

**WWDM(FM), WHXT(FM), WMFX(FM), WARQ(FM), WOIC(AM),  
WSCZ(FM)  
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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assistant Program Director	1-10, 13, 16-17, 19-20	17
Marketing Coordinator/Sales Assistant	1-10, 13, 16-17, 19-20	20

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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	<b>Columbia Urban League</b> 1400 Barnwell Street, Columbia, SC 20201 803-799-8150 Contact: Regina LaBrew info@columbiaurbanleague.org	No	0
2	<b>Morris College</b> 100 W. College Street, Sumter, SC 29150 803-934-3191 Contact: Deloris Woodward dwoodward@morris.edu	No	0
3	<b>South Carolina State University</b> Human Resources P. O. Box 7155, Orangeburg SC 29117 803-536-7000 humanresources@scsu.edu	No	0
4	<b>Allen University</b> 1530 Harden Street, Columbia, SC 29204 803-254-4165 Contact: Cynthia Eubank/VP of Student Affairs humanresources@allenuniversity.edu	No	0
5	<b>Benedict College</b> Harden & Blanding Street, Columbia, SC 29204 803-705-2220 Contact: Dr. Herman Howard howardh@benedict.edu	No	0
6	<b>Greater Columbia Community Relations</b> P.O. Box 1360, Columbia, SC 29202 803-733-1130 Contact: Darlene Preston info@comrelations.com	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	<b>Midlands Technical College</b> P.O. Box 2408, Columbia, SC 29202 803-822-3321 Contact: Sarah Trice trices@midlandstech.edu	No	0
8	<b>South Carolina Broadcasters Association</b> One Harbison Drive, Columbia, SC 29210 803-732-1186 Contact: Joy Henderson joy@scba.net	No	0
9	<b>University of South Carolina</b> 900 Assembly Street, Columbia, SC 29208 803-777-3821 Contact: Michael Cantelmi ruffad@mailbox.sc.edu	No	0
10	<b>Black News</b> 1310 Harden St. Columbia, SC 29204 803-799-5252 Contact: Jim Edwards scbnews@aol.com	No	0
11	<b>Urban Insite</b> www.Urbaninsite.com	No	0
12	<b>All Access</b> www.allaccess.com	No	0
13	<b>Indeed</b> www.Indeed.com	No	0
14	<b>Linked-In</b> www.linkedin.com	No	0
15	<b>Job Fairs</b> ( <i>see Section III</i> )	No	0
16	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	0
17	<b>Alpha Media Careers Website</b> www.alphamediausa.com/careers	No	8
18	<b>Society of Broadcast Engineers</b> www.sbe.org	No	0
19	<b>Internal Posting</b>	No	0
20	<b>Word-of-Mouth Referral</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Internship Program	Our internship program is designed to help members of the community acquire the skills necessary for broadcast employment. During this reporting period, our SEU hosted one student intern attending Benedict College. This intern was supervised by our Promotions Director, who arranged for the student to “shadow” members of our programming, promotions and sales departments. Additionally, the intern participated in community events with SEU staff.
2	Participate in Job Fair	On March 22, 2017, our SEU participated in a job fair sponsored by University of South Carolina School of Journalism, which took place on the campus in Columbia, South Carolina. SEU participants included our Business Manager and Promotions Director, who spoke with attendees about career opportunities in radio as well as job openings and internships within the SEU.
3	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On December 2, 2016, our SEU participated in a career fair at Kelly Mill Middle School in Blythewood, South Carolina. SEU participants included our On-Air Personalities, who were available to talk with students/attendees about how a radio stations operate, what their jobs entail and opportunities for a future career in broadcasting.
4	Participate in Job Fair	On February 23, 2017, our SEU participated in a job fair sponsored by Centura College, which took place on its campus in Columbia, South Carolina. SEU participants included our Business Manager and Promotions Director, who spoke with students/attendees about career opportunities in radio as well as job openings and internships within the SEU.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
5	Participate in Job Fair	<p>On March 15, 2017, our SEU served as a media sponsor and participated as a local employer in a job fair sponsored by the Chambers of Commerce of: The State of South Carolina; Greater Columbia; Greater Lexington; Newberry County; Sumter; Greater Irmo; Greater Aiken; Orangeburg County; Greater Cayce West Columbia; and, Kershaw County as well as East Coast Polytechnic Institute, South Carolina Department of Employment Workforce, Army Community Services, South Carolina Cyber, and IT-ology. This event took place at the Columbia Metropolitan Convention Center in Columbia, South Carolina. SEU participants included our Business Manager and Promotions Director, who spoke with interested attendees about career opportunities in radio as well as job openings and internships within the SEU. This job fair was heavily promoted on all SEU stations.</p>
6	Participate in Job Fair	<p>On April 27, 2017, our SEU participated in a job fair sponsored by the Richland One Adult Education Department of Social Services at its location in Columbia, South Carolina. SEU participants included our Business Manager, who spoke with attendees about career opportunities in radio as well as job openings and internships within the SEU.</p>
7	Participate in Job Fair	<p>On April 12, 2017, our SEU participated in a job fair sponsored by the South Carolina Broadcasters Association held at The National Guard Armory. SEU participants included our Business Manager, who spoke with attendees about career opportunities in radio as well as job openings and internships within the SEU.</p>
8	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	<p>On April 7, 2017, our SEU hosted a group of students from the Mass Communications department of Claflin University for a tour of our facilities. The tour was conducted by our Business Manager, Director of Sales, and Promotions Director, during which each talked about the radio industry, how a radio cluster operates, and the opportunities available for a future career in radio broadcasting. Questions were encouraged and answered.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>9</b>	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On April 7, 2017, our SEU participated in a career fair at Carver Lyon Elementary School. SEU participants included our On-Air Personalities and Program Director, who spoke with the students about how a radio station operates, what their jobs entail, and opportunities for a future career in broadcasting.