

**WEZL, WRFQ, WSCC-FM, WXLY**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2016 - July 31, 2017**

**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
WEZL PM Drive Producer	1-5, 7-12, 14-16, 18, 20-21, 23	11
Outside Account Executive	1-3, 5-10, 12-13, 15-16, 18, 20-23	13
Promotions Director iHeartMedia Charleston, SC	1-3, 5, 7-10, 12, 15-21, 23	17
Outside Account Executive	1-3, 5, 7-10, 12, 15-16, 18-21	10

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	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
2	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
3	Black Radio Entertainment South Carolina Url : www.bremagazine.com Email : marceygetsinger@clearchannel.com Career Services n/a	N	0
4	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
5	Clafin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@clafin.edu Fax : 1-803-535-5379 Carolyn Snell	N	0
6	Employee Referral	N	1
7	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : www.glassdoor.com Online Source Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
10	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">www.indeed.com</a> Online Source Manual Posting	N	3
11	Internal Candidate	N	1
12	Job Fairs (See Section III) South Carolina n/a n/a Manual Posting	N	0
13	Job posting on internet	N	9
14	Manmouth University Placement Office 400 Cedar Ave West Long Branch, New Jersey 07764 Phone : 732-571-3471 Email : <a href="mailto:placementoffice@monmouth.edu">placementoffice@monmouth.edu</a> William Hill	N	0
15	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

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16	On-Air Announcements (One or more SEU stations) South Carolina n/a n/a Manual Posting	N	0
17	Self Referral	N	1
18	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : www.simplyhired.com Online Source Manual Posting	N	0
19	South Carolina Broadcasters Association One Harbison Way #112 Columbia, South Carolina Url : www.scba.net Career Service Manual Posting	N	0
20	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
21	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
22	Unknown Referral Source	N	1
23	USC Broadcasting Dept Journalism College Columbia, South Carolina 29208 Phone : 1-803-777-3321 Email : kbullard@mailbox.scedu Katie Bullard	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/1/2016	Establishment of training programs for station personnel	Beginning in August, 2016 our SEU established a mentoring program to cross train and educate the Sales Assistant and Executive Assistant with Senior AE's to enable them to improve their skills and qualify for a higher position.	2	Market Manager Senior Vice President of Sales
2	9/20/2016	Provision of training to management	1 paid college intern from the College of Charleston has been promoted to Promotions Assistant in order to train for the Promotions Management position.	1	Operations Manager
3	1/1/2017	Participation in job banks, internet programs and other programs designed to promote outreach	Our SEU continually participates in the South Carolina Broadcasters Association job bank. SCBA.net partners with governmental agencies to deliver public education messages throughout the state. All of our SEU's open positions are posted on this site.	1	Market Manager
4	4/12/2017	Participation in Job Fairs	The SC Broadcasters Association Job Fair is designed to assist stations with their outreach efforts while also providing them with the opportunity to meet and interview students enrolled in broadcast programs at state colleges and universities. Our Stations participated at the Job Fair in Columbia, SC on April 12th, 2017.	4	Promotions Director Market President Senior Vice Pres. Sales
5	4/19/2017	Participation in events or programs sponsored by educational institutions	On April 19th, Our Senior Vice President of Sales attended and spoke at the College of Charleston Department of Communications regarding the broadcasting field, different aspects of the business, and opportunities within our company. Attendees were current college students and recent alumni in the Communication Major. 100+ people were in attendance.	1	Senior VP of Sales

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6	5/16/2017	Establishment of an intern program designed to assist members of the community	During 2017 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. One Student from the University of South Carolina, Aiken was hired as a part-time employee on May 16th, 2017 and is receiving college credit for her time worked.	1	Operations Manager
7	6/12/2017	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. One student from the College of Charleston was hired on June 12th, 2017. The student is receiving college credit for her hours worked.	1	Senior VP Sales
8	6/26/2017	Participation in events sponsored by community groups	On June 26th, 2017 the News Director participated and spoke at the Back Pack Journalist Summer School Program career day. In attendance were 75+ aspiring broadcast media students.	1	News Director