

**WLTJ(FM), WCOS(FM), WCOS(AM),  
WVOC(FM), WNOK(FM), & WXBTV(AM)**

# EEO PUBLIC FILE REPORT

**August 1, 2011 to July 31, 2012<sup>1</sup>**

## I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

[illegible]

<sup>1</sup> This report provides recruitment data collected from July 22, 2011 through July 31, 2012. (Revised dates on 8/05/14)

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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 12-month period</b>
1	Clear Channel Clear Careers Website <a href="http://www.clearcareers.com">www.clearcareers.com</a>	N	1
2	Midlands Technical College P.O. Box 2408 Columbia, SC 29202 (803) 738-8324 (803) 738-7784 (fax) <a href="http://www.midlandstech.com/jobplacement">www.midlandstech.com/jobplacement</a>	Y	0
3	South Carolina Broadcasters Association One Harbison Way, Suite 112 Columbia, SC 29212 (803) 732-1186 (803) 732-4085 (fax) <a href="http://www.SCBA.net">www.SCBA.net</a>	N	2
4	Columbia Help Wanted Website <a href="http://www.columbiahelpwanted.com">www.columbiahelpwanted.com</a>	N	5
5	Columbia College 1301 Columbia College Drive Columbia, SC 29203 Contact: Hope Miles Guess/ Roberta Carver (803) 786-3012	N	0
6	Benedict College Career Planning and Placement 1600 Harden Street Columbia, SC 29204 Contact: Karen Rutherford (803) 253-5153	N	1
7	Columbia Urban League 1400 Barnwell Street Columbia, SC 29201 Contact: Cynthia Hardy (803) 799-8150	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	Allen University Career Center 1530 Harden Street Columbia, SC 29204 (803) 254-4165	Y	0
9	NAACP (South Carolina State University Chapter) Campus P.O. Box 7771 Orangeburg, SC 29117 Contact: Bernetta Sanders	N	0
10	All Access 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 (310) 457-6616 (310) 457-8058 (fax) <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
11	The Ohio and Illinois Centers for Broadcasting Job Placement Assistance Website <a href="http://www.funjobsonair.com">www.funjobsonair.com</a>	Y	0
12	Inside Radio 365 Union Street Littleton, NH 03561 (603) 444-5720 (603) 444-2872 (fax)	N	0
13	Referral	N	7
14	Internship Program	N	1
15	SC Employment Office <a href="http://www.jobcentral.org/sc/">www.jobcentral.org/sc/</a>	N	0
16	Monster Jobs Website <a href="http://www.monster.com">www.monster.com</a>	N	0
17	Walk-Ins	N	3
18	On Air Announcements	N	6
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>26</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in Job Fair	On April 12, 2012, our stations participated in a job fair held by the South Carolina Broadcasters Association in Columbia, SC. Market Manager and Operations Manager participated in this event. The participants discussed job opportunities at the stations with individuals interested in broadcasting careers.
<b>2</b>	Participate in Job Fair	On April 4, 2012, our stations participated in job fair held by Trident Technical College in Charleston, SC. The Human Resource Director participated in this event. Job opportunities at the stations were discussed with individuals interested in broadcasting careers.
<b>3</b>	Training System for New Employees	On-boarding training system was put into place for the Columbia, SC Market back in 2007. The training system is head up by all Department Heads and provides a full understanding of all aspects of each department. New hire employees are put into training groups and each group receives this training course when hired.
<b>4</b>	Clear Channel Intern Program	The stations continued their internship program with local universities. During this reporting period, the following intern was rotated within and exposed to various departments of the stations and shadowed the Promotions Director, as follows: One intern from The University South Carolina performed his/her internship during the 2012 Spring semester.