

Annual EEO Public File

WZMJ-FM

August 1, 2022-July 31, 2023

Station WZMJ-FM licensee is Midlands Media Group, LLC. We are an equal opportunity employer.

We have a three-part plan in an attempt to reach all segments of the population to fill full-time positions.

1. The wide dissemination of full-time openings via our online classified advertising, trade periodicals/websites, and the use of appropriate job sources.
2. The sending of notices to community groups via letters or e-mail that request such notification. Through on-air notices and the development of relationships with organizations we hope to grow this list.
3. Through a variety of outreach initiatives.

SECTION I

Vacancy List

The following chart show employment positions filled during the reporting period. Please see section II for the full Master Recruitment Source List (MRSL) for recruitment source data.

Position	Fill Date	Sources Used
Multimedia Account Executive	Still Open	1, 6, 10, 12
Multimedia Journalist (freelance)	Still Open	1, 2, 6

SECTION II

Master Recruitment Source List

The following chart displays our source list names, phone numbers and other information

<u>Number</u>	<u>POSTING SITE</u>	<u>Contact</u>	<u>Phone</u>
#1	SC Broadcasters Assoc.	ONLINE	
#2	AllAccess.com	ONLINE	
#3	RadioOnline.com	ONLINE	
#4	SC Commission of Minority Affairs	ONLINE	
#5	SC Vocational Rehab Dept.	ONLINE	
#6	SC Dept of Workforce	ONLINE	
#7	Dept. of Veterans Affairs	Howard Wilkerson howard.wilkerson@va.gov	803-776-4000 x6648
#8	Midlands Technical College	ONLINE	
#9	USC Handshake	ONLINE	
#10	Employee Referral		
#11	Client Referral		
#12	LinkedIn	ONLINE	

Position	# of Applicants	Source	# of applicants from source	Hired From

SECTION III

Outreach Initiatives

The following chart describes the Community Outreach initiatives undertaken by the above stations during the period covered in this report.

	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
1	INTERNSHIP PROGRAM	<p>WZMJ Internship</p> <p>WZMJ offers an internship program designed to provide experience in all departments. Interns are assigned various projects in Sales, Production/Programming, and Traffic departments. Interns also assist in the execution of various events and promotions. Internship program participant received course credit for Fall 22/Spring 23</p>
2	PARTICIPATION IN JOB FAIRS	<p>February 2023— University of South Carolina 2023 Career Fair attended by members of the sales, traffic and programming staffs.</p> <p>April 2023 – SCBA Career Fair</p>

3 EDUCATIONAL INSTITUTION INVOLVEMENT

Operations Manager is an advisory board member of USC's School of Journalism & Mass Communication. Membership includes quarterly meetings, mentoring, and guest speaking in classes.

4 SCHOLARSHIP PROGRAM

Participating & contributing member to the Dean's Circle Society and associated scholarship program.

5 OTHER COMMUNITY INVOLVEMENT

Membership includes:

- Greater Cayce-West Columbia Chamber
- Greater Lexington Chamber
- Chapin SC Chamber
- Executive Association of Greater Columbia
- Building Industry Association of Central SC
- SC Broadcasters' Association
- Congaree Vista Guild
- Irmo SC Chamber
- Greater Blythewood Chamber