

WIS Television
WIS License Subsidiary, LLC d/b/a WIS-TV
EEO PUBLIC FILE REPORT
(August 1, 2015 – July 31, 2016)

Name of Initiative: Internship Program

Date of Initiative: August 1, 2015– July 31, 2016

Description of Initiative:

News (Weather, Sports, Newsroom) – Answer telephones, sort/rip scripts, distribute scripts/run-downs, assist show producers by gathering information from sources/stations, running tapes or information down to the control room, seat guests who are to appear on a news show, run teleprompter during show, clip newspapers and file.

Production – Operate studio cameras for live and live-to-tape productions, function in the role of floor director for live and live-to-tape productions, maintain studio equipment and day-to-day studio upkeep, possess a working knowledge of the WIS lighting consoles, possess a working knowledge of studio lighting, train in one additional area of production, i.e. audio, graphics, etc.

Marketing – Keep events on website current, add events daily, assist with station tours, research station history and re-write for the web, organize and move old tapes to new location, answer phone and handle viewer requests for information, research and get price quotes on promotional items.

Information Technology – Help document network infrastructure, training in windows basics, and assist manager with trouble-shooting computer problems.

Sales – Handle telephones, upkeep of the filing, completing reports, pulling avails, resolving make goods and work with category reports.

Scope of Employment Unit's Participation:

Interns during the reporting period included:

Content - Interns

Margaret
Lauren
Zach

Calhoun Honors College, Clemson University
Winthrop University
University of South Carolina

Weather - Intern

Mary

Furman University

Names and Titles of Station Personnel Involved in Initiative:

Andrea Nickols, Executive Assistant and Personnel Coordinator
Russ Congdon, News Operations Manager
Robb Ellis, Chief Meteorologist
Ben Tanner, Meteorologist
James Parham, Producer
Randy Johnson, Assignment Desk Manager
Mark Little, News Director
Brad Hyatt, Assistant News Director

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Name of Initiative: Speakers Bureau

Date of Initiative: August 1, 2015– July 31, 2016

Description of Initiative: WIS supplies speakers for events sponsored by civic and community organizations and schools. Each time a staff member is sent out into the community, the awareness level of broadcasting as a career option is raised, even when that is not the primary theme of the event.

Scope of Employments Unit's Participation and Names and Titles of Station Personnel Involved in the Initiative:

WIS Staff:

- October 14-25- SC State Fair

Lyle R. Schulze:

- September 18: Tunnel to Towers
- September 24: Columbia Chamber of Commerce Annual Gala
- October 13: SC State Fair Preview Gala
- November 3: Columbia Urban League – Equal Opportunity Day Dinner
- November 12: Awareness Celebration Forum
- November 18: SC African American Calendar Gala
- December 3 PARTICIPANT: South Carolina Carillon Parade
- January 18: MLK Legacy Breakfast/Columbia Urban League
- January 21: SC Legislative Breakfast
- January 21: SCBA Winter Management Conference
- January 22: SCBA Winter Management Conference-Reception & Dinner
- January 29-30: IRE Training
- February 3: USC Signing Day
- February 9: Harvest Hope Meeting
- February 10: State of Advertising Breakfast
- February 13: Richland One Hall of Fame Gala
- February 20: Midlands Heart Ball
- February 22-25: NAB Leadership Conference/Capitol Hill Visits
- March 11: Harvest Hope Dinner
- March 24: Career Day, Crosswell Elementary School, Sumter
- April 7: Client After Hours Meeting
- April 14: Girl Scouts – Women of Distinction Banquet
- April 19: Meeting with James Flowers, Candidate for Sheriff
- April 21: McDaniels Automotive Banquet/Auction
- April 23: Heart & Sole Race
- April 29: Meeting with Joya Gregg, Richland One School District
- May 3: Midlands Gives
- May 26: Red Nose Day
- June 11: Southeast Emmy Awards
- June 22: Farewell Lunch for MG Roger Cloutier

- June 18: Army Ball Soldier Table Sponsor
- July 27: American Red Cross – Governor’s Mansion

Mary King

- August 1st- Lexington County Blowfish Baseball Media Tournament (won MVP!)
- August 1st – Cocktails and Cupcakes at Rockbridge Country Club- Guest Judge
- August 20th- Lemira Elementary- Guest Visit/Dance Routine
- September 8th- Newberry College, Guest Professor
- September 10th- St. Joseph’s Catholic School, Guest Teacher
- September 14th- WIS Golf tournament
- September 18th- Tunnel To Towers
- September 24th- Richland One Media Panel, Guest Speaker
- September 24th- Columbia Chamber Gala, Emcee
- September 25th- Governor’s Volunteer Awards, Emcee
- October 15th & 21st- South Carolina State Fair
- October 15th- Building Industry Association Chili for Charity- Guest Judge
- October 25th- Family Connection of SC Buddy Walk, Celebrity Dunk Tank
- October 28th- Fulmer Middle School, Guest Speaker (All Grades)
- October 29th- Leukemia & Lymphoma Society Light the Night Walk, Emcee
- November 3rd- Columbia Urban League Dinner
- November 5th- Lexington County Firefighters Banquet, Emcee
- November 6th- Right Direction Church Conference, Media Panelist
- November 7th- Cystic Fibrosis Foundation Carolina Kickoff for a Cure, Emcee
- November 12th- A.C. Moore Elementary, Classroom Speaker
- November 13th- Therapalooza for The Therapy Place, Emcee
- November 18th- EngenuitySC, Emcee
- November 19th- Vista Lights, Emcee
- December 1st- Aids Benefit Foundation World Aids Day Event, Guest Bartender
- December 8th- Ben Lippen Elementary School, Guest Reader
- December 16th- Westwood High School Winter Assembly, Guest Speaker
- January 23rd- Dancing with the Orangeburg Stars, Judge
- January 28th- Newberry College, Guest Teacher
- February 4th- African-American Read-In, Bethel Hanberry Elementary School, Guest Reader
- February 9th- Aids Benefit Foundation, Kick-off Party
- February 10th- B.106.7 Radiothon for Children’s Hospital, host
- February 11th- Columbia Chamber Yellow Jasmine Awards, Emcee
- February 18th- First Baptist Church of West Columbia, Guest Speaker
- February 22nd & 23rd- Palmetto Center for Women, Honoree for Women of the Year Awards
- February 25th- Hate Won’t Win- Dutch Fork Middle School, Guest Speaker
- February 27th- Building Industry Awards Gala, Emcee
- March 3rd- Meadowfield Elementary School Reading Night, Guest Reader
- March 5th- Women’s Conference in Sumter, Keynote Speaker
- March 10th- Satchel Ford Elementary Faculty Follies, Guest Judge
- March 11th- Harvest Hope Gala, Emcee
- March 23rd- A.C. Flora Pageant, Emcee
- April 6th- DUI Law Enforcement Awards Banquet, Emcee
- April 7th- Lunch With a Leader, White Knoll High School
- April 7th- WIS After Hours Event at Spirit Communications Park
- April 9th- Civil Rights: It Still Matters, Richland County Fair Housing Event, Moderator
- April 12th- United Way Volunteer Awards, Emcee
- April 14th- Palmetto Center for Women and YMCA Prayer Breakfast, Emcee

- May 3rd- Midlands Gives for area non-profits
- May 6th- St. Lawrence Place Angel's Tea, Emcee
- May 7th- 2016 Kaylin Zimms Walk to End Leukemia, Emcee
- May 11th- ZTA Foundation Cause for Courage Breast Cancer Luncheon, Emcee
- May 26th- A.C. Moore Elementary Promotion Ceremony, Guest Speaker
- June 8th- Sisters of Charity Foundation, Fight Poverty SC campaign spokesperson

Dawndy Mercer Plank

- 8-4-15 APPEARANCE: Featured by Good Life Café for their newsletter on plant-based eating
- 8-7-15 MEETING: Board of Directors for Oliver Gospel Mission
- 8-18-15 MEETING: Hunger Project planning for "Feeding Children Everywhere" in Columbia & Lexington
- 8-31-15 APPEARANCE: In video with million dollar contributors for Toby's Place Women's Shelter
- 9-14-15 APPEARANCE; WIS Client Appreciation golf outing at Cobblestone Park in Blythewood
- 9-15-15 SPEAK: USC's Baptist Collegiate Ministry
- 9-17-15 EMCEE: Ovarian Cancer Butterfly Release at SC State House
- 9-18-15 EMCEE: Oliver Gospel Mission's fundraising banquet with Kevin Sorbo and Jim Sonefeld
- 10-2-15 APPEARANCE: Photo shoot at Good Life Café for "celebrities" who are plant-based
- 11-7-15 SPEAK: Citywide prayer breakfast at Bible Way Baptist Church in Columbia
- 11-11-15 MEETING: Colon cancer awareness advocates for upcoming March event
- 11-17-15 MEETING: Board of Directors for Oliver Gospel Mission
- 11-19-15 APPEARANCE: State of the District Address for Richland District Two at Spring Valley HS
- 12-4-15 MEETING: Board of Director for Crossover Communications
- 12-4-15 SPEAK: SC State Guard Christmas Gala at Columbia Conference Center
- 12-11-15 MEETING: Palmetto Center for Women recruitment
- 12-13-15 APPEARANCE: Blythewood Christmas parade
- 1-6-16 APPEARANCE: South Carolina Broadcaster's Association video production for Shani White award
- 1-19-16 SHADOW: Brook Federspiel, Junior at Ben Lippen High School
- 1-19-16 MEETING: Board of Directors for Oliver Gospel Mission
- 1-20-16 TRAINING: Attorney Jay Bender for legal review in media writing
- 1-26-16 MEETING: Colon cancer awareness advocates on upcoming March event
- 1-29-16 APPEARANCE: "Read a Book in One Day" at Blythewood Middle School
- 2-1-16 MEETING: Palmetto Center for Women planning meeting for upcoming luncheon outreaches
- 2-3-16 SPEAK: "Girls in Pearls" self-image mentor group at Bethel Hanberry Elementary in Blythewood
- 2-4-16 SPEAK: Kickoff to 2016 Trinity Focus luncheons for Palmetto Center for Women
- 2-14-16 SPEAK: Shandon Baptist Church adult Sunday school class
- 2-16-16 MEETING: Colon cancer awareness advocates for upcoming March event
- 2-17-16 TRAINING: "Active Shooter in the Building" training by Richland County Sheriff's Dept.
- 3-11-13 APPEARANCE: "Impact Weekend" for Shandon Baptist Church youth groups
- 3-17-16 SPEAK: Present Governor Haley award to K9 handlers at the Richland County Sheriff's Department
- 3-30-16 MEETING: Board of Directors recruitment with Bruce Williams of YMCA
- 4-7-16 APPEARANCE: WIS Sales event for Columbia Fireflies at Spirit Communications Park

- 4-12-16 SPEAK: Gave the Inspirational Moment for Richland Two School District Board meeting
- 4-14-16 EMCEE: 23rd annual Women of Distinction Awards Dinner for Girl Scouts of SC
- 4-22-16 MEETING: Board of Directors for Crossover Communications International
- 4-23-16 EMCEE: Heart and Sole Women's Five Miler with Lexington Medical Center
- 4-25-16 MEETING: Board of Directors review for Oliver Gospel Mission
- 4-28-16 SPEAK: Grand Marshal for Honor Roll Parade at Blythewood Middle School
- 4-30-16 APPEARANCE: Cow milking at Sparkleberry Fair for Richland District Two
- 5-5-16 EMCEE: Teacher of the Year Banquet for Richland School District Two
- 5-10-16 EMCEE: Dancing with the Stars competition for Lexington County School District One
- 5-18-16 APPEARANCE: Groundbreaking ceremony for Oliver Gospel Mission's women's shelter
- 6-4-16 APPEARANCE: National Eating Disorders Association's NEDA walk at Selah of the Carolinas
- 6-13-16 APPEARANCE: Endorsement presentation for author George Long for "Pocket Full of Dreams" book

Judi Gatson:

- December 3 EMCEE: South Carolina Carillon Parade
- January 9 EMCEE: Race/Walk for Life
- June 23 EMCEE: Race/Walk for Life Kick-off Luncheon
- July 21 MODERATOR: City of Columbia Town Hall Meeting

Jack Kuenzie:

- May 10 PANELIST: SC Chapter of the International Assn. of Business Communicators (IABC)

Kavin Campbell:

- November 15 PANELIST: Career Day, Summit Parkway Middle School
- March 23 PANELIST: Career Day, Ridge View High School

Princess Harrell:

- April 13 APPEARANCE: Columbia College Spears Fest

LaDonna Beeker:

- March 22 PANELIST: Passport to Hire at USC School of Journalism & Mass Communications

Jim Hays:

- December 3 PARTICIPANT: South Carolina Carillon Parade

Bryan Queen:

- December 3 PARTICIPANT: South Carolina Carillon Parade

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Name of Initiative: Job Shadowing

Date of Initiative: August 1, 2015– July 31, 2016

Description of Initiative: Job shadowing is open to high school and college students who wish to spend a day in television in order to observe the day-to-day operations.

Scope of Employment Unit’s Participation and the Names and Titles of Station Personnel Involved in Initiative: Allows students to shadow an employee/department in the broadcast career of interest. During the reporting period, WIS hosted **eleven (11)** students from area elementary, middle and high schools and colleges.

Shadows

- McKenzie - Lake Murray School
- Kayleigh - Camden High School
- Brook - Ben Lippen High School
- Nina - Muller Road Middle School
- Jerel - SC State University
- Elizabeth Anne - Meadows Glenn Middle School
- Tyler - Leslie Stover Middle School
- Noah - Crayton Middle School
- Alfonso - Camden Middle School
- Nevin - White Knoll High School
- Ellie – University of South Carolina

Name of Initiative: Scholarship Program - R. Shafto Fellowship Fund

Date of Initiative: Summer of 2016, minimum of twenty (20) hours per week for ten (10) weeks

Description of Initiative: A scholarship program directed at students desiring to pursue a career in broadcasting.

Scope of Employment Unit's Participation: In conjunction with the University of South Carolina (Journalism School), WIS reviews the candidates from the broadcast faculty nominees and gives consideration and recommendations to the Dean. The Dean will then name the students chosen for the scholarship.

The student (s) chosen for this year's scholarship is as follows:

- Zach – University of South Carolina

Names and Titles of Station Personnel Involved in Initiative:

Andrea Nickols, Executive Assistant and Personnel Coordinator

Mark Little, News Director

Brad Hyatt, Asst. News Director

James Parham, Producer

Lyle R. Schulze, VP & General Manager

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Name of Initiative: Collegiate Job Fair – South Carolina Broadcasters Association- (National Guard Armory, Columbia)

Date of Initiative: April 06, 2016

Description of initiative: Job Fairs are an opportunity for the WIS department managers to introduce themselves to students to discuss employment trends, outlooks and various types of employment opportunities the station provides. The managers can also give the students information on qualifications, skills, salaries and benefits.

Scope of Employment Unit's Participation: Setting up of a booth at the job fair with hand out information available for the students as well as having two or three department managers available for questions and discussions.

Names and Titles of Station Personnel Involved in Initiative:

Jim Hays, Marketing Director
Andrea Nickols, Executive Assistant and Personnel Coordinator
Jason Old, Director of Digital Media

Name of Initiative: Spring Career Fair – Francis Marion University

Date of Initiative: April 13, 2016

Description of initiative: Job Fairs are an opportunity for the WIS department managers to introduce themselves to students to discuss employment trends, outlooks and various types of employment opportunities the station provides. The managers can also give the students information on qualifications, skills, salaries and benefits.

Scope of Employment Unit's Participation: Setting up of a booth at the job fair with hand out information available for the students as well as having two or three department managers available for questions and discussions.

Names and Titles of Station Personnel Involved in Initiative:

Jim Hays, Marketing Director
Andrea Nickols, Executive Assistant and Personnel Coordinator

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Name of Initiative: Capitol City Career Expo, Dreher High School

Date of Initiative: April 16, 2016

Description of initiative: Job Fairs are an opportunity for the WIS department managers to introduce themselves to students to discuss employment trends, outlooks and various types of employment opportunities the station provides. The managers can also give the students information on qualifications, skills, salaries and benefits.

Scope of Employment Unit's Participation: Setting up of a booth at the job fair with hand out information available for the students as well as having two or three department managers available for questions and discussions.

Names and Titles of Station Personnel Involved in Initiative:
Jim Hays, Marketing Director
Andrea Nickols, Executive Assistant and Personnel Coordinator

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Name of Initiative: Training Program

Date of Initiative: August 1, 2015– July 31, 2016

Description of Initiative: Training is ongoing, including out of station classes/seminars, and in-house coaching.

Scope of Employment Unit’s Participation and Names and Titles of Station Personnel Involved in Initiative:

Training	Employee
Live Truck Safety Training	News Content Staff- Stephen Hooker, Marco Felder
Live shot training	News Content Staff- Russ Congdon, Stephen Hooker
ENG Lighting Techniques, Creative Use of Audio, Story Sequencing	News Content Staff- Stephen Hooker, Marco Felder
Story Teller Training	News Content Staff
Web/Social Media Training	News Content Staff
Research Training	Research Director- Crystal Metts, All Internet Sales Specialists
Research Director Training	Research Director- Crystal Metts
Corporate Research Webinar	Research Director- Crystal Metts
Star Management Training	Research Director- Crystal Metts
Digital Metrics Training	Research Director- Crystal Metts
News Director Conference	News Director - Bryan Queen
IRE Training	News Director – Bryan Queen
NAB Automotive Webinar	Research Director-Crystal Metts, Sales Team
Active Shooter Training	Richland County Sheriff’s Department, WIS Staff
Sales Training	Research Director-Crystal Metts, Adrienne White, Sharon Riddle

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The following are the positions filled during the above reporting period:

Job Title: Sales Manager

Date Filled: 8/10/15
Total Applicants: 22
Hired: 1
Interviewed: 2
Referral Source: Employee Referral

Job Title: Social Media Manager

Date Filled: 8/10/15
Total Applicants: 70
Hired: 1
Interviewed: 4
Referral Source: Social Media/Twitter

Job Title: Photographer

Date Filled: 10/26/15
Total Applicants: 33
Hired: 1
Interviewed: 3
Referral Source: Raycom Careers

Job Title: Reporter/MMJ

Date Filled: 10/29/15
Total Applicants: 34
Hired: 1
Interviewed: 3
Referral Source: Employee Referral

Job Title: Digital Sales Coordinator

Date Filled: 11/23/15
Total Applicants: 20
Hired: 1
Interviewed: 6
Referral Source: SC Works

Job Title: Local Sales Assistant

Date Filled: 11/30/15
Total Applicants: 14
Hired: 1
Interviewed: 6
Referral Source: Employee Referral

Job Title: Assignment Editor/Digital Content Producer

Date Filled: 12/07/15

Total Applicants: 38

Hired: 1

Interviewed: 4

Referral Source: wistv.com

Job Title: News Content Specialist

Date Filled: 12/09/15

Total Applicants: 27

Hired: 1

Interviewed: 11

Referral Source: Employee Referral

Job Title: Producer

Date Filled: 12/15/15

Total Applicants: 13

Hired: 1

Interviewed: 13

Referral Source: wistv.com

Job Title: News Content Specialist

Date Filled: 12/23/15

Total Applicants: 27

Hired: 1

Interviewed: 11

Referral Source: wistv.com

Job Title: Chief Meteorologist

Date Filled: 03/07/16

Total Applicants: 20

Hired: 1

Interviewed: 3

Referral Source: Raycom Careers

Job Title: BIT Engineer

Date Filled: 03/14/16

Total Applicants: 15

Hired: 1

Interviewed: 6

Referral Source: Raycom Careers

Job Title: News Content Specialist

Date Filled: 03/17/16

Total Applicants: 17

Hired: 1

Interviewed: 11

Referral Source: simplyhired.com

Job Title: Digital Marketing Manager

Date Filled: 04/13/16

Total Applicants: 27

Hired: 1

Interviewed: 3

Referral Source: Job Board Website

Job Title: News Content Specialist

Date Filled: 05/06/16

Total Applicants: 14

Hired: 1

Interviewed: 14

Referral Source: Employee Referral

Job Title: News Content Specialist

Date Filled: 05/09/16

Total Applicants: 26

Hired: 1

Interviewed: 6

Referral Source: Raycom Careers

Job Title: News Content Specialist

Date Filled: 05/17/16

Total Applicants: 11

Hired: 1

Interviewed: 3

Referral Source: Employee Referral

Job Title: News Content Specialist

Date Filled: 06/15/16

Total Applicants: 39

Hired: 1

Interviewed: 3

Referral Source: glassdoor.com

Job Title: City Weekend Producer

Date Filled: 06/20/16

Total Applicants: 15

Hired: 1

Interviewed: 6

Referral Source: SCBA Website

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Total Applicants: 482

Total Interviewed: 106

Referral Source	Applicants Interviewed
Raycom Media Website	24
SCBA	3
TVJobs.com	1
WISTV.com	22
Previous Intern	3
Internal Candidate	8
Former WIS Employee	0
Word of Mouth	7
Employee Referral	14
Cold Call	0
Spots N Dots	0
Career Builder	1
LinkedIn	2
TV Newscheck	0
SC Works	2
IT-ology	0
Columbiahelpwanted.com	0
Midlands Tech	0
indeed.com	2
WIS Facebook page	1
simplyhired.com	6
Clafin University	1
SBE Website	1
Job Board	1
Careerpage.org	1
Glassdoor.com	3
SCBA Job Fair	1
Journalismjobs.com	1
Staffmeup.com	1

Attachment A

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MASTER LIST OF RECRUITMENT SOURCES

(Sources with an asterisk (*) denote organizations that requested notification of full-time job vacancies)***

SOURCES: (including name, address, contract person, telephone number, e-mail address and website)

<u>*Source Number</u>	<u>Organization</u>	<u>Contact Person</u>	<u>Mailing/Email Address</u>	<u>Website</u>	<u>Phone Number</u>	<u>Number of Interviews</u>
COMMUNITY SOURCES						
1	American Broadcast Talent		americantalent@juno.com	-		
2	Asian American Journalists Association (AAJA)			http://jobs.ajaa.org		
3	Collective Talent	Michael Bille	bille@michaelsmedia.com			
4	Media Line			medialine.com		
5	Media Match			media-match.com		
6	Midlands Technical College		PO Box 2408, Columbia, SC 29202	www.midlandstech.edu	803-738-7820	
7	National Association of Hispanic Journalists (NAHJ)			http://nahj.ihispano.com		
8	Native American Journalists Association		Rebecca Landsberry: rebeccalandsberry@naja.com ; Debra Valentino- dvalentino@naja.com			
9	Raycom Media		RSA Tower, 20th Floor, 201 Monroe Street Montgomery, AL 35104	raycommedia.com	334-206-1555	24
10	SC Black Media		scbnews@aol.com		803-799-5252	
11	Scripps College of Communication, Ohio Univeristy	Holly Jacobs	RTVC 484 Athens, OH 45701-2979; stewartl@ohio.edu	-	740-593-0459	
12	South Asian Journalists Association		saja@columbia.edu		212-854-5979	
13	South Carolina Broadcasting Association	Shani White	1 Harbison Way, Columbia, SC 29212	SCBA.net	803-732-1186	3
14	South University	Nicole Williams	inwilliams@southuniversity.com			
15	Talent Dynamics	JJ Davis	davis@talentdynamics.com		214-640-3121	
16	TV Jobs			www.tvjobs.com	760-754-8177	1
17	University of South Carolina	Walt Hanclosky/Allison Sturdivant	Dept of Media Arts, Columbia, SC 29208; whanclosky@sc.edu sturdia@mailbox.sc.edu		803-777-5060	
18	Winthrop College	Haney Howell	219 Johnson Hall, Rock Hill, SC 29733; howellh@winthrop.edu	www.winthrop.edu	803-323-4534	
19	WIS Television	Andrea Nickols	1111 Bull Street Columbia, SC 29201; anickols@wistv.com	www.wistv.com	803-799-1010	22
ADDITIONAL SOURCES						
20	Airport Campus/Midlands Tech	Mr. Hart Hayden	PO Box 2408, Columbia, SC 29202			
21	Albany State University		Career Placement Office 504 College Drive, Albany, GA 31705			
22	Allen University		Career Placement Office, 1530 Harden Street, Columbia, SC 29204			
23	Association of Women in Communication		1717 E. Republic Road, Suite A Springfield, MO 65804			
24	Art Institute of Atlanta	Ms. Lisa Ladd	6600 Peachtree Dunwoody Rd, 100 Emb Row, Atlanta, GA 30328			
25	Barber-Scotia College		Career Placement Office, 145 Cabarrus Avenue, Concord, NC 28025			
26	Benedict College	Ms. Karen Rutherford	1600 Harden Street, Columbia, SC 29204			
27	Bennett College		Career Placement Office, 900 E. Washington St, Greensboro, NC 27401			
28	CCNMA		USC Annenberg School of Journalism, 3502 Watts Way, Los Angeles, CA 90089-0054	ccnmaininfo@ccnma.org		
29	Clafin University		Career Placement Office, 400 Magnolia Street, Orangeburg, SC 29115			1
30	Clark Atlanta University		Career Placement Office, 223 James P. Brawley, Atlanta, GA 30314			
31	Clinton Jr. College		Career Placement Office, 1029 Crawford Road, Rock Hill, SC 29730			

32	Coker College	Darlene Small	dsmall@coker.edu	www.coker.edu		
33	Columbia Branch NAACP	Mr. Lonnie Randolph	PO Box 11324, Columbia, SC 29211			
34	Columbia College Placement Director		Career Center, 1301 Columbia College Drive, Columbia, SC 29203	columbiasc.edu		
35	Columbia Urban League	Mr. J.T. McLawhorn	PO Box 50125, Columbia, SC 29250			
36	Community Relations Council	Ms. Dot Wilson	PO Box 1360, Columbia, SC 29202			
37	Denmark Technical College		Career Placement Center, 500 Solomon Blatt Avenue, Denmark, SC 29042			
38	Dept of Army, Fort Jackson		ACS 5450 Strom Thurmond Blvd, #120, Columbia, SC 29207			
39	Eau Claire Community Council	Christie Savage	830 Wildwood Avenue Columbia, SC 29203			
40	Elizabeth City State University		Career Placement Office, 1704 Weeksville Road, Elizabeth City, NC 27909			
41	Employment Resource Ctr		20 MSS/DPF, 524 Stuart Avenue, Shaw AFB, SC 29152			
42	Fayetteville State University		Career Placement Office, 1200 Murchinson Road, Fayetteville, NC 28301			
43	Florida A&M University	Dr. James Hawkins, Dir, Div of Journalism	Tallahassee, FL 32307			
44	Fort Valley State University		Career Placement Office, 1005 State University Drive, Ft. Valley, GA 31030			
45	Francis Marion University		Career Placement Office, PO Box 100547, Florence, SC 29501			
46	Interdenominational Theological Center – Career Placement		700 Martin Luther King Jr. Dr., Atlanta, GA 30314			
47	Johnson C. Smith University		Career Placement Office, 100-152 Beattie Ford Rd, Charlotte, NC 28216			
48	Livingstone College		Career Placement Office, 701 W. Monroe Street, Salisbury, NC 28144			
49	Morehouse College		Career Placement Office, 830 Westview Dr SW, Atlanta, GA 30314			
50	Morris Brown College		Career Placement Center, 643 Martin Luther King Jr NW, Atlanta, GA 30314			
51	Morris College		Career Planning, 100 W. College Street, Sumter, SC 29150			
52	National Association of Black College Broadcasters	Job Bulletin	P.O. Box 3191 Atlanta, GA 30302			
53	Nat Assn. of Black Journalists	Must now pay for ads	University of Maryland, 1100 Knight Road, Suite 3100, College Park, MD 20742			
54	National Association of Broadcasters		1771 N Street, NW, Washington DC 20036			
55	National Urban League		Black Executive Exchange, 120 Wall St, Fl 7, New York, NY 10005			
56	Newberry College	Travis Ballenger	1200 College St. Newberry, SC 29108	newberry.edu		
57	North Carolina Central University		Career Placement Office, 1801 Fayetteville St, Durham, NC 27707			
58	Northeastern University		Job Placement, 360 Huntington Ave, Boston, MA 02115			
59	Northeastern University		School of Journalism, 102 Lake Hall, Boston, MA 02115			
60	Opportunities in Public Affairs		5714 Kingswood Road, Bethesda, MD 20814			
61	Paine College		Career Placement Center, 1235 15 th Street, Augusta, GA 30901			
62	Savannah State University		Career Placement Office, State College Branch, Savannah, GA 31404			
63	SC State University		Career Service Center, 300 College St NE, Orangeburg, SC 29117			
64	SCETV Network		Personnel Director, 1101 George Rogers Blvd, Columbia, SC 29211			
65	School of Journalism	Ms. Billie Nagelschmidt	UNC, Chapel Hill Box 3365, Chapel Hill, NC 27599			
66	Shaw University		Career Placement Office, 118 E. South St, Raleigh, NC 27601			
67	Spelman College		Career Placement Office, 350 Spelman Lane SW, Atlanta, GA 30314			
68	St Augustine's College		Career Placement Office, 1315 Oakwood Avenue, Raleigh, NC 27610			
69	State Conference NAACP		Attn: Job Postings, PO Box 1148, Columbia, SC 29202			
70	United Negro College Fund		Career Planning/Placement, 120 Wall St Fl 10, New York, NY 10005			
71	University of NC at Pembroke	Ms. Debbie Jacobs	Career Service Center, PO Box 1510, Pembroke, NC 28372			
72	USC School of Journalism	Dir of Career Advisement, Mr. Tim Burgess	3502 Watt Way, Los Angeles, CA 90089			

73	Voorhees College		Career Placement Office, PO Box 678, Denmark, SC 29042		
74	Winston-Salem State University		Career Placement Office, 601 Martin Luther King Jr. Drive, Winston-Salem, NC 27110		
75	Previous Intern with WIS				3
76	Internal Candidate – WIS employee, Raycom employee				8
77	Previous Employee – WIS				
78	WIS Job Fairs				1
79	Word of Mouth				7
80	Employee Referral				14
81	Cold Call				
82	TVNewsCheck	Phil Kirk	pkirk@newscheckmedia.com	www.tvnewscheck.com	
83	Spots N Dots		ads@spotsndots.com		
84	Rick Gevers Newsletter		Rickgevers.com		
85	Careerbuilder		Careerbuilder.com		1
86	LinkedIn		LinkedIn.com		2
87	Station Index		Stationindex.com		
88	News Blues		Newsblues.com		
89	Simply Hired		Simplyhired.com		6
90	SC Works			https://jobs.scworks.org/	2
91	Glass Door		Glassdoor.com		3
92	Society of Broadcast Engineers		Sbe.org		1
93	Job Board				1
94			Indeed.com		2
95	WIS Facebook Page		Facebook.com/wis10		1
96	Careerpage.org		Careerpage.org		1
97	Journalismjobs.com		Journalismjobs.com		1
98	Staffmeup.com		Staffmeup.com		1