Broadcasting Corporation and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS related complex (ARC), veteran status or any other category protected by law.