

WCOS, WCOS-FM, WLTY, WNOK, WVOC, WXBT
EEO PUBLIC FILE REPORT
August 1, 2018 - July 31, 2019

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
Outside Account Executive	1-4, 6-7, 9-10, 12-23	12
Program Director	1-5, 7-11, 13-17, 19-20, 22-23	5
Sales Assistant	1-2, 4, 7, 9-10, 13-17, 19-23	21

WCOS, WCOS-FM, WLTY, WNOK, WVOC, WXBT

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

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	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	0
5	Current Employee - Transfer/Promotion	N	1
6	Former Employee	N	1
7	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
8	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	1

WCOS, WCOS-FM, WLTY, WNOK, WVOC, WXBT**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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
9	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
10	Indeed South Carolina n/a n/a Manual Posting	N	0
11	Internal Candidate	N	1
12	LinkedIn / Word of Mouth	N	1
13	Midlands Technical College, Job Placement Office P.O. Box 2408 Columbia, South Carolina Phone : (803) 738-7820 Sarah Trice Manual Posting	Y	0
14	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
15	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
16	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

WCOS, WCOS-FM, WLTY, WNOK, WVOC, WXBT**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****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
17	SCBA 1 Harbison Way Ste 112 Columbia, South Carolina 29212 Phone : 803-732-1186 Url : www.scba.net Joy Henderson Manual Posting	N	0
18	South University South Carolina Phone : 803-799-9038 Fax : 1-803-935-4382 Ute Lowery	N	0
19	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
20	University Of South Carolina, Aiken 471 University Parkway Aiken, South Carolina 29801 Phone : 803.641.3440 Allison Brown-Owens Manual Posting	N	0
21	Word of Mouth Referral	N	2
22	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
23	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:			7

WCOS, WCOS-FM, WLTY, WNOK, WVOC, WXBT

EEO PUBLIC FILE REPORT

August 1, 2018 - July 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/16/2018	Participation in events sponsored by community groups	On August 16, 2018 the Promotions Director provided a tour of the radio station facilities to Christian Faith Fellowship's summer enrichment program. Approximately 30 students and 8 teachers attended.	1	Promotions Director
2	10/1/2018	Establishment of a mentoring program	The Market President mentored an Account Executive from October to December 2018 to help prepare him to apply for a new regional sales position. Topics covered included time management, revenue projection reporting and dash board training provided via one-on-one meetings.	2	Market President Area Sr. VP of Digital
3	10/23/2018	Participation in events or programs sponsored by educational institutions	On October 23, 2018 the Promotions Director provided a tour of the radio station facilities to the University of South Carolina students from the Sports and Entertainment class.	1	Promotions Director
4	4/3/2019	Participation in Job Fairs	The Market President and Senior Vice President of Sales attended the SC Broadcasters Association annual job fair on Wednesday, April 3, 2019 here in Columbia, SC. Approximately 120 broadcasting students from around the state attended. They provided students with information regarding careers within iHMedia and collected resumes. Our Market President also serves on the SCBA board and, in that capacity, helped organize the event.	2	Market President Sr. Vice President of Sales
5	4/10/2019	Participation in events or programs sponsored by educational institutions	On April 10, 2019, WXBT-FM On-Air Host attended the "Blaze the Career Trail" event at Windsor Lake Elementary for their Career Day from 9:00am to 11:30a. She spoke to the children about her career in Broadcasting and all the different aspects of Broadcasting career opportunities.	1	On Air Host

WCOS, WCOS-FM, WLTY, WNOK, WVOC, WXBT**EEO PUBLIC FILE REPORT****August 1, 2018 - July 31, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	7/25/2019	Participation in events sponsored by community groups	Market President serves on the Board of Directors of several local community organizations, including The Indian Waters Council, The Boy Scouts of America, The Salvation Army, The United Way of the Midlands, and The Five Points Rotary. In this position, he exposes others to the broadcast industry and associated job opportunities and interacts with community leaders regarding workforce issues locally as well.	1	Market President