

**WCOS, WCOS-FM, WLTY, WNOK, WVOC, WXBT**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 - July 31, 2023**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-19	17

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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	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 Email : recruit-l@clemson.edu Fax : 1-864-656-0439 Arlene Grimes	N	0
4	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
5	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
6	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
7	Indeed.com - Not directly contacted by SEU	N	1

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8	Job/Career Fair - See Section III	N	1
9	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	2
10	Midlands Technical College, Job Placement Office P.O. Box 2408 Columbia, South Carolina Phone : (803) 738-7820 Email : <a href="mailto:counseling@midlandstech.edu">counseling@midlandstech.edu</a> Sarah Trice	Y	0
11	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : <a href="http://www.monster.com">http://www.monster.com</a> Fax : 1-402-472-8675 Brendan McCauley	N	0
12	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : <a href="mailto:info@nhmc.org">info@nhmc.org</a> Alex Nogales	N	0
13	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : <a href="mailto:info@nljga.org">info@nljga.org</a> Fax : 1-202-588-1818 Career Services	N	0
14	Ohio & Illinois Centers for Broadcasting 9885 Rockside Road Ste 160 Valley View, Ohio 44125 Phone : 216-503-5900 Email : <a href="mailto:jhardy@beonair.com">jhardy@beonair.com</a> Janice Hardy	Y	0
15	On-Air Announcement (One or More SEU Stations)	N	1

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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
16	University Of South Carolina, Aiken 471 University Parkway Aiken, South Carolina 29801 Phone : 803.641.3440 Email : CareerServices@usca.edu Allison Brown-Owens	N	0
17	Unknown (source not adequately identified upon inquiry by SEU)	N	1
18	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
19	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>6</b>

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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	4/1/2023	Establishment of a mentoring program	During the reporting period, our SEU established a mentoring program for one of our Account Executives. Our Market President mentored the Account Executive on a range of management skills designed to prepare the Account Executive for higher-level, leadership positions. Topics covered included employee motivating techniques, team training, critical thinking tips, and management skills. In-person meetings occurred weekly along with a virtual Friday morning touch base.	1	Account Executive Market president
2	4/12/2023	Participation in Job Fairs	On April 12, 2023, our SEU participated in a job fair hosted by the South Carolina Broadcasters Association. SEU participants included our Market President and Account Executives, who spoke with attendees about career opportunities in broadcasting and collected resumes.	3	Market president Account Executive Account Executive
3	6/28/2023	Provision of training to management	In June, 2023, our SEU's Market President 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	Market president
4	6/28/2023	Provision of training to management	On June, 2023, our SEU's Market President took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	Market president

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5	6/28/2023	Provision of training to management	On June, 2023, our SEU's Market President took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	Market president
6	6/28/2023	Provision of training to management	On June, 2023, our SEU's Market President took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Market president