

WCOS, WCOS-FM, WLTY, WNOK, WVOC, WXBT
EEO PUBLIC FILE REPORT
August 1, 2020 - July 31, 2021

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
Account Executive	1-10, 12-13	5
Account Executive	1-4, 6-9, 11-13	11

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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	Allen University 1530 Harden Street Columbia, South Carolina Phone : 803-376-5706 Email : humanresources@allenuniversity.edu Career Services	Y	0
2	Francis Marion University P O Box 100547 Florence, South Carolina Phone : (843) 661-1676 Email : Jsmith@Fmarion.edu Fax : 1-843-661-1373 Career Service	N	0
3	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
4	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	0
5	Indeed.com - Not directly contacted by SEU	N	1
6	Midlands Technical College, Job Placement Office P.O. Box 2408 Columbia, South Carolina Phone : (803) 738-7820 Email : counseling@midlandstech.edu Sarah Trice	Y	0
7	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	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	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
9	Ohio & Illinois Centers for Broadcasting 9885 Rockside Road Ste 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : jhardy@beonair.com Janice Hardy	Y	0
10	On Air Announcements - (one or more SEU stations) , South Carolina N/a N/a Manual Posting	N	0
11	Unknown (source not adequately identified upon inquiry by SEU)	N	1
12	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
13	York Technical College 452 South Anderson Road Rock Hill, South Carolina Phone : (803) 327-8000 Url : www.ecampusrecruiter3.com/yorktech Email : ccimino@yorktech.com Career Service	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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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	12/22/2020	Provision of training to management	In December 2020 our SEU took the Harassment Prevention: A Commonsense Approach for Managers Training Course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	SrVP of Sales
2	6/21/2021	Provision of training to management	In June 2021, one of our SEU managers took the Valuing Diversity training course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization	1	SrVP of Sales
3	Ongoing Event	Participation in scholarship programs	During the reporting period, our SEU took part in a program through the South Carolina Broadcasters Association (SCBA) called the Public Education Program (PEP), which awards scholarships to students interested in broadcasting careers. The Market President is a board member for the SCBA and is part of the selection process for scholarship distribution. Our SEU stations donate airtime each month to support and promote the PEP. Our SEU's Market President helped review applications received from numerous broadcast students and award 13 scholarships.	1	Area President
4	6/23/21	Sponsorship of events in the community designed to increase public awareness	Invited the public to a Recruitment Open House by running ads promoting career opportunities at iHeartMedia. Our Area President, Senior Vice President of Programming and Senior Vice President of Sales were there to greet guests, answer questions about careers in broadcasting and give tours.	3	Area President SrVP of Programming SrVP of Sales