

## **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. This Report is required to be placed in the station's online public inspection files and posted on its web site, if the station has a web site.

The information contained in this Report covers the time period beginning 08/01/2019 to and including 07/31/2020 (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 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 FCC's rules, which should be separately identified), 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's rules.

The following Appendices 1, 2, and 3 have been designed to provide, in the aggregate, 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 08/01/2019 to 07/31/2020

Station(s) 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 – Writer/Producer	TVJobs.com	2
2	1 – Account Executives	Internal Promotion	1
3	1 – Local Sales Assistant	Employee Referral	2
4	1 - Producer	Employee Referral	2
5	1 – Master Control Operator	Employee Referral	1
6	1 – Creative Services Director	TVJobs.com	1
7	1 – Asst. Business Manager	Internal Promotion	1
8	1 – Traffic Log Editor	Employee Referral	2

Total Number of Persons Interviewed During Applicable Period. 12

Appendix 2 to  
Annual EEO Public File Report Form

Covering the Period from 08/01/2019 to 07/31/2020

Station(s) Comprising Station Employment Unit: WTAT-TV

Section 2: Recruitment Source Information

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
<p>Aiken Tech: One Stop Career Center P.O. Box 696 Aiken, SC 29802</p> <p>Shareffa Harris 803-508.7420 on-line at collegecentral.com</p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Art Institute of Atlanta 6600 Peachtree Dunwoody Rd, 100 Embassy Row Atlanta, GA 30328</p> <p>Samuel Colette 770-689-4884 <a href="mailto:cesamuel@aia.edu">cesamuel@aia.edu</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Art Institute of Fort Lauderdale 1799 SE 17<sup>th</sup> Street Fort Lauderdale, FL 33316</p> <p>Erica Weissman 954-308-2606 <a href="mailto:eweissman@aia.edu">eweissman@aia.edu</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Benedict College 1600 Harden Street Columbia, SC 29204</p> <p>Kymm Hunter 803-705-4519 <a href="mailto:hunterk@benedict.edu">hunterk@benedict.edu</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>

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>Berkeley County DSS 2 Belt Drive Moncks Corner, SC 29461</p> <p>Samone Johnson 843-761-8044 <a href="mailto:samone.johnson@dss.sc.gov">samone.johnson@dss.sc.gov</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Bishop State Community College 351 N Broad Street Mobile, AL 36608-5898</p> <p>Juliette Womack 251-662-5371 <a href="mailto:jwomack@bishop.edu">jwomack@bishop.edu</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Carolina Film Alliance P.O. Box 62166 Charleston, SC 29419</p> <p>Richard Futch 843-766-8990 <a href="mailto:rfutchcasting@gmail.com">rfutchcasting@gmail.com</a></p> <p>Jim Gooden 843-766-8990 <a href="mailto:jim@acecommunications.net">jim@acecommunications.net</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Charleston Area Senior Citizens 259 Meeting Street Charleston, SC 29401</p> <p>Joyce Bliesener 843-722-4127 <a href="mailto:casc@charlestonareaseniors.com">casc@charlestonareaseniors.com</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Charleston Branch NAACP P.O. Box 20296 Charleston, SC 29413</p> <p>Dot Scott 843-805-8030 <a href="mailto:dscott49@bellsouth.net">dscott49@bellsouth.net</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
Charleston Southern University P.O. Box 118087 Charleston, SC 29403  Nicole Copland 843-863-8019 Post on-line @ CSU	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Charleston County DSS 3366 Rivers Avenue N Charleston, SC 29405  Rhonda Coleman 843-953-9431 <a href="mailto:rhonda.coleman@dss.sc.gov">rhonda.coleman@dss.sc.gov</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
City of Charleston HR Dept. 174 East Bay Street, Suite 302 Charleston, SC 29401  Teran Mise 843-724-7388 <a href="mailto:miset@charleston-sc.gov">miset@charleston-sc.gov</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Disabilities Board of Charleston County P.O. Box 22708 Charleston, SC 29413-2708  Pam Watson 843-576-6752 <a href="mailto:pwatson@dsncc.com">pwatson@dsncc.com</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Dorchester County DSS 216 Orangeburg Road Summerville, SC 29483  Glenda Howard 843-821-0444 <a href="mailto:timothy.nix@dss.sc.gov">timothy.nix@dss.sc.gov</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
E. Carolina University-College of Business 3016 Bate Building Greenville, NC 27858  Lee Brown 252-737-1238 <a href="mailto:brownjo@ecu.edu">brownjo@ecu.edu</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Emma Bowen Foundation 524 West 57 <sup>th</sup> Street New York, NY 10019  Sandra Rice 212-975-2545 Post on-line @ Emma Bowen Foundation	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Family Services, Inc. 4925 LaCross Road, Suite 215 N Charleston, SC 29406  Stephanie Masula 843-744-1348 <a href="mailto:smasula@fsisc.org">smasula@fsisc.org</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Goodwill Industries of Lower, SC 2150 Eagle Drive, Bldg. 100 N Charleston, SC 29406  Clayton Holland 843-566-0072 <a href="mailto:hclayton@palmettogoodwill.org">hclayton@palmettogoodwill.org</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Grace on the Ashley 2014 Bees Ferry Road Charleston, SC 29414  Greg Smith 843-556-6802 <a href="mailto:info@graceontheashley.com">info@graceontheashley.com</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Handshake – <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>  Post On-line @ Handshake Claflin University College of Charleston The Citadel USC	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
This also posts to: Auburn University, University of Miami, Davidson College, Wake Forest, University of Georgia and University of South Florida and other colleges throughout South Carolina, North Carolina and Georgia		
Horry-Georgetown Technical College 2050 US 501 East Conway, SC 29526  April Garner 843-349-7870 <a href="mailto:april.garner@hgtc.edu">april.garner@hgtc.edu</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Ithaca College Roy H. Park School of Communications 953 Danby Road Ithaca, NY 14850  Eloise Greene 607-274-3244 <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Livingstone College 701 W. Monroe Street Salisbury, NC 28144  Melisa Rivers 704-216-6222 <a href="mailto:mrivers@livingstone.edu">mrivers@livingstone.edu</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Media Match 8112 ½ West 3 <sup>rd</sup> St. Los Angeles, CA 90048  Tammy Romaniuk 323-284-5589 <a href="mailto:info@media-match.com">info@media-match.com</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Morris College 100 West College Street Sumter, SC 29150  Career Services <a href="mailto:careerservices@morris.edu">careerservices@morris.edu</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
MS Foundation for Women 12 Metrotech Center, 26 <sup>th</sup> Floor Brooklyn, NY 11201-3850  Andrea Briscoe 212-742-2300 <a href="mailto:info@ms.foundation.org">info@ms.foundation.org</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
National Assoc. of Black College Broadcasters P.O. Box 3191 Atlanta, Georgia 30302  Lo Jelks 404-532-6136 <a href="mailto:lojelks@aol.com">lojelks@aol.com</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
National Alliance of State Broadcasters Assoc.  Post online @ careerpage.org	0 0 1 0 0 0	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
National Association of Hispanic Journalists 1050 Connecticut Ave. NW FL 10 Washington, DC 20063  Kevin Olivas 202-662-7145 <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, CA  Sylvia Covarrubias 626-792-6462 Post online @ NHMC Online Posting Service	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
New Jerusalem Apostolic Assembly 355 Rentz Drive Walterboro, SC 29488  Talika Mock 843-538-3264 <a href="mailto:talikamock@yahoo.com">talikamock@yahoo.com</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director



<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
<p>Norfolk State University 700 Park Ave. Norfolk, VA 23504</p> <p>Paula C. Briggs, Ph.D 757-823-2384 <a href="mailto:pcbriiggs@nsu.edu">pcbriiggs@nsu.edu</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>North Charleston Housing Authority P.O. Box 70987 N. Charleston, SC 29403</p> <p>Melba Hope 843-226-5921 <a href="mailto:mhope@nchashousingauthority.com">mhope@nchashousingauthority.com</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Orangeburg-Calhoun Technical College 3250 St. Matthews Road Orangeburg, SC 29118</p> <p>Cindy Boyleston 803-535-1347 <a href="mailto:boylestonc@octech.edu">boylestonc@octech.edu</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Palmetto Community Action Partnership 1069 King Street Charleston, SC 29403</p> <p>Jennifer Brown 843-724-6760 <a href="mailto:jbrown@palmettocap.org">jbrown@palmettocap.org</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Palmetto Youth Connections 1930 Hanahan Road, Suite 200 N Charleston, SC 29406</p> <p>Jeff Hinman 843-574-1897 <a href="mailto:jhinman@eckerd.org">jhinman@eckerd.org</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
<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 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</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 <a href="mailto:theyward@dew.sc.gov">theyward@dew.sc.gov</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Society of Professional Journalists 3909 North Meridian Street Indianapolis, IN 46208-4045</p> <p>Isaac Taylor 317-927-8000 <a href="mailto:itaylor@spi.org">itaylor@spi.org</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Southern Wesleyan University 4055 Faber Place Drive, Suite 301 N Charleston, SC 29405</p> <p>Dean Grile 843-266-7981 <a href="mailto:dgrile@swu.edu">dgrile@swu.edu</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>
<p>Tri-County Technical College P.O. Box 587 Pendleton, SC 29670</p> <p>John Woodson 864-646-1314 <a href="mailto:jwoodso1@tctc.edu">jwoodso1@tctc.edu</a></p>	<p>0 ↓</p>	<p>1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director</p>

<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (If Any)</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
Trident Technical College P.O. Box 118067 Charleston, SC 29423-8067  Jennifer Pinckney 843-574-6111 Post On-line @ TTC	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Trident Urban League, Inc. P.O. Box 20249 Charleston, SC 29413  Maggie Bresnihan 843-965-4037 <a href="mailto:maggie.bresnihan@ctul.org">maggie.bresnihan@ctul.org</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
TVJOBS.com P.O. Box 4116 Oceanside, CA 92052  Mark Holloway 877-988-9808 <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	1 0 0 0 0 1	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Urban League of Central Carolinas 740 West 5 <sup>th</sup> Street Charlotte, NC 28202  Deidra Sheppard-Calloway 704-373-2256 <a href="mailto:deidra.sheppard-calloway@urbanleaguecc.org">deidra.sheppard-calloway@urbanleaguecc.org</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
US Army Wounded Warrior Program 200 Stovall St., Room 7N53 Alexandria, VA 22332  Vicki Mullen <a href="mailto:vicki.h.mullen.civ@mail.mil">vicki.h.mullen.civ@mail.mil</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director

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
USC School of Journalism 600 Assembly Street Columbia, SC 29201  Rick Peterson 803-777-5203 <a href="mailto:rspeter@mailbox.sc.edu">rspeter@mailbox.sc.edu</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Voorhees College P.O. Box 678 Denmark, SC 29042  Career Services 803-780-1265 <a href="mailto:west@voorhees.edu">west@voorhees.edu</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Winthrop University 638 Oakland Avenue Rock Hill, SC 29733  Mark Nortz 803-323-4529 <a href="mailto:nortzm@winthrop.edu">nortzm@winthrop.edu</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
YWCA of Greater Charleston 106 Coming Street Charleston, SC 29403  Garcia Williams 843-722-1644 <a href="mailto:garcia.williams1@gmail.com">garcia.williams1@gmail.com</a>	0 ↓	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director
Indeed.com	0 0 1	1-Creative Services Director 1-Assistant Business Manager 1-Traffic Log Editor

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
Employee Referral	1 2 1 1	1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Traffic Log Editor
foxcharleston.com cunninghambroadcasting.com	1 0 0 0 0 0 0 0	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director 1-Assistant Business Manager 1-Traffic Log Editor
Internal Job Posting - Station 4301 Arco Lane Charleston, SC 29418 (843)-744-2424	0 1 0 0 0 0 0 1 0	1-Writer/Producer 1-Account Executive 1-Local Sales Assistant 1-Producer 1-Master Control Operator 1-Creative Services Director 1-Assistant Business Manager 1-Traffic Log Editor
Other: Journalismjobs.com Spots N Dots	0 0	1-Writer/Producer 1-Creative Services Director

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: 08/01/2019 to 7/31/2020

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 Kelly S. Teal for the 2019-2020 academic year. According to TTC their "scholarship recipients reflect the diversity of TTC's student population. Recipients range in age from 18 to 63 with an average age of 29. Sixty-six percent are female and 46% are minorities. Thirteen percent are veterans or active military. By county of residency: 39% are from Charleston County, 34% Berkeley County and 20% Dorchester County". We will continue this scholarship annually to help students who are pursuing an associate degree in television broadcasting.

**Activity: Station Training on Preventing Harassment and Discrimination in the Workplace**

Date of Participation: February 2020

Participating Employees: All

All employees participated in an on-line training module on recognizing and preventing harassment and discrimination in the workplace. DEPARTMENT HEADS and SUPERVISORS (manager's edition) participated in a more in-depth on-line training on the same issue.

Cunningham Broadcasting Corporation, the ultimate parent company of station WTAT-TV, 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.