

WEZL, WRFQ, WSCC-FM, WXLY
EEO PUBLIC FILE REPORT
August 1, 2015 - July 28, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Program Director WEZL-FM	5, 12-14, 16, 33-34, 37	14
Sales Assistant	4-5, 8, 12-14, 16-18, 28, 33-34, 37	17
Exe Asst to the RVP / Sales Assistant	1-9, 11, 13-15, 17-18, 20-27, 29-32, 34, 36-40	17
Outside Account Executive	2, 4-5, 8-9, 12-14, 16, 18, 20, 23, 28, 33, 35, 37-39	35
Promotions Director	2, 4-5, 8-9, 12-14, 16-18, 20, 23, 28, 33, 37-39	13
Outside Account Executive	2, 4-5, 9-10, 12-14, 16, 18-19, 23, 28, 33, 37-39	10

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamerica Career Services Manual Posting	N	0
2	Aiken Technical College Counseling and Job Training P O Drawer 696 Aiken, South Carolina 29802 Phone : 706 396 7000 Fax : 1-803-593-6526 Thomas Gentry	N	0
3	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
4	Benedict College, Personnel Services 1600 Harden Street Columbia, South Carolina Phone : (803) 253-5153 Email : rutherfordk@benedict.edu Fax : 1-803-705-6888 Karen Rutherford	N	0
5	Black Radio Entertainment South Carolina Url : www.bremagazine.com Email : marceygetsinger@clearchannel.com Career Services n/a	N	0
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting	N	0
7	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0

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8	Charleston Metro Chamber of Commerce 4500 Leeds Avenue., Suite 100 North Charleston, South Carolina 29405 Phone : 843-805-3025 Url : http://www.charlestonchamber.net/ Email : mail@charlestonchamber.org Fax : 1-843-723-4853 Janet Newham	N	0
9	Claflin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@claflin.edu Fax : 1-803-535-5379 Carolyn Snell	N	0
10	Employee Referral	N	1
11	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
12	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : www.glassdoor.com Online Source Manual Posting	N	0
13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	2

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14	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	4
15	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
16	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : www.indeed.com Online Source Manual Posting	N	0
17	Indeed.com	N	6
18	Job Fairs (See Section III) South Carolina n/a n/a Manual Posting	N	0
19	Job posting on internet	N	4
20	Manmouth University Placement Office 400 Cedar Ave West Long Branch, New Jersey 07764 Phone : 732-571-3471 Email : placementoffice@monmouth.edu William Hill	N	0
21	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.media recruiter.com Email : art@mediarecruiter.com Art Scott	N	0

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22	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0
23	N Augusta High School Placement Office 2000 Knobcone Ave N Augusta, South Carolina 29841 Phone : 706 396 7000 Fax : 1-803-641-2466 Mark Haddon	N	0
24	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
25	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
26	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nlgja.org Fax : 1-202-588-1818 Career Services	N	0
27	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0
28	On-Air Announcements (One or more SEU stations) South Carolina n/a n/a Manual Posting	N	0

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29	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
30	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
31	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
32	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
33	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : www.simplyhired.com Online Source Manual Posting	N	0
34	South Carolina Broadcasters Association One Harbison Way #112 Columbia, South Carolina Url : www.scba.net Email : Karen@scba.net Career Service	N	0
35	Station Website	N	1

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36	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
37	Trident Technical College North Charleston, South Carolina Phone : 843-574-6119 Url : http://tridenttech-csm.symplicity.com/ Email : tridenttech-csm@symplicity.com Jennifer Pinckney	N	0
38	University Of South Carolina, Aiken 471 University Parkway Aiken, South Carolina 29801 Phone : 803.641.3440 Email : allisonb@usc.edu Fax : 1-803-641-3652 Allison Brown-Owens	N	0
39	USC Broadcasting Dept Journalism College Columbia, South Carolina 29208 Phone : 1-803-777-3321 Fax : 1-803-777-4103 Sonya Duhe	N	0
40	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/28/2015	Participation in events sponsored by community groups	On August 28th, 2015, our SEU participated in the VetReady Career Fair. The Market President for the Columbia cluster was present to answer questions and collect resumes' for all SEU's in the state of South Carolina	1	Market President
2	3/16/2016	Participation in events or programs sponsored by educational institutions	On March 16th the SEU sponsored a Job Shadow Day Program with a local school. Our Assistant Operations Manager/Program Director hosted one student from the University School of the Lowcountry. The student was able to shadow the day to day operations of the stations business practices.	1	Assist Ops Manager/PD
3	3/29/2016	Establishment of an intern program designed to assist members of the community	During 2016 our SEU hosted a paid internship program designed to educate and train members of the community/College Students in a career in Multi Media Broadcasting. Gabrielle Lemieux was hired on 5/6/16.	1	Operations Manager
4	3/29/2016	Establishment of a mentoring program	Beginning in January, 2016 our SEU established a mentoring program to cross train and educate Sales Assistants with Business Manager and Senior AE's to enable them to improve their skills and qualify for a higher position.	1	Market Manager
5	3/29/2016	Hosting of Job Fair	On March 29th our SEU hosted an "open house" Job Fair at our location. We conducted a tour of our stations, answered questions about the company, job opportunities, and explained how to go about submitting a resume and applying for a position. Station participants included the General Manager and Operations Manager.	2	RVP/MM Operations Manager
6	4/6/2016	Participation in Job Fairs	On April 6th, 2016 our SEU participated in the South Carolina Broadcasters Association Job Fair in Columbia, SC. Station participants included the Market Manager, who answered attendee questions about job opportunities and collected resumes as well as explained how to apply online.	1	Market Manager