

**WCOS(AM), WCOS(FM), WLTY(FM), WNOK(FM), WVOC(AM), WXBT(FM),
W288CX**

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
DJ Announcer	1-4, 8-10, 17-20, 23-27	10
Executive Sales Support	1-4, 8-10, 12, 15, 17-20, 23-27	12
Local Sales Manager	1-10, 13, 17-20, 23-27	7
Outside Account Executive	1-4, 6, 8-10, 17-21, 23-27	6
Outside Account Executive	1-4, 8-11, 17-20, 22-27	22
Outside Account Executive	1-4, 6, 8-11, 14, 17-27	6
Outside Account Executive	1-4, 8-10, 12, 14-21, 23-24, 26-27	12
Outside Account Executive	1-4, 8-10, 16-21, 23-27	16

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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 Brenda Mitchell Manual Posting	Y	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	Clemson University South Carolina Phone : 864-656-2160 Fax : 1-864-656-0439 Arlene Grimes	N	0
4	Columbiahelpwanted.com South Carolina Url : www.columbiahelpwanted.org Career Services Manual Posting	N	1
5	Current Employee	N	2
6	Employee Referral	N	5
7	Former Employee	N	1
8	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
9	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	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
10	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	7
11	Indeed South Carolina n/a n/a Manual Posting	N	0
12	Indeed.com	N	3
13	Internal Candidate	N	1
14	Internet Ad	N	2
15	Job Fair	N	2
16	Linked In	N	2
17	Midlands Technical College, Job Placement Office P.O. Box 2408 Columbia, South Carolina Phone : (803) 738-7820 Sarah Trice Manual Posting	Y	0
18	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
19	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljja.org Fax : 1-202-588-1818 Career Services	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
20	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
21	On Air Recruitment Ad	N	4
22	Radio Recruitment Ad	N	2
23	SCBA 1 Harbison Way Ste 112 Columbia, South Carolina 29212 Phone : 803-732-1186 Url : www.scba.net Joy Henderson Manual Posting	N	0
24	South University South Carolina Phone : 803-799-9038 Fax : 1-803-935-4382 Ute Lowery	N	0
25	University of South Carolina USC Career Center Columbia, South Carolina Phone : 803-777-7280 Url : https://www.myinterfase.com/sc/employer/ Latasha Saunders Manual Posting	N	0
26	University Of South Carolina, Aiken 471 University Parkway Aiken, South Carolina 29801 Phone : 803.641.3440 Allison Brown-Owens Manual Posting	N	0
27	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			32

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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	8/11/2016	Participation in other activities designed by the station employment unit	The iHeartMedia Columbia office held an open house on August 11, 2016 from 5:30pm to 7pm for anyone interested in learning more about our Sales Department and Columbia Radio stations. We reached out to the community by running on air ads across all 7 radio stations. Small group discussions were held by Sales Management and Account Executives on the what is done in all the different job categories and how each department works together followed up by a tour of the station. We also provided current job openings and encourage those interested to apply to our online website and collected resumes.	4	Market President Senior Vice President of Sales Account Executive Account Executive
2	1/25/2017	Participation in events or programs sponsored by educational institutions	Benedict College - Mass Communications class station tour	1	Promotions Director
3	3/22/2017	Participation in Job Fairs	On 3/22/17 iHM-Columbia participated in the Military Career & Resource Fair. Personnel attended to answer questions regarding employment with iHM and to pass out brochures to help participants apply for all open positions.	1	Promotions Director
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 unique opportunity to meet and even interview students enrolled in broadcast programs at state colleges and universities. The Job Fair typically attracts more than 150 students, many of whom are due to graduate in May 2017.	4	Promotions Director Market President Senior Vice Pres. Sales Local Sales Manager
5	5/12/2017	Participation in events or programs sponsored by educational institutions	Vladimir Scott attended W.G. Sanders Middle School for Career Day on Friday, May 12th. He discussed various jobs within the radio station to excite children about future careers in broadcasting.	1	Asst. Program Director