

**WWDM(FM), WHXT(FM), WMFX(FM), WARQ(FM), WARQ(HD4),
WARQ(HD2) WSCZ(FM)
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Digital Sales Account Executive	1-10, 12-18	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	Columbia Urban League 1400 Barnwell Street, Columbia, SC 20201 803-799-8150 Contact: Regina LaBrew info@columbiaurbanleague.org	No	0
2	Morris College 100 W. College Street, Sumter, SC 29150 803-934-3191 Contact: Deloris Woodward dwoodward@morris.edu	No	0
3	South Carolina State University Human Resources P. O. Box 7155, Orangeburg SC 29117 803-536-7000 humanresources@scsu.edu	No	0
4	Allen University 1530 Harden Street, Columbia, SC 29204 803-254-4165 Contact: Cynthia Eubank/VP of Student Affairs humanresources@allenuniversity.edu	No	0
5	Benedict College Harden & Blanding Street, Columbia, SC 29204 803-705-2220 Contact: Dr. Herman Howard howardh@benedict.edu	No	0
6	Greater Columbia Community Relations P.O. Box 1360, Columbia, SC 29202 803-733-1130 Contact: Darlene Preston info@comrelations.com	No	0

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

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On April 12, 2023, our SEU participated in a job fair sponsored by the South Carolina Broadcasters Association held at The National Guard Armory. SEU representatives spoke with attendees about career opportunities in radio as well as job openings and internships within the SEU. SEU participant included our Business Manager and Promotion Director.
2	Participate in Job Fair	On May 10, 2023, our SEU participated in the CULYPSC Golf Classic at the Windermere Golf Club sponsored by the Columbia, South Carolina Urban League. SEU representatives spoke with attendees about career opportunities in radio as well as job openings and internships within the SEU. SEU participants included a number of our On-Air Personalities as well as our Promotions Coordinator.
3	Management-level training addressing equal employment opportunity and preventing discrimination	On July 12, 2023 our Business Manager, participated in an on-line training program provided by Brian Farrington entitled, "EEO Basics".
4	Management-level training addressing equal employment opportunity and preventing discrimination	On July 13, 2023 our Business Manager, participated in Mineral training program provided by Alpha Media entitled, "Preventing Employment Discrimination (Managers)".
5	Management-level training addressing equal employment opportunity and preventing discrimination	On July 14, 2023, our Business Manager, participated in a Mineral training program provided by Alpha Media entitled, "Valuing Diversity".