

2015 EEO Public File Report

WJMJZ-FM, WHZT (FM)
WJMJZ-FM, Anderson, South Carolina / WHZT (FM), Seneca, South Carolina
AUGUST 1, 2015 - JULY 31, 2016

Full Time Positions Filled

Full-Time Positions(s)	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy	Number interviewed	Number Hired
1	Digital Account Manager	7/1/2015	12/21/2015	SummitMedia Website	1	1
				1073jamz.com		
				Hot98.1.com		
				977chuckfm.com		
				X985.com		
				Internal Posting		
				Employee Referral		
				Walk in/Self-Referral		
				Indeed.com		
				Anderson Independent Mail		
				Monster.com	1	
				Lander University		
				Clemson University		
				LinkedIn.com	9	
				University of SC - Upstate		
				All Access		

2	Engineer	7/2/2015	10/5/2015	SummitMedia Website	2	
				1073jamz.com		
				Hot98.1.com		
				977chuckfm.com		
				X985.com		
				Internal Posting		
				Employee Referral	1	1
				Walk in/Self-Referral		
				Indeed.com		
				Anderson Independent Mail		
				Monster.com		
				Furman University		
				Clemson University		
				Urban League		
3	Receptionist	7/7/2015	9/8/2015	SummitMedia Website		
				1073jamz.com		

Hot98.1.com			
977chuckfm.com			
X985.com			
Internal Posting			
Employee Referral	1		1
Walk in/Self-Referral	2		
Indeed.com	2		
Anderson Independent Mail			
Monster.com	1		
Furman University			
Clemson University			
Urban League	1		

4	Account Executive	8/1/2015	11/9/2015	SummitMedia Website			
				1073jamz.com	2		2
				Hot98.1.com			
				977chuckfm.com			
				X985.com			
				Internal Posting	1		1
				Employee Referral			
				Walk in/Self-Referral			
				Indeed.com			

5	Operations Manager	4/14/2016	6/27/2016	SummitMedia Website			
				1073jamz.com	2		
				Hot98.1.com			
				977chuckfm.com			
				X985.com			
				Internal Posting	3		
				Employee Referral	2		
				Walk in/Self-Referral			
				Indeed.com			
				All Access	3		
				LinkedIn.com			
				SCBA			
				Facebook.com			
				University of SC - Upstate			
				Greenville Tech			
				Coastal Carolina			
				College of Charleston			
				HCN Media			
				Morehouse			
				University of NC - Chapel Hill			
				Winthrop			
				Urban League			

6	National Sales Assistant	5/12/2016	7/11/2016	SummitMedia Website	1	
				1073janz.com		
				Hot98.1com		
				977chuckfm.com		
				X985.com		
				Internal Posting	1	
				Employee Referral		
				Walk in/Self-Referral		
				Indeed.com	6	
				All Access		
				SCBA		
				Fuman		
				Coastal Carolina		
				University of SC		
				Facebook.com		
				University of SC - Upstate		
				Jobspldr.com		
				Urban League		

7	Receptionist	5/12/2016	6/27/2016	SummitMedia Website		
				1073janz.com		
				Hot98.1com		
				977chuckfm.com		
				X985.com		
				Internal Posting		
				Employee Referral	1	
				Walk in/Self-Referral		
				Indeed.com	11	1
				Jobspldr.com	1	
				All Access		
				SCBA		
				Facebook.com		
				University of SC - Upstate		
				Greenville Tech		
				Urban League		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: DIGITAL ACCOUNT MANAGER

DATE OPEN: 7/1/15

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Summit Media Website Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	1	N
2	1073jamz.com Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	0	N
3	HOT981.com Address: http://hot981.com/	Karolyn Mulvaney (864) 235-1073	0	N
4	977chuckfm.com Address: http://977chuckfm.com/	Karolyn Mulvaney (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Karolyn Mulvaney (864) 235-1073	0	N
6	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	0	N
7	Employee Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	0	N
8	Indeed Address: indeed.com	Karolyn Mulvaney (864) 235-1073	0	N
9	Anderson Independent Mail 1000 Williamston Road, Anderson, SC 29621	Pam Anderson (864) 264-1242	0	N
10	Monster Address: monster.com	Karolyn Mulvaney (864) 235-1073	1	N
11	Lander University Address: CPO Box 6052 320 Stanley Ave Greenwood, SC 29646	Amanda Sizemore Morgan (864) 388-8730	0	N
12	Clemson University Clemson@csn.symplicity.com	Deb Herman 864-710-9747	0	N
13	LinkedIn.com Address: linkedin.com	Karolyn Mulvaney (864) 235-1073	9	N
14	University of SC - Upstate	John Montemayor	0	N

Address: 800 University Way Spartanburg, SC 29303		(864) 503-5000		
All Access		Karolyn Mulvaney		
Address: Allaccess.com		(864) 235-1073	0	N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: ENGINEER

DATE OPEN: 7/2/15

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Summit Media Website Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	2	N
2	1073jamz.com Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	0	N
3	HOT981.com Address: http://hot981.com/	Karolyn Mulvaney (864) 235-1073	0	N
4	977chuckfm.com Address: http://977chuckfm.com/	Karolyn Mulvaney (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Karolyn Mulvaney (864) 235-1073	0	N
6	Internal Posting 220 N. Main St, Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	0	N
7	Employee Referral 220 N. Main St, Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	1	N
8	Indeed Address: indeed.com	Karolyn Mulvaney (864) 235-1073	0	N
9	Anderson Independent Mail 1000 Williamston Road, Anderson, SC 29621	Pam Anderson (864) 264-1242	0	N
10	Monster Address: monster.com	Karolyn Mulvaney (864) 235-1073	0	N
11	Furman University 3300 Poinsett Highway, Greenville SC 29613	Kristen Irwin (864) 294-2106	0	N
12	Clemson University Clemson@csn.symplicity.com	Deb Herman 864-710-9747	0	N
13	Urban League 15 Regency Hill Drive, Greenville SC 29607	Kenya Mingo (864)244-3862	0	N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: RECEPTIONIST

DATE OPEN: 7/7/15

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Summit Media Website www.summitmediacorp.com	Karolyn Mulvaney (864) 235-1073	0	N
2	1073jamz.com Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	0	N
3	HOT981.com Address: http://hot981.com/	Karolyn Mulvaney (864) 235-1073	0	N
4	977chuckfm.com Address: http://977chuckfm.com/	Karolyn Mulvaney (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Karolyn Mulvaney (864) 235-1073	0	N
6	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	2	N
7	Employee Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	1	N
8	Indeed Address: indeed.com	Karolyn Mulvaney (864) 235-1073	2	N
9	Anderson Independent Mail 1000 Williamston Road, Anderson, SC 29621	Pam Anderson (864) 264-1242	0	N
10	Monster Address: monster.com	Karolyn Mulvaney (864) 235-1073	1	N
11	Furman University 3300 Poinsett Highway, Greenville SC 29613	Kristen Irwin (864) 294-2106	0	N
12	Clemson University Clemson@csn.symplicity.com	Deb Herman 864-710-9747	0	N
13	Urban League 15 Regency Hill Drive, Greenville SC 29607	Kenya Mingo (864)244-3862	1	N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: OPERATIONS MANAGER

DATE OPEN: 4/14/2016

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Summit Media Website Address: http://11073jamz.com/	Karolyn Mulvaney (864) 235-1073	0	N
2	1073jamz.com Address: http://11073jamz.com/	Karolyn Mulvaney (864) 235-1073	2	N
3	HOT981.com Address: http://hot981.com/	Karolyn Mulvaney (864) 235-1073	0	N
4	977chuckfm.com Address: http://977chuckfm.com/	Karolyn Mulvaney (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Karolyn Mulvaney (864) 235-1073	0	N
6	Internal Posting 220 N. Main St, Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	3	N
7	Employee Referral 220 N. Main St, Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	2	N
8	Indeed Address: indeed.com	Karolyn Mulvaney (864) 235-1073	0	N
9	All Access Address: Allaccess.com	Karolyn Mulvaney (864) 235-1073	3	N
10	LinkedIn.com Address: linkedin.com	Karolyn Mulvaney (864) 235-1073	0	N
11	SCBA Address: 1 Harbison Way # 112, Columbia, SC 29212	Joy Henderson (864) 388-8730	0	N
12	Facebook.com Address: facebook.com	Karolyn Mulvaney (864) 235-1073	0	N
13	Job Spider Address: www.jobspider.com	Karolyn Mulvaney (864) 235-1073	0	N
14	University of SC - Upstate	John Montemayor	0	N

Address: 800 University Way Spartanburg, SC 29303	(864) 503-5000
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15	Greenville Technical College	Byron Morrell	0		N
	Address: PO BOX 5616 Greenville SC 29606	(864) 250-8139			

16	Coastal Carolina	Yvonne Lasane	0		N
	Address: PO Box 261954, Conway SC 29528	(864) 349-2485			

17	Morehouse	Career Services	0		N
	830 Westview Drive SW Atlanta, GA 30314	(404) 205-2644			

18	University of NC - Chapel Hill	Jay Eubank	0		N
	Hanes Hall, 204 E Cameron Ave, Chapel Hill, NC 27599	(919) 962-6507			

19	Winthrop	Karolyn Mulvaney	0		N
	129 Crawford Building, Rock Hill SC 29733	(864) 235-1073			

20	Urban League	Kenya Mingo	0		N
	15 Regency Hill Drive, Greenville SC 29607	(864)244-3862			

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: ACCOUNT EXECUTIVE

DATE OPEN: 8/1/2015

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Summit Media Website Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	1	N
2	1073jamz.com Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	4	N
3	HOT981.com Address: http://hot981.com/	Karolyn Mulvaney (864) 235-1073	1	N
4	977chuckfm.com Address: http://977chuckfm.com/	Karolyn Mulvaney (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Karolyn Mulvaney (864) 235-1073	0	N
6	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	1	N
7	Employee Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	0	N
8	Indeed Address: indeed.com	Karolyn Mulvaney (864) 235-1073	0	N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: NATIONAL SALES ASSISTANT

DATE OPEN: 05/27/2016

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Summit Media Website Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	1	N
2	1073jamz.com Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	0	N
3	HOT981.com Address: http://hot981.com/	Karolyn Mulvaney (864) 235-1073	0	N
4	977chuckfm.com Address: http://977chuckfm.com/	Karolyn Mulvaney (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Karolyn Mulvaney (864) 235-1073	0	N
6	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	1	N
7	Employee Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	0	N
8	Indeed Address: indeed.com	Karolyn Mulvaney (864) 235-1073	6	N
9	All Access Address: Allaccess.com	Karolyn Mulvaney (864) 235-1073	0	N
11	SCBA Address: 1 Harbison Way # 112, Columbia, SC 29212	Joy Henderson (864) 388-8730	0	N
12	Facebook.com Address: facebook.com	Karolyn Mulvaney (864) 235-1073	0	N
14	University of SC - Upstate Address: 800 University Way Spartanburg, SC 29303	John Montemayor (864) 503-5000	0	N
15	Greenville Technical College Address: PO BOX 5616 Greenville SC 29606	Byron Morrell (864) 250-8139	0	N
16	Urban League	Kenya Mingo	0	N

15 Regency Hill Drive, Greenville SC 29607

(864)244-3862

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: RECEPTIONIST DATE OPEN: 6/27/2016

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Summit Media Website Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	0	N
2	1073jamz.com Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	0	N
3	HOT981.com Address: http://hot981.com/	Karolyn Mulvaney (864) 235-1073	0	N
4	977chuckfm.com Address: http://977chuckfm.com/	Karolyn Mulvaney (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Karolyn Mulvaney (864) 235-1073	0	N
6	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	0	N
7	Employee Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	1	N
8	Indeed Address: indeed.com	Karolyn Mulvaney (864) 235-1073	12	N
9	All Access Address: Allaccess.com	Karolyn Mulvaney (864) 235-1073	0	N
11	SCBA Address: 1 Harbison Way # 112, Columbia, SC 29212	Joy Henderson (864) 388-8730	0	N
12	Facebook.com Address: facebook.com	Karolyn Mulvaney (864) 235-1073	0	N
14	University of SC - Upstate Address: 800 University Way Spartanburg, SC 29303	John Montemayor (864) 503-5000	0	N
15	Greenville Technical College Address: PO BOX 5616 Greenville SC 29606	Byron Morrell (864) 250-8139	0	N
16	Urban League	Kenya Mingo	0	N

15 Regency Hill Drive, Greenville SC 29607

(864)244-3862

Longer-Term Recruitment Initiatives Implemented During Previous Year

No.	Date	Initiative	Description	Scope of Involvement
1	8/1/2015 - Ongoing	College Internship Program	Integrates students into a corporate working environment and exposes them to the inner workings of various departments for all stations	Recruit interns from area colleges with an interest in marketing, public relations, business administration, broadcasting and communications. SummitMedia hosted one programming interns in our sales, promotions, programming and research departments from Summer '14 through Summer '14
2	8/1/2015 - Ongoing	Station Tours	SummitMedia offers station tours to local educational and youth organizations seeking to inspire, motivate, and provide real life experience in the radio broadcast industry. Each department provides an overview of their role in radio broadcasting.	Capacity Builders builds upon leadership and networking skills to learn new ways of recruiting more diverse team members
3	8/1/2015 - Ongoing	Job Shadowing Program	Various Middle and High Schools	Middle school and high school students enrolled in career programs at their respective schools spend a day at SummitMedia Greenville observing how different department operate and interact at a radio station. The students rotate throughout different departments during the day.
4	8/1/2015 - Ongoing	Middle School Career Days	Various Middle and High Schools	SummitMedia Greenville employees attend elementary and middle school career days to answer students' questions about the broadcasting industry.
5	3/19/16	External Job Fairs	Urban League	SummitMedia Greenville attended the 2nd Annual Youth Job Fair
6	3/23/16	External Job Fairs	USC Upstate	SummitMedia Greenville attended the Spring 2016 USC Upstate Career Fair
7	4/5/16	External Job Fairs	Greenville Tech Job Fair	SummitMedia Greenville attended the Spring 2016 Greenville Tech Career Fair
8	4/6/16	External Job Fairs	SCBA JobFair	SummitMedia Greenville attended the 2016 Annual South Carolina Broadcast Association's Job Fair
9				Karolin Mahanov General Manager is a member of both associations and has access to hundreds of

	Ongoing	Programs to Eliminate Prejudice and Discrimination for Department Heads	National Association of Professional Women (NAPW) and International Women's Assoc. (IWA)	training sessions that are focused on the benefits of diversity. SummitMedia Department Heads will continue to take advantage of these resources and have training sessions in weekly department head meetings.
10	Ongoing	Greenville Chamber's NetNight	NETnight is a quarterly opportunity for diverse business owners and professionals to connect for networking. The evening combines sharing of substantive information relevant to minority professionals and an opportunity to highlight a local non-profit organization whose mission is to address the needs of diverse communities.	SummitMedia is a media partner. SummitMedia capitalizes on this quarter meeting as an opportunity to connect with business leaders and members of the community. Managers attend NETnight as an opportunity to recruit talent. In addition, this is an opportunity for SummitMedia to showcase the radio broadcasting world to prospective talent.
11	4/21/16	Greenville Chamber's Ace Symposium; Advocate, Collaborate, Excel	"Setting a Forward Trajectory for Multicultural Professionals" – Panel Discussion with Moderator: Dr. Kinneil Colman, Chief Diversity Officer, Greenville Health System with a panel of well-regarded and accomplished professionals.	The mission of the ACE Leadership Symposium is to send the strong message to the community that in order to advance minority leadership including mid to senior level appointments and nonprofit/corporate board service, there must be a concerted effort to advocate for this cause and collaborate to ensure multicultural leaders are successful so that they can excel personally and in their endeavors to contribute to their organizations.
12	4/21/16	Greenville Chamber's Ace Symposium; Advocate, Collaborate, Excel	"Advancing Multicultural Leadership" Culmination Luncheon with keynote Speaker, Dr. John A. Powell, Director, UC Berkeley's Haas Institute for a Fair and Inclusive Society	The mission of the ACE Leadership Symposium is to send the strong message to the community that in order to advance minority leadership including mid to senior level appointments and nonprofit/corporate board service, there must be a concerted effort to advocate for this cause and collaborate to ensure multicultural leaders are successful so that they can excel personally and in their endeavors to contribute to their organizations.

Personnel Involved	
Karolyn Mulvaney, Sara Polk	
Department Heads and Programming Staff, including but not limited to: Karolyn Mulvaney, Elroy Smith, Catherine Tolbert, Kathy Lee Jones, Bettrany Wimmer, Sara Polk, Stephanie Crunkleton	
Kelly Mac, Tone Hollywood, Vicky James & Rhonda Rawlings	
Vicky James, Tone Hollywood, Kelly Mac, Barbie T, Shareae Walker, Nate Cox, Quan Ellison	
Stephanie Crunkleton & Shareae Walker	
Catherine Tolbert & Stephanie Crunkleton	
Catherine Tolbert & Stephanie Crunkleton	
Catherine Tolbert & Stephanie Crunkleton	

Karolyn Mulvaney, Sara Polk, Catherine Tolbert, Kathy Lee Jones, Deborah Elgin, Bethany Wimmer, Stephanie Crunkleton	
Karolyn Mulvaney, Kathy Lee Jones, Marlon Latta, Tenita Orr, Rhonda Rawlings, Jeff Gerber	
Karolyn Mulvaney, Kathy Lee Jones, Catherine Tolbert, Marlon Latta, Rhonda Rawlings, Tenita Orr, Timmie Hardwick, Sara Polk, Beth Bailes, Jeff Gerber,	
Karolyn Mulvaney, Kathy Lee Jones, Catherine Tolbert, Marlon Latta, Rhonda Rawlings, Tenita Orr, Timmie Hardwick, Sara Polk, Beth Bailes, Jeff Gerber,	