

# EEO PUBLIC FILE REPORT

## Byrne Acquisition Group, LLC.

**Stations Included in Employment Unit:** WCCP - Clemson, SC  
WAHT, Clemson, SC

**Reporting Period:** August 1, 2020 – August 1, 2021  
**Full-Time Vacancies Filled During This Reporting Period:** 1

**Total Number of Interviewees for all Full-time Vacancies Filled:** 1

Job Title	Date Filled	Positions
General Manager	5/1/2021	1

### Recruitment and Referral Sources

Job Title	Date Filled	Recruitment Source	Hire Source
General Manager	5/1/2021	Promotion from within	Promotion from within

### Recruitment Source Summary

Recruitment Source	Number of Interviewees Referred
Employee Referral	1
Internet/Web Site	5
Walk-In – Self Referral	0
Newspaper	0
Promotion from within	1
Radio	0
TV/Cable	0
Anderson Area YMCA	0
City of Easley	0
Southern Wesleyan University	0
City of Clemson	0
Trinity Wesleyan Church	0
Clemson Community Care	0

Clemson University	0
City of Anderson	0
Tri County Technical College	0
City of Seneca	0
Newspring Church	0

**August 1, 2020 – August 1, 2021**

During this period, Byrne Acquisition Group, LLC, (“Byrne”) had one open position at its stations. The position was filled by interview that resulted from a response to a promotion from another station owned by Byrne Acquisition Group. Recruiting was also utilized. Byrne seeks to experiment with new methods which might produce qualified applicants.

Byrne has set up a comprehensive outreach and recruitment program designed to widely disseminate information regarding full-time job opportunities at its stations.

Every six months, Byrne airs a Public Notice Press Release inviting community groups, minority organizations and interested civic organizations to notify station management if its group would like to be notified regarding each new, full-time job opening. Byrne, every six months, also sends the same press release to local groups as part of the licensee’s recruitment efforts. The licensee plans to continue its advertising efforts with the hope that more local groups might soon be interested in receiving such information.

**Summary Description of Supplemental Outreach Initiatives**

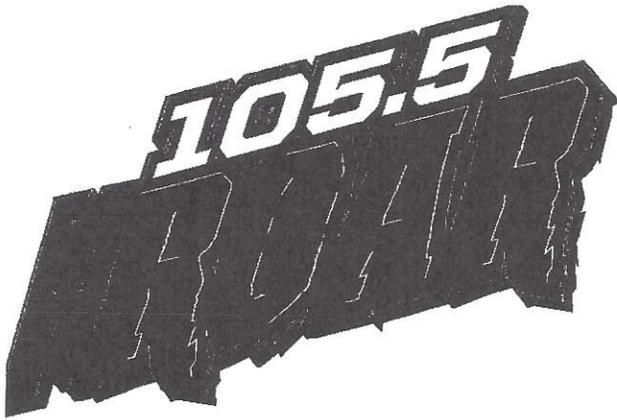
The unit has selected the following outreach initiatives:

14. Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
  
16. Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information about employment opportunities.

On September 9, 2020 the unit held an “Open House”. The purpose of the “Open House” event is to invite the general public to the studios/offices to discuss radio in general and the career opportunities available in the industry. Three people attended. The event was supported with radio advertising on the unit’s stations. The operations director, the sales manager and one on-air host were present at the open house.

During this period, Ben Milstead, the Director of Operations and Debra Jones, the General Sales Manager, studied chapters 17 and 18 of the book, EEO Law and Personnel by Arthur Gutman, in an effort to ensure equal employment opportunity and to prevent discrimination.

**Press Releases**



For Immediate Release

To Whom It May Concern:

WCCP-FM and WAHT-AM announced today that, in keeping with the rules and regulations of the Federal Communications Commission, they are seeking to involve qualified community groups in the dissemination of all job vacancy information for WCCP and WAHT. If your qualified community group or government bureau would like to be kept informed of all full-time job openings at the station simply contact Mr. Ben Milstead at WCCP/WHAT, PO Box 1560, Clemson, SC 29633. The stations will put your group on a list of qualified community groups which will automatically receive notification of all future full-time vacancies at stations WCCP/WHAT.

Sincerely,

A handwritten signature in black ink that reads "Ben Milstead". The signature is written in a cursive style and is followed by a vertical line.

Ben Milstead

Director of Operations, WCCP/WHAT

post office box 156 ☐ | clemson, south carolina 29633  
o: 864.654.4☐☐4 | f: 864.654.33 ☐☐ | www.wccpfm.com

EEO SPOT 20-21

WCCP-FM AND WAHT ANNOUNCED TODAY THAT, IN KEEPING WITH THE RULES AND REGULATIONS OF THE FEDERAL COMMUNICATIONS COMMISSION, THEY ARE SEEKING TO INVOLVE QUALIFIED COMMUNITY GROUPS IN THE DISSEMINATION OF ALL JOB VACANCY INFORMATION FOR WCCP-FM AND WAHT-AM. IF YOUR QUALIFIED COMMUNITY GROUP OR GOVERNMENT BUREAU WOULD LIKE TO BE KEPT INFORMED OF ALL FULL-TIME JOB OPENINGS AT THE STATION, SIMPLY CONTACT MR. BEN MILSTEAD AT WCCP/WAHT, PO Box 1560, CLEMSON, SC 29633. THE STATIONS WILL PUT YOUR GROUP ON A LIST OF QUALIFIED COMMUNITY GROUPS WHICH WILL AUTOMATICALLY RECEIVE NOTIFICATION OF ALL FUTURE FULL-TIME JOB VACANCIES AT STATIONS WCCP/WAHT.

## WCCP-FM and WAHT-AM Community Group Notification List 2010-21

Anderson Area YMCA  
201 E Reed Road  
Anderson, SC 29621

City of Easley  
111 Walkers Way  
Easley, SC 29642

Southern Wesleyan University  
1 Wesleyan Drive  
Central, SC 29630

City of Clemson  
365 College Avenue  
Clemson, SC 29631

Trinity Wesleyan Church  
700 Issaqueena Trail  
Central, SC 29630

Clemson Community Care  
105 Anderson Highway  
Clemson, SC 29631

Clemson University  
398 College Avenue  
Clemson, SC 29631

City of Anderson  
403 Jefferson Avenue  
Anderson, SC 29621

Tri County Technical College  
7900 Highway 76  
Pendleton, SC 29670

City of Seneca  
612 North Townville Street  
Seneca, SC 29678

Newspring Church  
2940 Concord Road  
Anderson, SC 29621

## **Initiatives**

## WCCP OPEN HOUSE

WCCP ONE OF FIVE FIVE THE ROAR AND WHAT AM-FIFTEEN SIXTY ARE HOSTING AN OPEN HOUSE! WE LOVE OUR LISTENERS AND ENJOY MEETING YOU. THAT'S WHY WE ARE OPENING OUR HOUSE UP TO YOU. MEET THE FACES BEHIND THE MICS AND ALSO OUR TALENTED SALES STAFF. FREE PAPA JOHNS PIZZA AND A LIMITED SUPPLY OF WCCP T-SHIRTS AND BUMPER STICKERS WILL BE AVAILABLE. STOP BY ANY TIME BETWEEN FIVE AND EIGHT O'CLOCK ON THURSDAY, SEPTEMBER 9TH. THAT'S FIVE TO EIGHT ON SEPTEMBER NINTH. WE LOOK FORWARD TO SEEING YOU THEN!

## **Recruitment**

## GENERAL MANAGER, WCCP/WAHT

WCCP IS LOOKING FOR A TALENTED, MOTIVATED INDIVIDUAL TO LEAD WCCP IN SALES AND PROGRAMMING. QUALIFIED APPLICANTS WILL HAVE MULTIPLE YEARS EXPERIENCE IN RADIO, PROGRAMMING, AND MANAGERIAL EXPERIENCE. IF INTERESTED PLEASE EMAIL RESUME AND LETTER OF INTEREST TO [EMPLOYMENT@WCCPFM.COM](mailto:EMPLOYMENT@WCCPFM.COM) OR MAIL TO PO BOX 1560 CLEMSON SOUTH CAROLINA 29631



To Whom It May Concern:

Please see the immediate job opening attachment attached for WCCP/WAHT radio in Clemson South Carolina. Please share

Thank you,

Ben Milstead

Director of Operations

post office box 1560 | clemson, south carolina 29633  
o: 864.654.4004 | f:864.654.3300 | [www.wccpfm.com](http://www.wccpfm.com)

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