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May 3, 2024

UPLOADED TO ONLINE PUBLIC INSPECTION FILES

WAVF(FM), FCC Facility ID No. 24776, Hanahan, SC;  
WCKN(FM), FCC Facility ID No. 11651, Moncks Corner, SC;  
WMXZ(FM), FCC Fac. ID No. 6634, Isle of Palms, SC;  
WXST(FM), FCC Facility ID No. 3969, Hollywood, SC; and  
WSPO(AM), FCC Facility ID No. 60038, Charleston, SC.

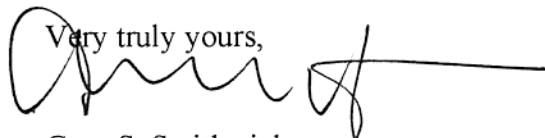
Elizabeth E. Goldin, Esq.  
Assistant Chief, Investigations & Hearings Division  
Federal Communications Commission  
45 L Street, NE  
Washington, D.C. 20554

Re: WAVF, Hanahan, South Carolina  
Facility ID No. 24776  
Response to EEO Audit Data Request

Dear Ms. Goldin:

Uploaded to the above-referenced Online Public Inspection Files, on behalf of Saga South Communications, LLC ("Saga"), licensee of WAVF(FM), Hanahan, South Carolina (Facility ID No. 24776) is Saga's response to your letter dated March 22, 2024, in connection with WAVF's random selection for an audit of its Equal Employment Opportunity program.

If there are any questions, please communicate with the undersigned.

Very truly yours,  


Gary S. Smithwick  
Counsel for  
Saga South Communications, LLC

**DECLARATION OF PAUL O'MALLEY  
EEO AUDIT RESPONSE**

Paul O'Malley, under penalty of perjury, declares as follows:

I am a Vice President of Saga South Communications, LLC ("Saga"), which is the licensee of commercial radio station WAVF(FM), FCC Facility ID No. 24776, Hanahan, South Carolina. In addition to WAVF, there are four other commercial radio stations in the Station Employment Unit ("Unit"). They are WCKN(FM), FCC Facility ID No. 11651, Moncks Corner, SC; WMXZ(FM), FCC Fac. ID No. 6634, Isle of Palms, SC; WXST(FM), FCC Facility ID No. 3969, Hollywood, SC; and WSPO(AM), FCC Facility ID No. 60038, Charleston, SC. These stations do business in the Charleston, South Carolina, Metro DMA radio market as the "The Charleston Radio Group," referred to herein as "CRG." The documents submitted sometimes refer to CRG as well as Charleston Radio Group. Saga's ultimate parent, Saga Communications, Inc., through various subsidiaries, owns and operates broadcast stations in 27 markets, including 79 FM radio stations and 31 AM radio stations. Saga is one of the subsidiaries.

This responds to the Commission's Equal Employment Opportunity ("EEO") Audit Letter (the "Letter") dated March 22, 2024. The Letter was sent in accordance with Section 47 CFR 73.2080(f)(4) of the EEO Rules as WAVF was randomly selected for an audit of its EEO program. As WCKN, WMXZ, WXST and WSPO are part of the same Unit, this response covers hiring for all five stations.

**Audit Data Requested**

**Response to Question 2(b)(i):** Copies of the Unit's two most recent EEO Public File Reports (2022 and 2023) are attached as **Attachment 1**.<sup>1</sup>

**Response to Question 2 (b) (ii):** The Unit's internet web addresses are:

<https://1017chuckfm.com> (WAVF)  
<https://925kickincountry.com> (WCKN)  
<https://Mix959.com> (WMXZ)  
<https://993thebox.com> (WXST-HD2-rebroadcast on W257BQ)  
<https://star997.com> (WXST)  
<https://heavenradiofm.com> (WSPO, rebroadcast on W261DG)

Links to the EEO public file reports are displayed at the bottom of each home page along with links to the Unit's online public inspection file and FCC applications.

**Response to Question 2(b)(iii):** During the period covered by the above EEO public file reports, there were a total of 6 full-time positions filled. Pursuant to § 73.2080(c)(5)(vi), we are

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<sup>1</sup> The Unit's EEO Public File Report for 2024 is not due to be uploaded to the online public files until August 1, 2024.

providing as **Attachment 2** the date of each full- time hire referenced in the latest EEO public file report.

**Response to Question 2 (b)(iii):** For each full-time position filled during the period covered by the above EEO public file reports, we are submitting as **Attachment 3** dated copies of advertisements, bulletins, letters, e-mails or other communications announcing position. We are including copies of job announcements sent to any organizations.

**Response to Question 2(b)(iv):** Per § 73.2080(c)(5)(v), we are providing as **Attachment 4** information on the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

**Response to Question 2(b)(v):** We are attaching a copy of documentation demonstrating performance of recruitment initiatives described under § 73.2080(c)(2) during the period covered by the above EEO public file reports. The Unit's Business Manager, Terika Redden, is the station employee most closely involved in the recruitment initiatives. The estimated population of the metropolitan Charleston, South Carolina, market for 2021 is 813,052 according to Wikipedia.

**Response to Question 2(b)(vi):** To the best of Saga's knowledge, there are no pending or resolved complaints filed during the current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or gender.

**Response to Question 2(b)(vii):** As the Unit's General Manager, Paul O'Malley has continued the established policy for department heads that before they begin the hiring process for any employee he/she must review necessary steps and enlist the recruiting help of the Unit's Business Manager. Once the necessary information has been provided to the Business Manager, she begins the process of disseminating the information about the opening to the various sources she has identified. Saga's policy is that no hiring is to be finalized until this process is complete. This subject is the topic of periodic department head meetings to remind everyone of our policies on hiring. Additionally, all job openings are posted on our station websites for employees and applicants to view and on our parent company website and prominently within the Unit itself.

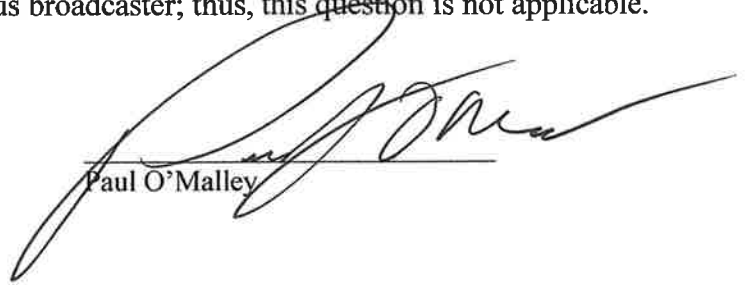
**Response to Question 2(b)(viii):** A periodic review is performed removing from the list any agencies/organizations that are not responding or providing candidates for the positions offered. New sources are added as we are contacted.

**Response to Question 2(b)(ix):** In accordance with § 73.2080(c)(4), Saga makes efforts to analyze periodically measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. The Unit has no union agreement. Specifically, Saga (1) disseminates the Unit's EEO program to job applicants and employees by posting a copy on the Unit's websites and posting job openings in the Unit; (2) does not have established seniority practices except for the length of vacation earned, and this is done on a non-discriminatory basis; (3) during the

annual budget process, with the approval of the licensee's parent company executives, examines rates of pay and fringe benefits for employees having the same duties to make certain there are no inequities based upon race, national origin, color, religion or gender; (4) utilizes media for purposes in a manner that does not indicate, either explicitly or implicitly, preference for one race, national origin, color, religion or gender over another; (5) ensures promotions to positions of greater responsibility are made in a nondiscriminatory manner by selection of the best qualified person-for the position and (6) avoids the use of selection techniques or tests that have the effect of discriminating against any person based on race; national origin, color or gender.

Note to Question 2(b)(x) Saga is not a religious broadcaster; thus, this question is not applicable.

Executed this 2nd day of May 2024



Paul O'Malley

ATTACHMENT 1

Two Most Recent EEO Public File Reports (2022 and 2023)

## 2021 ANNUAL EEO PUBLIC FILE REPORT

### CHARLESTON RADIO GROUP

Stations: WAVF(FM), Hanahan, SC  
WCKN(FM), Moncks Corner, SC  
WXST(FM), Hollywood, SC  
WSPO (AM), Charleston, SC  
WMXZ (FM), Isle of Palms, SC

Reporting Period: August 1, 2021 – July 31<sup>st</sup>, 2022

No. of Full-time Employees: More than 10

During the Reporting Period, a total 5 full time positions were filled. The information required by FCC Rule 73.2080(c)(5) is provided in the charts that follow.

#### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.*

3.12.22 – Our stations participated in the 2022 Charleston Black Expo. It is a family oriented Event that exposes the community to business opportunities and resources for the African – American community. CRG provided information on broadcasting employment opportunities, and management members were available to speak with interested candidates.

7.19.22 - We had a in house Job Fair at our office at 2294 Clements Ferry Road. We accepted applications and resume for fulltime, part-time and internship.

*Established an internship program designed to assist members of the community to acquire skills needed for broadcasting employment.*

1 Intern for the fall of 2021. She attended the College of Charleston. We had 3 interns for the Summer 2022. The colleges they represented is College of Charleston, Boston University, and Clemson.

*Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.*

Academic All-Stars is an annual program hosted by WXST personality Geno Jones. Each weekday during the school year, once the first set of report cards are released, family's nominate children who either have received straight A's or have had perfect attendance. Each weekday, a new child is recognized and honored as an "Academic All-Star".

*Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.*

3/16 Morningside Middle School Career Fair located in North Charleston, SC. Charleston Radio Group personality DJ Tantrum represented the CRG career fair discussing his radio career, and broadcasting career opportunities with students.

3/26 Social Emotional Learning International Community Day. Located at Charleston School district 4 Stadium in North Charleston, SC. This event was our WSPO on air personality Edwin "The Chef" Wright. This event focused on how Social Emotional learning can affect individuals in and out of the classroom.

5/22 North Charleston Career Fair. This event was held at the North Charleston High School in North Charleston, SC. Charleston Radio Group personality DJ Tank represented the CRG at the career fair, discussing his radio career, and broadcasting career opportunities with students.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRER
09/28/2021	Director of Sales	Employee Referral
01/03/2022	On Air Talent	Internal Promotion
04/18/2022	Traffic Manager	Internal Promotion
07/18/2022	Account Executive	Employee Referral
07/20/2022	Account Executive	Employee Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 12

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Stations' Websites	04
Internal Promotion	02
Employee Referral	03
All Access	03



*	Business/Agency	Address	City, State, Zip
N	BWC Products, Inc.	9516 Hamburg Rd.	Ladson, SC. 29456
N	Berkeley Chamber of Commerce	PO Box 968	Moncks Corner, SC 29461
N	Carousel Early Childhood Center, Inc	1083 Jenkins Rd.	Charleston, SC. 29407
N	Charleston Southern University/Student Employment Office	9200 University Blvd.	Charleston, SC. 29406
N	Chronicle	1111 King Street	Charleston, SC 29403
N	Claflin University	400 Magnolia Street	Orangeburg, SC 29115
N	College of Charleston/Univ. of Charleston	66 George Street,	Charleston, SC 29424
N	Governor's Office of Small & Minority Business Enterprise	1205 Pendleton Street RM 437	Columbia, SC 29201
N	Golden Girls Management DBA TC's Soul Café	P.O. Box 60673	N. Charleston, SC. 29405
N	James L. Dooley & Associates	266 Coleman Blvd., Ste 102	Mt. Pleasant, SC 29464
N	Limestone College	1115 College Drive	Gaffney, SC. 29340
N	LowCountry Panorama	P.O. Box 11205	Columbia, SC 29211-1205
N	Medical University of SC	171 Ashley Ave.	Charleston, SC. 29425
N	Phlegar & Associates	566 Flambeau Retreat	Mt. Pleasant, SC. 29464
N	SC State University	300 College Street, NE	Orangeburg, SC 29115
N	South Carolina Vocational Rehabilitation Dept.	4360 Dorchester Rd.	N. Charleston, SC. 29405
N	The Post and Courier	134 Columbus St.	Charleston, SC. 29403-4800
Y	Thomas Halasz University of South Carolina	Close Bldg., 6th Floor	Columbia, SC 29201
Y	Trident One Stop Career Center	1930 Hanahan Rd.	N. Charleston, SC. 29406
Y	Trident Urban League Inc.	PO Box 20249	Charleston, SC 29413
Y	WXST Website	<a href="http://WWW.STAR997.COM">WWW.STAR997.COM</a>	Charleston, SC 29492
Y	WCKN Website	<a href="http://WWW.KICKIN925.COM">WWW.KICKIN925.COM</a>	Charleston, SC 29492
Y	WAVF Website	<a href="http://WWW.1017CHUCKFM.COM">WWW.1017CHUCKFM.COM</a>	Charleston, SC 29492
Y	WSPO Website	NO WEBSITE	Charleston, SC 29492
Y	WMXZ Website	<a href="http://WWW.MIX96LIVE.COM">WWW.MIX96LIVE.COM</a>	Charleston, SC 29492
Y			

## 2023 ANNUAL EEO PUBLIC FILE REPORT

### CHARLESTON RADIO GROUP

Stations: WAVF(FM), Hanahan, SC  
WCKN(FM), Moncks Corner, SC  
WXST(FM), Hollywood, SC  
WSPO (AM), Charleston, SC  
WMXZ (FM), Isle of Palms, SC

Reporting Period: August 1, 2022 – July 31<sup>st</sup>, 2023

No. of Full-time Employees: More than 10

During the Reporting Period, a total 1 full time positions were filled. The information required by FCC Rule 73.2080(c)(5) is provided in the charts that follow.

#### INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.*

3.11.23 – Our stations participated in the 2023 Charleston Black Expo. It is a family oriented event that exposes the community to business opportunities and resources for the African – American community. CRG provided information on broadcasting employment opportunities, and management members were available to speak with interested candidates.

1.19.23 - We had a in house Job Fair at our office at 2294 Clements Ferry Road. We accepted applications and resume for fulltime, part-time and internship.

*Established an internship program designed to assist members of the community to acquire skills needed for broadcasting employment.*

1 Intern for the Summer of 2023. She attends The University of North Carolina A&T.

*Participated in scholarship programs designed to assist students interested in pursuing a career in broadcasting.*

Academic All-Stars is an annual program hosted by WXST personality Geno Jones. Each weekday during the school year, once the first set of report cards are released, family's nominate children who either have received straight A's or have had perfect attendance. Each weekday, a new child is recognized and honored as an "Academic All-Star".

*Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.*

8/13/22 Cool to Be in School Event. Presented By the City of North Charleston and North Charleston Police Department. Chef from WSP0-AM, Heaven 100.1 was invited to help in handing out school supplies, and speaking to students on hand. He spoke out About the importance of education. of staying in school and graduating, and the opportunities a high school diploma presents. His conversation included information about potential Broadcasting Careers.

8/13/2022 Every 1 Voice Matters. This student focused non-profit assists children in tackling the barriers that may keep them from success. As part of this back to school/school supply distribution event, WXST-FM/Star 99.7 personality Savannah J was invited to assist in handing out the donated supplies, but also spoke to students on hand. Along with providing words of encouragement to the students, Savannah J shared her story of entering Broadcasting as a career, and the opportunities that a good education provides.

10/16/22 Town of Mount Pleasant Children's Day Festival. As part of the annual Town of Mount Pleasant Children's Day festival in the Park West Complex, WCKN set up a festival Booth. Brian Cleary a WCKN personality recorded voices of festival goers. Those recordings were played back so individuals could hear their recorded voices. Additionally, those individuals were shown how audio affects could be placed on their voice to better showcase broadcasting skills that can be learned.

04/22/23 Lights & Love with Just Bee. WCKN Personality Brian Cleary hosted the "Lights & Love" Event at the Mount Pleasant Towne Center. The two hour event was to provide information and entertainment for those on the "spectrum" dealing with autism. As part of the event, parents and individuals were provided the opportunity to gain Information on many levels, including employment opportunities and ideas for employers on dealing with autism. Mr. Cleary was made available to discuss these challenges for those interested in Broadcasting.

5.16.23 Radio Advertising Bureau Invited Charleston Radio Group President Paul O'Malley to do a two hour Presentation at the Talent Institute on Radio Sales. It was held at the University of Georgia designed to get young people excited about our industry.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
01/09/2023	Account Executive	Employee Referral

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Stations' Websites	02
Referral	01

Business/Agency	Address	City, State, Zip
↓ BWC Products, Inc.	9516 Hamburg Rd.	Ladson, SC. 29456
↓ Berkeley Chamber of Commerce	PO Box 968	Moncks Corner, SC 29461
↓ Carousel Early Childhood Center, Inc	1083 Jenkins Rd.	Charleston, SC. 29407
↓ Charleston Southern University/Student Employment Office	9200 University Blvd.	Charleston, SC. 29406
↓ Chronicle	1111 King Street	Charleston, SC 29403
↓ Claflin University	400 Magnolia Street	Orangeburg, SC. 29115
↓ College of Charleston/Univ. of Charleston	66 George Street.	Charleston, SC 29424
↓ Governor's Office of Small & Minority Business Enterprise	1205 Pendleton Street RM 437	Columbia, SC 29201
↓ Golden Girls Management DBA TC's Soul Café	P.O. Box 60673	N. Charleston, SC. 29405
↓ James L. Dooley & Associates	266 Coleman Blvd., Ste 102	Mt. Pleasant, SC 29464
↓ Limestone College	1115 College Drive	Gaffney, SC. 29340
↓ LowCountry Panorama	P.O. Box 11205	Columbia, SC 29211-1205
↓ Medical University of SC	171 Ashley Ave.	Charleston, SC. 29425
↓ Phlegar & Associates	566 Flambeau Retreat	Mt. Pleasant, SC. 29464
↓ SC State University	300 College Street, NE	Orangeburg, SC 29115
↓ South Carolina Vocational Rehabilitation Dept.	4360 Dorchester Rd.	N. Charleston, SC. 29405
↓ The Post and Courier	134 Columbus St.	Charleston, SC. 29403-4800
↙ Thomas Halasz University of South Carolina	Close Bldg., 6th Floor	Columbia, SC 29201
↙ Trident One Stop Career Center	1930 Hanahan Rd.	N. Charleston, SC. 29406
↙ Trident Urban League Inc.	PO Box 20249	Charleston, SC 29413
↙ WXST Website	<a href="http://WWW.STAR997.COM">WWW.STAR997.COM</a>	Charleston, SC 29492

'	WCKN Website	<u>WWW.KICKIN925.COM</u>	Charleston, SC 29492
'	WAVF Website	<u>WWW.1017CHUCKFM.COM</u>	Charleston, SC 29492
'	WSPO Website	NO WEBSITE	Charleston, SC 29492
'	WMXZ Website	<u>WWW.MIX96LIVE.COM</u>	Charleston, SC 29492

ATTACHMENT 2

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List of Dates of Full-Time Hires

Per August 01, 2021 and July 31, 2023 EEO Reports

Job Title	Hire Date
1. Director of Sales	09/28/2021
2. On Air Talent	01/03/2022
3. Traffic Manager	04/18/2022
4. Account Executive	07/18/2022
5. Account Executive	07/20/2022
6. Account Executive	01/09/2023

**ATTACHMENT 3**

**Copies of Communications Announcing Positions**





Dear Business Owner / Community Leader:

Charleston Radio Group of South Carolina owns and operates radio stations WAVF-101.7FM, WCKN-92.5 FM, WXST-99.7FM, WMXZ-95.9FM, WXST-HD2FM, and WSPO-1390AM. Locally owned and operated, we are continually looking for qualified candidates for career opportunities with our company.

We are contacting you looking for your help and assistance. As a business owner and / or community leader you may be aware of an individual(s) that might fit the qualifications for the job opportunity described on the accompanying page. We would appreciate you posting this notice in a public place or passing it along to someone who might be interested in applying. All of the information about how to apply is also provided on the notice.

As an Equal Opportunity Employer Charleston Radio Group of South Carolina thanks you for your help in referring qualified candidates for our job openings.

If you have any questions, please feel free to contact me.

Regards,

Paul O'Malley  
President  
Charleston Radio Group  
WAVF/WCKN/WMXZ/WXST-HD2/WSPO/WXST  
Charleston, SC 29492



## EMPLOYMENT OPPORTUNITY

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Job Title: **Account Executive**                      Applications Accepted Through:  
Responsibilities:

- Achieve established revenue goals, both monthly and annually.
- Maintain a daily sales call log and revenue summary.
- Market your station to clients by offering superior sales and service.
- To develop new business opportunities and clients that meet Apex Broadcastings needs and goals.
- Maintain the utmost level of honesty and integrity in all business transactions with your clients and the station.
- Adhere to strict collection policies set forth by Apex Broadcasting. The sale is not complete until the money has been collected.
- To devote a minimum of eight (8) hours per day, five (5) days a week to the execution of your profession.
- Commit to developing your own self-help library to further your own growth and knowledge of sales.

### Experience / Education Desired:

- Prefer a minimum one (1) year of sales experience in broadcast, print or other comparable markets.
- Proven track record of meeting or exceeding sales goals.
- Established knowledge of community business.
- A very strong desire to succeed.

### Character Traits Desired:

- A self starter, achievement oriented, professional.
- Must be accurate, with the ability to work under pressure and time constraints.
- Excellent written and oral communication skills.
- Willingness to develop and implement new ideas, and adjust to change.
- Essential character traits also include integrity, honesty, intelligence, a sense of humor, strong work ethic, and a powerful positive attitude.

### Reports to:

- Sales Manager

### How to apply:

- Fax resume: (843) 972-1200
- E-mail resume: landrews@charlestonradiogroup.com
- Mail resume: Charleston Radio Group  
Attn: LaDonna Andrews  
PO BOX 60819  
Charleston, SC 29419

	Business/Agency	Address	City, State, Zip	Phone	Contact
N	BWC Products, Inc.	9516 Hamburg Rd PO Box 968	Ladson, SC 29456	843.873.0474	Robert Berlino
N	Berkley/Chamber of Commerce	1083 Jenkins Rd	Moncks Corner, SC 29461	843.761-8238	
N	Carousel Early Childhood Center, Inc	9200 University Blvd	Charleston, SC 29407	843.763.2378	Denise Gaskins
N	Charleston Southern University/Student Employment Office	1111 King Street	Charleston, SC 29406	843.863.8019	Hester Young
N	Chronicle	400 Magnolia Street	Charleston, SC 29403	843.723.2795	
N	Cluffin University	66 George Street	Orangeburg, SC 29115	803.535-5000	
N	College of Charleston/Univ. of Charleston	1205 Pendleton Street RM 437	Columbia, SC 29424	843.953.5692	
N	Governor's Office of Small & Minority Business Enterprise	P.O. Box 80973	N. Charleston, SC 29405	803.734.0564	
N	Golden Girls Management DBA T.C.'s Soul Care	286 Coleman Blvd., Ste 102	Charleston, SC 29461	843.745.6242	Stephanie Hammond
N	James L. Doolley & Associates	1115 College Drive	MI. Plessantl, SC 29461	843.855-0544	
N	Limestone College	P.O. Box 11205	Garfney, SC 29340	800.795.7151	Nathaniel Avraham, Jr
N	LowCountry Paroquia	171 Ashley Ave	Columbia, SC 29211-1205	843.568.7776	
N	Medical University of SC	566 Flambeau Retreat	Charleston, SC 29425	843.792.2300	
N	Phlegar & Associates	300 College Street, NE	MI. Plessantl, SC 29464	843.971.0510	Kathy Phlegar
N	SC State University	4380 Dorchester Rd	Orangeburg, SC 29115	203.536.7000	
N	South Carolina Vocational Rehabilitation Dept	134 Columbus St	N. Charleston, SC 29405	843.740.1610	
N	The Post and Courier	Clase Bldg, 6th Floor	Charleston, SC 29403-4800	843.577.1111	
Y	Thomas Habaz University of South Carolina	1930 Hanahan Rd	Columbia, SC 29201	803.777-7290	halaszil@mailbox.sc.edu
Y	Trident One Stop Career Center	PO Box 20246	N. Charleston, SC 29406	843.574.1826	
Y	WCKN Website	WWW.STAR997.COM	Charleston, SC 29413	843.865.4037	
Y	WCKN Website	WWW.KICKIN925.COM	Charleston, SC 29492	843.972-1100	
Y	WAVF Website	WWW.1017CHUCKFM.COM	Charleston, SC 29492	843.972-1100	
Y	WSPQ Website	NO WEBSITE	Charleston, SC 29492	843.972-1100	
Y	WWRZ Website	WWW.MIX96LIVE.COM	Charleston, SC 29492	843.972-1100	
Y	WXST-HD2 Website	WWW.993THEBOX.COM	Charleston, SC 29492	843.972-1100	

# CHARLESTON RADIO GROUP EEO CHECK LIST

Position Title:

Account Executive

Applications Accepted Starting:

12.5.12

Department:

Sales

Closing Date for Applications:

12.16.12

Manager:

John Heilac

	Yes	No	N/A
Create Application File	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Will this be an Internal Promotion for a current employee?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Submit Recruitment Spot Schedule / Start Date:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Submit Production Order with Spot Script	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Post position on Station Websites	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Post position on Classified Advertising Websites ... list those used:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Post internally in building.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Write Classified Copy & list which publications it will run:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Check previously filed applications for substantially the same position.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Notify recruitment sours who request opening information.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Are we employing a "head-hunter"?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Interviewing scheduled to start:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Application Review Form filled out and attached to the front of each resume.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Candidate HIRED and scheduled to start:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Complete Charleston Radio Group Recruitment Summary	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Compile all resumes, recruitment sources, ads and any documentation ... submit to the Business Manager.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>



## Terika Redden

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**From:** Paul O'Malley  
**Sent:** Wednesday, July 13, 2022 3:55 PM  
**To:** Kerry Brown  
**Cc:** Linda Mixon; Terika Redden  
**Subject:** Can you put on the web sites in the events or jobs section

"Charleston Radio Group Job Fair is taking place on Jan 19 from 11p-2p. 2294 Clements Ferry Rd"

Paul J. O'Malley Jr.  
President  
Charleston Radio Group  
PH: 843 972 1105  
C: 404 374 0030

[About Charleston Radio Group & Our Stations](#)

*"The only place that SUCCESS comes before WORK is in the dictionary."*



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### Work with Us!

***The Charleston Radio Group Job Fair is taking place on Thursday, Jan. 19 from 11 AM to 2 PM at 2294 Clements Ferry Rd. Bring your resume and learn about our company!***

92.5 Kickin' Country and Charleston Radio Group are currently hiring for the following positions:

- Sales Account Executive
- Director of Digital Strategy

#### **Job Title: Sales Account Executive**

#### **Description:**

Are you looking for great career, where success is up to YOU! Are you driven to help others? Are you a creative, out of the box problem solver? Do you have a passion for helping local businesses grow and succeed through integrated solutions? If this sounds like you, the Charleston Radio Group might have the perfect career for you. We have a unique opportunity for a business to business sales professional to join our team of highly successful marketing consultants. In this position, you'll get the flexibility to manage your own time and the ability to grow your income as a result of your efforts. Only self-starters with a great work ethic and the desire to succeed need apply. We have a great office environment, offer full benefits and work in a FUN industry which are just a few of the reasons we have a very LOW TURNOVER RATE! If this sounds like the perfect career for you please send your resume to [jobs@charlestonradiogroup.com](mailto:jobs@charlestonradiogroup.com). Charleston Radio Group is an equal opportunity employer.

**Charleston Radio Group of South Carolina is an EQUAL OPPORTUNITY EMPLOYER. As such, we have an "open application" policy.**

#### **Job Title: Director of Digital Strategy**

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1 HOUR AGO IN ENTERTAINMENT

**AP Top 25 Movies, What made the cut**



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2 HOURS AGO IN ENTERTAINMENT

**Prosecutors weigh shooting by Alec B**



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3 HOURS AGO IN NATIONAL NEWS

**Job cuts in tech sector  
Microsoft lays off**



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5 HOURS AGO IN NATIONAL NEWS

**New program lets sponsor refugees i**



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# in house job fair





in house job fair





Home » Jobs

Jobs



Work with us! Star 99.7 and Charleston Radio Group are currently hiring for the following positions. Apply Now!

**Work with Us!**

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Star 99.7 and Charleston Radio Group are currently hiring for the following positions:

## Listen Live

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### **Job Title: IT Network Support Specialist**

#### **Company Description**

Saga Communications Inc (dba Charleston Radio Group) is a broadcast company that acquires, develops, and operates radio stations in 26 markets, including 75 Fm and 33 AM radio stations. Its strategy is to operate top billing radio stations in mid-sized markets with a focus on decentralized local management responsible for day-to-day operations. Saga began operations in 1986 and became a publicly traded company in December 1992.

#### **Role Description**

This is a full-time on-site role in one of America's most beautiful and fastest growing cities - Charleston, SC - for an IT Network Support Specialist. The IT Network Support Specialist will be responsible for technical support, troubleshooting desktop computers and providing help desk support with a focus on information technology.

#### **Qualifications**

- Experience in Technical Support and Troubleshooting
- Knowledge of Desktop Computers and Information Technology
- Experience in Help Desk Support
- Excellent Communication and Customer Service Skills
- Ability to Work in Team Environment
- Associate or bachelor's degree in information technology or Related Field.

Experience in configuring and maintaining network hardware such as routers, switches, firewalls, and wireless access points is beneficial. If this sounds like the perfect career for you, please send your resume to [jobs@charlestonradiogroup.com](mailto:jobs@charlestonradiogroup.com).

Saga Communications is an Equal Opportunity Employer.

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### **Job Title: Sales Account Executive**

#### **Description:**

Are you looking for great career with the *best media company in the business*, where success is up to you? Do you have a passion for helping local businesses grow and succeed through integrated radio and digital

~~solution? If this sounds like you, the Charleston Radio Group has the perfect career for you. This position is~~

## Listen Live

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need apply. We have a great office environment, offer full benefits and work in a fun industry – just a few of the reasons why we have a very low turnover rate. If this sounds like the perfect career for you, please send your resume to [jobs@charlestonradiogroup.com](mailto:jobs@charlestonradiogroup.com). Charleston Radio Group is an equal opportunity employer.

**Charleston Radio Group of South Carolina is an EQUAL OPPORTUNITY EMPLOYER. As such, we have an “open application” policy.**

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### **Job Title: Traffic Manager**

#### **Description:**

Saga Communications is looking for a full-time dual-role position for our properties in Hilton Head and Charleston to join our talented support staff. We are looking for a hardworking individual that has a working knowledge of the traffic and continuity department and can assist in sales support.

#### **Key Responsibilities:**

- Understanding or willing to learn our traffic and continuity system
- Ability to create proposals with sales team
- Ability to talk to clients and handle challenging situations with grace
- Oversee the commercial logs for four stations
- Participates in station Programming, Promotions, and Sales meetings and events
- Other duties as assigned

Charleston Radio Group is an Equal Opportunity Employer. Applicants send resumes to <mailto:tredden@charlestonradiogroup.com>.

**Saga Communications is an Equal Opportunity Employer.**

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Sales Account Executive

Traffic Manager

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**Terika Redden**

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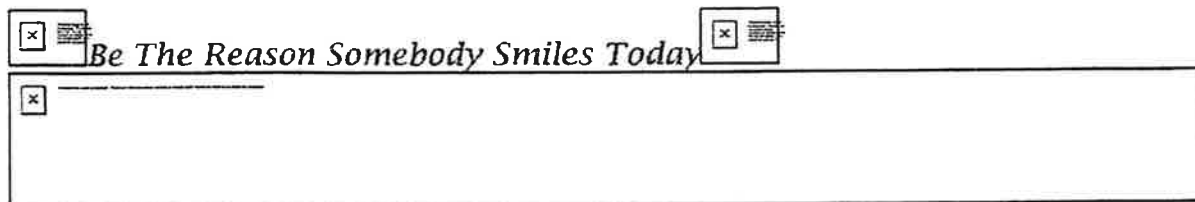
**From:** Latisha Manigault  
**Sent:** Monday, March 13, 2023 11:40 AM  
**To:** Terika Redden  
**Cc:** Linda Mixon  
**Subject:** Black Expo Job Posting Pics 3.11.23  
**Attachments:** Resized\_20230311\_130201.jpeg; Resized\_20230311\_130136.jpeg; Resized\_20230311\_130132.jpeg

Here you go! Let me know if you need anything else.

***Latisha R. Manigault***  
*Senior Marketing Strategist*  
*Political Sales Liaison*  
*National Sales Coordinator*  
*Recruitment Specialist*  
O: [843.972.1130](tel:843.972.1130)  
C: [843.906.1411](tel:843.906.1411)  
F: [843.972.1200](tel:843.972.1200)  
[LManigault@CharlestonRadioGroup.com](mailto:LManigault@CharlestonRadioGroup.com)

Learn More [About Charleston Radio Group & Our Stations](#)  
And About [Our Commitment to the Community](#)

**If you're having trouble recruiting or retaining good talent, ask me how we can help!**



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# Every 1 Voice Matters





# Every 1 Voice Matters





E1VM

DRINK  
**Cheerwine**  
DRINK  
SINCE 1917<sup>®</sup>

Cheerwine® is a registered trademark of the Calumet Beverage Co.





# Black Expo Job Fair



# Black Expo JF





# Black Expo JF





# Black Expo JF



# Black Expo JF





Intern





# Acad-All Stars





# Black expo Job Fair





# Black expo Job Fair



## JOB OPENINGS

**TRAFFIC Manager**

**Promotion Tech (PT)**

**INTERNSHIP**

T.N. House Job Fair  
in house job fair



# Rab Institute



## Schedule of Events

### TUESDAY MAY 16, 2023

8:45am                      Announcement & Agenda Preview                      Stephanie Moreno  
UGA Scholastic Outreach  
On-Campus Director  
GAB Radio Talent Institute

9:00 – 10:15am                      RAB Training Module #2 - "Prospecting:  
Finding & Evaluating Prospects"                      Kent Dunn  
Regional Vice President  
Beasley Media Group  
Augusta/Fayetteville, GA

*RAB.*  
10:30–11:45am                      RAB Training Modules:  
#3 – "Getting the Appointment"  
#4 – "How to Create Great  
Client Needs Analysis"                      Paul O'Malley  
President/Market Manager  
Saga Communications, Inc.  
Charleston Radio Group  
Charleston, SC

12 Noon–1:00pm                      Lunch

1:00–2:15pm                      RAB Training Modules:  
#5 – "The Component of Great Proposals"  
#6 – "Features & Benefits"                      Emily Ward (NRTS Graduate)  
General Sales Manager  
Audacy, Atlanta

2:30–3:45pm                      RAB Training Modules:  
#7 – "Understanding Competitive Media"  
#8 – "Why Radio"                      Sanders Hickey  
Partner  
Golden Isles Broadcasting  
Brunswick, GA

4:30 – 5:30pm                      Social Hour at The *Rook And Pawn*  
with Industry Pros

*\*Evening Assignment: RAB Training Modules:  
#9 – "Scheduling for Success" and #10 – "The Power of Creative"*

Wi-Fi Access: 1- Select UGA\_Visitors\_Wifi. 2- Browser will redirect to the access portal.  
3- Choose email or SMS verification. 4- Once received, enter verification code.

ATTACHMENT 4

Total Number of Interviewees for Each Vacancy

# CHARLESTON RADIO GROUP EEO RECRUITMENT SUMMARY

Date: 6.21.21

Dept. Head: —

Position: Director of Sales

EEO Report Period - 8.01.20 - 7.31.22

- 1.) Recruitment Sources: Attach a list of Names, Address, Contact and Phone of each recruitment source used to fill the vacancy.
- 2.) Attach dated copies of all ads: Radio, print, electronic, flyers, faxes, etc. announcing vacancies.
- 3.) Documentation demonstrating performance of job fairs, internship, mentoring, etc. (prong 3 options).

Total # of Interviewees: 5

Referral Sources (attach list if number exceeds available spaces):

<u>Websites</u>	<u>1</u>
<u>All Access</u>	<u>3</u>
<u>Referral</u>	<u>1</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

Date Vacancy Filled: 9.8.21

Name of New Employee: —\*

Recruitment Source of New Employee: Referral\*

\* If multiple position recruit, check here ( ) and list all new employee and their sources on separate page.

**CHARLESTON RADIO GROUP EEO RECRUITMENT SUMMARY**

Date: 11.29.21

Dept. Head: —

Position: On Air Talent

EEO Report Period - 8.1.21-7.31.22

- 1.) Recruitment Sources: Attach a list of Names, Address, Contact and Phone of each recruitment source used to fill the vacancy.
- 2.) Attach dated copies of all ads: Radio, print, electronic, flyers, faxes, etc. announcing vacancies.
- 3.) Documentation demonstrating performance of job fairs, internship, mentoring, etc. (prong 3 options).

Total # of Interviewees: 1

Referral Sources (attach list if number exceeds available spaces):

<u>Internal Promotion</u>	<u>1</u>

Date Vacancy Filled: 1.03.22

Name of New Employee: —\*

Recruitment Source of New Employee: Internal Promotion\*

\* If multiple position recruit, check here ( ) and list all new employee and their sources on separate page.

**CHARLESTON RADIO GROUP EEO RECRUITMENT SUMMARY**

Date: 4.1.22

Dept. Head: —

Position: Traffic Manager  
EEO Report Period: 3.1.22 - 7.31.22

- 1.) Recruitment Sources: Attach a list of Names, Address, Contact and Phone of each recruitment source used to fill the vacancy.
- 2.) Attach dated copies of all ads: Radio, print, electronic, flyers, faxes, etc. announcing vacancies.
- 3.) Documentation demonstrating performance of job fairs, internship, mentoring, etc. (prong 3 options).

Total # of Interviewees: 1

Referral Sources (attach list if number exceeds available spaces):

<u>Internal Promotion</u>	<u>1</u>

Date Vacancy Filled: 4.18.22

Name of New Employee: —\*

Recruitment Source of New Employee: Internal Promotion\*

\* If multiple position recruit, check here ( ) and list all new employee and their sources on separate page.

# CHARLESTON RADIO GROUP EEO RECRUITMENT SUMMARY

Date: 5.4.22

Dept. Head: —

Position: 2 Account Executives

EEO Report Period: 8.1.2021 - 7.31.2022

- 1.) Recruitment Sources: Attach a list of Names, Address, Contact and Phone of each recruitment source used to fill the vacancy.
- 2.) Attach dated copies of all ads: Radio, print, electronic, flyers, faxes, etc. announcing vacancies.
- 3.) Documentation demonstrating performance of job fairs, internship, mentoring, etc. (prong 3 options).

Total # of Interviewees: 5

Referral Sources (attach list if number exceeds available spaces):

<u>Websites</u>	<u>3</u>
<u>Referral</u>	<u>2</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

Date Vacancy Filled: 7.18.22 + 7.20.22

Name of New Employee: —\*

Recruitment Source of New Employee: Website + Referral\*

\* If multiple position recruit, check here ( ) and list all new employee and their sources on separate page.