

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 08/01/2020 to and including 07/31/2021 (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 08/01/2020 to 07/31/2021

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 – Account Executive	Indeed.com	2

Total Number of Persons Interviewed During Applicable Period. 2

Appendix 2 to
Annual EEO Public File Report Form

Covering the Period from 08/01/2020 to 07/31/2021

Station(s) 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>Shareffa Harris 803-508.7420 on-line at collegecentral.com</p>	<p>0 ↓</p>	<p>1-Account Executive</p>
<p>Art Institute of Atlanta 6600 Peachtree Dunwoody Rd, 100 Embassy Row Atlanta, GA 30328</p> <p>Samuel Colette 770-689-4884 cesamuel@aia.edu</p>	<p>0 ↓</p>	<p>1-Account Executive</p>
<p>Art Institute of Fort Lauderdale 1799 SE 17th Street Fort Lauderdale, FL 33316</p> <p>Erica Weissman 954-308-2606 eweissman@aia.edu</p>	<p>0 ↓</p>	<p>1-Account Executive</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-Account Executive</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
Berkeley County DSS 2 Belt Drive Moncks Corner, SC 29461 Samone Johnson 843-761-8044 samone.johnson@dss.sc.gov	0 ↓	1-Account Executive
Bishop State Community College 351 N Broad Street Mobile, AL 36608-5898 Juliette Womack 251-662-5371 jwomack@bishop.edu	0 ↓	1-Account Executive
Carolina Film Alliance P.O. Box 62166 Charleston, SC 29419 Richard Futch 843-766-8990 rfutchcasting@gmail.com Jim Gooden 843-766-8990 jim@acecommunications.net	0 ↓	1-Account Executive
Charleston Area Senior Citizens 259 Meeting Street Charleston, SC 29401 Joyce Bliesener 843-722-4127 casc@charlestonareaseniors.com	0 ↓	1-Account Executive
Charleston Branch NAACP P.O. Box 20296 Charleston, SC 29413 Dot Scott 843-805-8030 dscott49@bellsouth.net	0 ↓	1-Account Executive

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
Charleston Southern University P.O. Box 118087 Charleston, SC 29403 Nicole Copland 843-863-8019 Post on-line @ CSU	0 ↓	1-Account Executive
Charleston County DSS 3366 Rivers Avenue N Charleston, SC 29405 Rhonda Coleman 843-953-9431 rhonda.coleman@dss.sc.gov	0 ↓	1-Account Executive
City of Charleston HR Dept. 174 East Bay Street, Suite 302 Charleston, SC 29401 Teran Mise 843-724-7388 miset@charleston-sc.gov	0 ↓	1-Account Executive
Disabilities Board of Charleston County P.O. Box 22708 Charleston, SC 29413-2708 Pam Watson 843-576-6752 pwatson@dsncc.com	0 ↓	1-Account Executive
Dorchester County DSS 216 Orangeburg Road Summerville, SC 29483 Glenda Howard 843-821-0444 timothy.nix@dss.sc.gov	0 ↓	1-Account Executive

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
E. Carolina University-College of Business 3016 Bate Building Greenville, NC 27858 Lee Brown 252-737-1238 brownjo@ecu.edu	0 ↓	1-Account Executive
Emma Bowen Foundation 524 West 57 th Street New York, NY 10019 Sandra Rice 212-975-2545 Post on-line @ Emma Bowen Foundation	0 ↓	1-Account Executive
Family Services, Inc. 4925 LaCross Road, Suite 215 N Charleston, SC 29406 Stephanie Masula 843-744-1348 smasula@fsisc.org	0 ↓	1-Account Executive
Goodwill Industries of Lower, SC 2150 Eagle Drive, Bldg. 100 N Charleston, SC 29406 Clayton Holland 843-566-0072 hclayton@palmettogoodwill.org	0 ↓	1-Account Executive
Grace on the Ashley 2014 Bees Ferry Road Charleston, SC 29414 Greg Smith 843-556-6802 info@graceontheashley.com	0 ↓	1-Account Executive
Handshake – https://app.joinhandshake.com Post On-line @ Handshake Claflin University College of Charleston The Citadel USC	0 ↓	1-Account Executive

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
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 april.garner@hgtc.edu	0 ↓	1-Account Executive
Ithaca College Roy H. Park School of Communications 953 Danby Road Ithaca, NY 14850 Eloise Greene 607-274-3244 eloise@ithaca.edu	0 ↓	1-Account Executive
Livingstone College 701 W. Monroe Street Salisbury, NC 28144 Melisa Rivers 704-216-6222 mrivers@livingstone.edu	0 ↓	1-Account Executive
Media Match 8112 ½ West 3 rd St. Los Angeles, CA 90048 Tammy Romaniuk 323-284-5589 info@media-match.com	0 ↓	1-Account Executive
Morris College 100 West College Street Sumter, SC 29150 Career Services careerservices@morris.edu	0 ↓	1-Account Executive

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>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-Account Executive</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-Account Executive</p>
<p>National Alliance of State Broadcasters Assoc. Post online @ careerpage.org</p>	<p>0 ↓</p>	<p>1-Account Executive</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-Account Executive</p>
<p>National Hispanic Media Coalition 55 S. Grand Ave. Pasadena, CA</p> <p>Sylvia Covarrubias 626-792-6462 Post online @ NHMC Online Posting Service</p>	<p>0 ↓</p>	<p>1-Account Executive</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-Account Executive</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>Norfolk State University 700 Park Ave. Norfolk, VA 23504</p> <p>Paula C. Briggs, Ph.D 757-823-2384 pcbriiggs@nsu.edu</p>	<p>0 ↓</p>	<p>1-Account Executive</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-Account Executive</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-Account Executive</p>
<p>Palmetto Community Action Partnership 1069 King Street Charleston, SC 29403</p> <p>Jennifer Brown 843-724-6760 jbrown@palmettocap.org</p>	<p>0 ↓</p>	<p>1-Account Executive</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-Account Executive</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>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-Account Executive</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-Account Executive</p>
<p>Society of Professional Journalists 3909 North Meridian Street Indianapolis, IN 46208-4045</p> <p>Isaac Taylor 317-927-8000 itaylor@spi.org</p>	<p>0 ↓</p>	<p>1-Account Executive</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-Account Executive</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-Account Executive</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
Trident Technical College P.O. Box 118067 Charleston, SC 29423-8067 Jennifer Pinckney 843-574-6111 Post On-line @ TTC	0 ↓	1-Account Executive
Trident Urban League, Inc. P.O. Box 20249 Charleston, SC 29413 Maggie Bresnihan 843-965-4037 maggie.bresnihan@ctul.org	0 ↓	1-Account Executive
TVJOBS.com P.O. Box 4116 Oceanside, CA 92052 Mark Holloway 877-988-9808 admin@tvjobs.com	0 ↓	1-Account Executive
Urban League of Central Carolinas 740 West 5 th Street Charlotte, NC 28202 Deidra Sheppard-Calloway 704-373-2256 deidra.sheppard-calloway@urbanleaguecc.org	0 ↓	1-Account Executive
US Army Wounded Warrior Program 200 Stovall St., Room 7N53 Alexandria, VA 22332 Vicki Mullen vicki.h.mullen.civ@mail.mil	0 ↓	1-Account Executive

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 rspeter@mailbox.sc.edu	0 ↓	1-Account Executive
Voorhees College P.O. Box 678 Denmark, SC 29042 Career Services 803-780-1265 west@voorhees.edu	0 ↓	1-Account Executive
Winthrop University 638 Oakland Avenue Rock Hill, SC 29733 Mark Nortz 803-323-4529 nortzm@winthrop.edu	0 ↓	1-Account Executive
YWCA of Greater Charleston 106 Coming Street Charleston, SC 29403 Garcia Williams 843-722-1644 garcia.williams1@gmail.com	0 ↓	1-Account Executive
Indeed.com	2	1-Account Executive

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
foxcharleston.com cunninghambroadcasting.com	0 ↓	1-Account Executive
Internal Job Posting - Station 4301 Arco Lane Charleston, SC 29418 (843)-744-2424	0 ↓	1-Account Executive

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: 08/01/2020 to 7/31/2021

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 for the 2020-2021 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 2021

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.