



**W30CV-D (WHHI-TV)**  
**EEO PUBLIC FILE REPORT**  
 August 1, 2020-July 31, 2021<sup>1</sup>

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Media Recruiter</b>  <a href="http://www.Mediarecruiter.com">www.Mediarecruiter.com</a>	No	0
2	<b>Facebook.com</b> <a href="http://www.Facebook.com/whhitv">www.Facebook.com/whhitv</a>	No	0
3	<b>LinkedIn.com</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
4	<b>On-Air Announcements</b> Thirty second spots placed on WHHI-TV	No	0
5	<b>WHHI-TV Internship Programs</b> Established through Word Of Mouth, University of South Carolina Beaufort, Technical College of the Lowcountry and The Beaufort County School District.	No	0
6	<b>Open Interview Policy</b> Anyone that is interested in working at the station will receive an interview at any time, whether the station has a specific opening or not.	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			0

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**III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Programs	WHHI-TV has an extensive internship program. WHHI works closely with the local universities and high schools. It is ongoing year round. General Manager, Wayne Morris & Communications Manager Latia Nelson are in charge of this program. 3 interns over this period.
2	Open Interview Policy	WHHI-TV management conducts employment interviews on a consistent basis with any and all applicants. Regardless to whether or not there is an opening any applicant can interview at WHHI-TV with the General Manager.
3	University of South Carolina Beaufort Career Fair (Communications Manager Attended)	Thursday March 04, 2021. Career Fair put on by the USC Beaufort, Interviewed various graduating college students about full time work. Also, met with undergrads about internships with the station. Station Communication Director attended.
4	Hire South Carolina Multi University Alumni Virtual Career Fair (Communications Manager Attended)	Thursday November 04, 2020. Virtual Career Fair put on by Hire South Carolina, Interviewed various graduating college students about full time work. Also, met with undergrads about internships with the station. Station Communication Director attended.
5	EEO Employee Training (General Manager Reviewed with each Employee including Managers)	Byrne Acquisition Group, WHHI-TV believes in a strong approach to Equal Employment Opportunities. The purpose of this memo is to

<sup>1</sup> This report includes recruitment activity through July 28, 2021 pursuant to the FCC's grace period policy.

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	<p>outline our policies and to continue to encourage all personnel to be actively involved in the station efforts outlined below.</p> <ol style="list-style-type: none"> <li>1) We do not discriminate in any way, shape, or form for any reason whatsoever. Discrimination based on race, gender, age, religion, or any number of other factors shall not be tolerated. If you ever witness evidence of discrimination, it is important you bring it to management quickly. We do not tolerate discrimination in our hiring practices, nor in our day to day operation, nor in our dealing with clients and viewers.</li> <li>2) We live in a diverse and multicultural community. It is important we all work to include all members of the community in our workforce, in our public service efforts, and in our viewing audience. Anything you as individual employees can do to keep us connected is important and valuable.</li> <li>3) Being involved with our community will help keep us connected. If you can volunteer with Habitat, United Way, Red Cross, or other non-profit organizations, you will be helping to make sure our station is at the front of the minds of community leaders.</li> <li>4) Showing opportunities for careers in broadcasting is the reason we host students as interns, invite classes for tours, and encourage shadowing for students of all ages. Whenever you have the opportunity to advance these objectives, please do so.</li> </ol> <p>In conclusion, please remember we are all responsible for advancing our station and our industry through fair and equal approaches to employment, and connection with every member of the community. If you ever have any questions, please feel free to ask.</p>