

# EEO PUBLIC FILE REPORT

## Byrne Acquisition Group, LLC.

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

**Reporting Period:** August 1, 2022 – August 1, 2023  
**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
Senior Account Executive	4/10/2023	1

### Recruitment and Referral Sources

Job Title	Date Filled	Recruitment Source	Hire Source
Senior Account Executive	4/10/2023	Theoarfm.com, on-air Ad, LinkedIn, SCBA website,	Theoarfm.com

### Recruitment Source Summary

Recruitment Source	Number of Interviewees Referred
Employee Referral	0
Internet/Web Site	16
Walk-In – Self Referral	0
Newspaper	0
Promotion from within	0
Radio	1
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
Better Business Bureau	0

### **August 1, 2022 – August 1, 2023**

During this period, Byrne Acquisition Group, LLC, (“Byrne”) had one open position at its stations. The position was filled by an interview as a result of an Ad run on LinkedIn. 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 August 24, 2022 the unit held an “Open House”. The purpose of the “Open House” event is to invite the general public to meet the on-air staff to discuss radio in general and the career opportunities available in the industry. Seventeen people attended. The event was supported with radio advertising on the unit’s stations. The operations director, the sales manager and four one on-air host were present at the open house.

During this period, Ben Milstead, the Director of Operations and John Henis, the General Sales Manager, studied chapters 3 and 4 of the book, EEO Law and Personnel Practices, 3<sup>rd</sup> Edition 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, which appears to read 'Ben Milstead', is written over a vertical line.

Ben Milstead

Director of Operations, WCCP/WAHT

## EEO SPOT 2022-23

WCCP-FM AND WHAT-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-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.

# Order #48570: WCCP/WCCP/EEO August../EEO August..

Spot	Channels (BoqLine#	Cha	Spot	Spot	Air Time	Day	Start Date	End Date	Order Inventory	Dese	Br	Times	Week	Len	Makegood	Info	Internal Re
<b>Air Date: 08/08/22</b>																	
[1]	WCCP		1	WC	Credite	1	M	08/08/22	08/14/22	M-Su 12a-12a	Rotator	Sp 12a-12a	M---	:30	Credited		\$0
																	\$0
<b>Air Date: 08/17/22</b>																	
[1]	WCCP		1	WC	Placed	2	8:01	PMW	08/15/22	08/21/22	M-Su 12a-12a	Rotator	Sp 12a-12a	--W-	:30		\$0
																	\$0
<b>Air Date: 09/07/22</b>																	
[1]	WCCP		2	WC	Placed	1	5:04	PMW	09/05/22	09/11/22	M-Su 12a-12a	Rotator	Sp 12a-12a	--W-	:30		\$0
																	\$0
<b>Air Date: 09/19/22</b>																	
[1]	WCCP		2	WC	Placed	2	4:26	AMM	09/19/22	09/25/22	M-Su 12a-12a	Rotator	Sp 12a-12a	M---	:30		\$0
																	\$0
<b>Air Date: 10/03/22</b>																	
[1]	WCCP		3	WC	Placed	1	4:04	PMM	10/03/22	10/09/22	M-Su 12a-12a	Rotator	Sp 12a-12a	M---	:30		\$0
																	\$0
<b>Air Date: 10/19/22</b>																	
[1]	WCCP		3	WC	Placed	2	1:54	AMW	10/17/22	10/23/22	M-Su 12a-12a	Rotator	Sp 12a-12a	--W-	:30		\$0
																	\$0
<b>Air Date: 11/09/22</b>																	
[1]	WCCP		4	WC	Placed	1	5:26	PMW	11/07/22	11/13/22	M-Su 12a-12a	Rotator	Sp 12a-12a	--W-	:30		\$0
																	\$0
<b>Air Date: 11/21/22</b>																	
[1]	WCCP		4	WC	Placed	2	2:54	AMM	11/21/22	11/27/22	M-Su 12a-12a	Rotator	Sp 12a-12a	M---	:30		\$0
																	\$0
<b>Air Date: 12/07/22</b>																	
[1]	WCCP		5	WC	Placed	1	1:01	AMW	12/05/22	12/11/22	M-Su 12a-12a	Rotator	Sp 12a-12a	--W-	:30		\$0
																	\$0
<b>Air Date: 12/12/22</b>																	
[1]	WCCP		5	WC	Placed	2	2:26	PMM	12/12/22	12/18/22	M-Su 12a-12a	Rotator	Sp 12a-12a	M---	:30		\$0
																	\$0
<b>Air Date: 01/02/23</b>																	
[1]	WCCP		6	WC	Placed	1	8:52	AMM	01/02/23	01/08/23	M-Su 12a-12a	Rotator	Sp 12a-12a	M---	:30		\$0
																	\$0
<b>Air Date: 01/18/23</b>																	
[1]	WCCP		6	WC	Placed	2	0:04	AMW	01/16/23	01/22/23	M-Su 12a-12a	Rotator	Sp 12a-12a	--W-	:30		\$0
																	\$0
<b>Air Date: 02/08/23</b>																	
[1]	WCCP		7	WC	Placed	1	1:44	PMW	02/06/23	02/12/23	M-Su 12a-12a	Rotator	Sp 12a-12a	--W-	:30		\$0
																	\$0
<b>Air Date: 02/20/23</b>																	
[1]	WCCP		7	WC	Placed	2	4:05	PMM	02/20/23	02/26/23	M-Su 12a-12a	Rotator	Sp 12a-12a	M---	:30		\$0
																	\$0

[Sorted by: Air Date]

# Order #48570: WCCP/WCCP/EEO August../EEO August..

Spot	Channels (Boc)	Line#	Cha	Spot	S	Spot	Air Time	Day	Start Date	End Date	Order Inventory	Desc	Br	Times	Week	Len	Makegood	Inf	Internal	Re
<b>Air Date: 03/06/23</b>																				
[1]	WCCP		8 WC	(Placed			1 0:03 AM	M	03/06/23	03/12/23	M-Su 12a-12a	Rotator	Sp	12a-12a	M---	:30				\$0
																				\$0
<b>Air Date: 03/15/23</b>																				
[1]	WCCP		8 WC	(Placed			2 8:04 AM	W	03/13/23	03/19/23	M-Su 12a-12a	Rotator	Sp	12a-12a	--W-	:30				\$0
																				\$0
<b>Air Date: 04/05/23</b>																				
[1]	WCCP		9 WC	(Placed			1 7:42 AM	W	04/03/23	04/09/23	M-Su 12a-12a	Rotator	Sp	12a-12a	--W-	:30				\$0
																				\$0
<b>Air Date: 04/17/23</b>																				
[1]	WCCP		9 WC	(Placed			2 1:06 PM	M	04/17/23	04/23/23	M-Su 12a-12a	Rotator	Sp	12a-12a	M---	:30				\$0
																				\$0
<b>Air Date: 05/08/23</b>																				
[1]	WCCP		10 WC	(Placed			1 6:25 AM	M	05/08/23	05/14/23	M-Su 12a-12a	Rotator	Sp	12a-12a	M---	:30				\$0
																				\$0
<b>Air Date: 05/24/23</b>																				
[1]	WCCP		10 WC	(Placed			2 6:38 PM	W	05/22/23	05/28/23	M-Su 12a-12a	Rotator	Sp	12a-12a	--W-	:30				\$0
																				\$0
<b>Air Date: 06/06/23</b>																				
[1]	WCCP		11 WC	(Placed			1 0:04 AM	Tu	06/05/23	06/11/23	M-Su 12a-12a	Rotator	Sp	12a-12a	-T---	:30				\$0
																				\$0
<b>Air Date: 06/21/23</b>																				
[1]	WCCP		11 WC	(Placed			2 3:25 PM	W	06/19/23	06/25/23	M-Su 12a-12a	Rotator	Sp	12a-12a	--W-	:30				\$0
																				\$0
<b>Air Date: 07/03/23</b>																				
[1]	WCCP		12 WC	(Placed			1 4:57 AM	M	07/03/23	07/09/23	M-Su 12a-12a	Rotator	Sp	12a-12a	M---	:30				\$0
																				\$0
<b>Air Date: 07/19/23</b>																				
[1]	WCCP		12 WC	(Placed			2 5:06 PM	W	07/17/23	07/23/23	M-Su 12a-12a	Rotator	Sp	12a-12a	--W-	:30				\$0
																				\$0
																				\$0

[Sorted by: Air Date]

## **WCCP-FM and WAHT-AM Community Group Notification List 2022-23**

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

Better Business Bureau  
408 North Church Street  
Greenville, SC 29601

## **Initiatives**

## THE ROAR OPEN HOUSE

WCCP ONE OH FIVE FIVE THE ROAR AND WAHT AM ARE HOSTING AN OPEN HOUSE! WE LOVE OUR LISTENERS AND ENJOY MEETING YOU. THAT'S WHY WE ARE OPENING OUR HOME 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 WILL BE AVAILABLE. STOP BY ANY TIME BETWEEN FIVE AND SEVEN OCLOCK ON WEDNESDAY, AUGUST 24TH. THAT'S FIVE TO SEVEN ON AUGUST 24TH. WE LOOK FORWARD TO SEEING YOU THEN!

## **Recruitment**

THE ROAR IS LOOKING FOR A TALENTED,  
MOTIVATED INDIVIDUAL TO JOIN OUR SALES STAFF.  
QUALIFIED APPLICANTS WILL HAVE MULTIPLE YEARS  
EXPERIENCE IN SALES. RADIO EXPERIENCE A  
BONUS. IF INTERESTED PLEASE EMAIL RESUME AND  
LETTER OF INTEREST TO [HENIS@WCCPFM.COM](mailto:HENIS@WCCPFM.COM) OR  
MAIL TO PO BOX 1560 CLEMSON SOUTH CAROLINA  
29631



To Whom It May Concern:

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

Thank you,

A handwritten signature in cursive script that reads 'Ben Milstead'.

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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2022-23**

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