

## **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 08/01/2022 to and including 07/31/2023 (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 08/01/2022 to 07/31/2023

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
1	1 - Master Control Operator (MCO)	Employee Referral

Total Number of Persons Interviewed During Applicable Period. 8

Appendix 2 to  
Annual EEO Public File Report Form

Covering the Period from 08/01/2022 to 07/31/2023

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

<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 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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
*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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
*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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)

<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>*Emma Bowen Foundation 524 West 57<sup>th</sup> 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 <a href="mailto:smasula@fsisc.org">smasula@fsisc.org</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</p>
<p>*Goodwill Industries of Lower, SC 2150 Eagle Drive, Bldg. 100 N Charleston, SC 29406</p> <p>Clayton Holland 843-566-0072 <a href="mailto:hclayton@palmettogoodwill.org">hclayton@palmettogoodwill.org</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</p>
<p>Handshake – <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a></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 1 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</p>
<p>Horry-Georgetown Technical College 2050 US 501 East Conway, SC 29526</p> <p>April Garner 843-349-7870 <a href="mailto:april.garner@hgtc.edu">april.garner@hgtc.edu</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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>*Ithaca College Roy H. Park School of Communications 953 Danby Road Ithaca, NY 14850</p> <p>Eloise Greene 607-274-3244 <a href="mailto:eloise@ithaca.edu">eloise@ithaca.edu</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</p>
<p>*Livingstone College 701 W. Monroe Street Salisbury, NC 28144</p> <p>Brenda Mitchell 704-216-6222 <a href="mailto:bmitchell@livingstone.edu">bmitchell@livingstone.edu</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</p>
<p>*Media Match 8112 ½ West 3<sup>rd</sup> St. Los Angeles, CA 90048</p> <p>Tammy Romaniuk 323-284-5589 <a href="mailto:info@media-match.com">info@media-match.com</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</p>
<p>*Morris College 100 West College Street Sumter, SC 29150</p> <p>Towanna Hicks 803-934-3200 <a href="mailto:thicks@morris.edu">thicks@morris.edu</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</p>
<p>MS Foundation for Women 12 Metrotech Center, 26<sup>th</sup> Floor Brooklyn, NY 11201-3850</p> <p>Andrea Briscoe 212-742-2300 <a href="mailto:info@ms.foundation.org">info@ms.foundation.org</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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) 1 - Master Control Operator (MCO)</p>
<p>National Alliance of State Broadcasters Assoc.  Post online @ careerpage.org</p>	<p>0 1 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</p>
<p>*National Association of Hispanic Journalists 1050 Connecticut Ave. NW FL 10 Washington, DC 20063</p> <p>Kevin Olivas 202-662-7145 <a href="mailto:kolivas@nahj.org">kolivas@nahj.org</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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 <a href="mailto:talikamock@yahoo.com">talikamock@yahoo.com</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</p>
<p>*Norfolk State University 700 Park Ave. Norfolk, VA 23504</p> <p>Paula C. Briggs, Ph.D 757-823-2384 <a href="mailto:pbriggs@nsu.edu">pbriggs@nsu.edu</a></p>	<p>0 ↓</p>	<p>1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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>*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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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) 1 - Master Control Operator (MCO)</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 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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)</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) 1 - Master Control Operator (MCO)</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 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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
*TVJOBS.com P.O. Box 4116 Oceanside, CA 92052  Mark Holloway 877-988-9808 <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>	0 ↓	1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
*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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
*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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
*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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)

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 <a href="mailto:west@voorhees.edu">west@voorhees.edu</a>	0 ↓	1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
*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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
*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 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
Indeed.com	1 ↓	1 - Multi Media Journalist (MMJ)
foxcharleston.com cunninghambroadcasting.com	0 ↓	1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
Internal Job Posting - Station 4301 Arco Lane Charleston, SC 29418 (843)-744-2424	0 ↓	1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)

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 3 ↓	1 - Multi Media Journalist (MMJ) 1 - Master Control Operator (MCO)
Unknown	1 ↓	1 - Master Control Operator (MCO)

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: 08/01/2022 to 7/31/2023

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) in 2015. 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 enrolled in the Media Arts Production (formerly RTV) program of study. For the 2022-2023 Academic Year, the FOX 24 WTAT-TV Scholarship was awarded to Azarra M. Anderson and Zaquel V. Lawrence.

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

Date of Participation: March 2023

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.