

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 08/01/2021 to and including 07/31/2022 (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 08/01/2021 to 07/31/2022

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

Section 1: Vacancy Information

	Full-time Positions Filled by Job Title	Recruitment Source of Hiree
1	1 - Multi Media Journalist (MMJ)	Employee Referral

Total Number of Persons Interviewed During Applicable Period. 1

Appendix 2 to
Annual EEO Public File Report Form

Covering the Period from 08/01/2021 to 07/31/2022

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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)
*Bishop State Community College 351 N Broad Street Mobile, AL 36608-5898 Juliette Womack 251-662-5371 jwomack@bishop.edu	0 ↓	1 - Multi Media Journalist (MMJ)
*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 - Multi Media Journalist (MMJ)
*Charleston Area Senior Citizens 259 Meeting Street Charleston, SC 29401 Joyce Bliesener 843-722-4127 casc@charlestonareaseniors.com	0 ↓	1 - Multi Media Journalist (MMJ)
*Charleston Branch NAACP P.O. Box 20296 Charleston, SC 29413 Dot Scott 843-805-8030 dscott49@bellsouth.net	0 ↓	1 - Multi Media Journalist (MMJ)

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 County DSS 3366 Rivers Avenue N Charleston, SC 29405 Rhonda Coleman 843-953-9431 rhonda.coleman@dss.sc.gov	0 ↓	1 - Multi Media Journalist (MMJ)
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 - Multi Media Journalist (MMJ)
*Disabilities Board of Charleston County P.O. Box 22708 Charleston, SC 29413-2708 Pam Watson 843-576-6752 pwatson@dsncc.com	0 ↓	1 - Multi Media Journalist (MMJ)
Dorchester County DSS 216 Orangeburg Road Summerville, SC 29483 Glenda Howard 843-821-0444 timothy.nix@dss.sc.gov	0 ↓	1 - Multi Media Journalist (MMJ)
*E. Carolina University-College of Business 3016 Bate Building Greenville, NC 27858 Lee Brown 252-737-1238 brownjo@ecu.edu	0 ↓	1 - Multi Media Journalist (MMJ)

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>*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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</p>
<p>*Goodwill Industries of Lower, SC 2150 Eagle Drive, Bldg. 100 N Charleston, SC 29406</p> <p>Clayton Holland 843-566-0072 hclayton@palmettogoodwill.org</p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ)</p>
<p>Handshake – https://app.joinhandshake.com</p> <p>Post On-line @ Handshake *Charleston Southern University Claflin University *College of Charleston *The Citadel USC</p> <p>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</p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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>*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 - Multi Media Journalist (MMJ)</p>
<p>*Livingstone College 701 W. Monroe Street Salisbury, NC 28144</p> <p>Brenda Mitchell 704-216-6222 bmitchell@livingstone.edu</p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</p>
<p>*Morris College 100 West College Street Sumter, SC 29150</p> <p>Towanna Hicks 803-934-3200 thicks@morris.edu</p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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>*National Assoc. of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302</p> <p>Lo Jelks 404-532-6136 lojelks@aol.com</p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ)</p>
<p>National Alliance of State Broadcasters Assoc. Post online @ careerpage.org</p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</p>
<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 - Multi Media Journalist (MMJ)</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>*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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 ↓</p>	<p>1 - Multi Media Journalist (MMJ)</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 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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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>*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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</p>
<p>*Urban League of Central Carolinas 740 West 5th Street Charlotte, NC 28202</p> <p>Deidra Sheppard-Calloway 704-373-2256 deidra.sheppard-calloway@urbanleaguecc.org</p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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 - Multi Media Journalist (MMJ)</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
*Voorhees College P.O. Box 678 Denmark, SC 29042 Career Services 803-780-1265 west@voorhees.edu	0 ↓	1 - Multi Media Journalist (MMJ)
*Winthrop University 638 Oakland Avenue Rock Hill, SC 29733 Mark Nortz 803-323-4529 nortzm@winthrop.edu	0 ↓	1 - Multi Media Journalist (MMJ)
*YWCA of Greater Charleston 106 Coming Street Charleston, SC 29403 Garcia Williams 843-722-1644 garcia.williams1@gmail.com	0 ↓	1 - Multi Media Journalist (MMJ)
Indeed.com	0 ↓	1 - Multi Media Journalist (MMJ)
foxcharleston.com cunninghambroadcasting.com	0 ↓	1 - Multi Media Journalist (MMJ)
Internal Job Posting - Station 4301 Arco Lane Charleston, SC 29418 (843)-744-2424	0 ↓	1 - Multi Media Journalist (MMJ)

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 ↓	1-Multi Media Journalist (MMJ)

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

“ * ” Indicates source that requested to receive notice of station job openings.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from: 08/01/2021 to 7/31/2022

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 2021-2022 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. For the 2021-2022 Academic Year, the FOX 24 WTAT-TV Scholarship was awarded to Donnie Hutchinson and Magdalen Westbrook.

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

Date of Participation: March 2022

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.

Activity: Educational – Job Shadowing

Date of Participation: March 2022

Participating Employee: Christina LaFountain, Director of Sales

Christina hosted a third-grade student who shadowed her at the station for the day. They toured all departments, Master Control, Traffic, Creative Services, Sales and the Business Office. The student took notes on all areas.

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.