

WEZL, WRFQ, WSCC-FM, WXLY
EEO PUBLIC FILE REPORT
August 1, 2017 - July 31, 2018

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
Executive Assistant / Sales Support	1-3, 5-8, 10, 12, 15-17	7
Outside Account Executive	1-12, 14-17	14
Sales Assistant	1-3, 5-8, 10, 12, 15-17	7
Outside Account Executive	1-3, 5-8, 10, 12, 15-17	8
SVPS of Sales	1-3, 5-12, 15-17	11
Sales Support / National Sales Assistant	1-3, 5-8, 10, 12, 15-17	7
Sales Assistant	1, 3-8, 10-13, 15-18	4
Account Executive	1-8, 10-12, 15-18	4

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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	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
2	Black Radio Entertainment South Carolina Url : www.bremagazine.com Email : marceygetsinger@clearchannel.com Career Services n/a	N	0
3	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
4	Employee Referral	N	3
5	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : www.glassdoor.com Online Source Manual Posting	N	1
6	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
7	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

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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	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : www.indeed.com Online Source Manual Posting	N	10
9	Indeed.com - Not Directly Contacted by SEU	N	3
10	Job Fairs (See Section III) South Carolina n/a n/a Manual Posting	N	0
11	Linked In	N	4
12	On-Air Announcements (One or more SEU stations) South Carolina n/a n/a Manual Posting	N	0
13	S.C. Employment Security Commission P.O. Box 995 1550 Gadsen Street Columbia, South Carolina 29202 Phone : 803-555-1212 Office Manager Office Manager	N	1
14	Self Referral	N	1
15	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : www.simplyhired.com Online Source Manual Posting	N	0
16	South Carolina Broadcasters Association One Harbison Way #112 Columbia, South Carolina Url : www.scba.net Career Service Manual Posting	N	0

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17	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
18	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
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	1/1/2018	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
2	2/4/2018	Establishment of a mentoring program	As of February, 2018 our SEU established a mentoring program to cross train and educate the Sales Assistant with Senior AE's to enable them to improve their skills and qualify for a higher position	1	SVPS
3	2/12/2018	Participation in events or programs sponsored by educational institutions	On February 12th, 2018 our News Director participated in a Local Media/Career Day at the College of Charleston. She was a guest speaker and talked to students about a career in local media and local community. She spoke of different aspects of the the Communications and Broadcasting field along with opportunities within our company.	1	News Director / Talk Show Host
4	3/23/2018	Participation in events or programs sponsored by educational institutions	The SEU took one station vehicle/van to Joseph Pye Elementary School for Career Day. Station representation included 1 promotions team member.	1	Promotions
5	4/20/2018	Establishment of a mentoring program	As of April, 2018 our SEU established a mentoring program to train and educate the part time production/programming assistant to enable her to improve her experience and skills to qualify for a full time higher position.	1	Assistant Operations Manager/ Program Director