

WJMZ-FM, WHZT (FM)

Full Time Positions Filled

3	IT Manager - Jordan	10/10/2014	2/9/2015	1073jamz.com		
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4	Program Director	1/16/2015	4/1/2015	1073jamz.com	1	
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1073janz.com	1		
977chuckim.com			
X985.com			
Hot98.1com	1		
Anderson Independent			
Lander University			
Greenville County Workforce			
All Access	1		
Monster			
Greenville Tech			
Personal Referral	4		1
On AIR			
Indeed.com	1		
SCBA			
Urban League of the Upstate			

6	Promotions Coordinator	10/15/2014	12/8/2014	1073jannz.com	1	
				977chuckfm.com		
				X985.com		
				Ho98.1.com		
				SummitMedia Website	1	
				Personal Referral	1	
				Internal	2	1
				Allaccess.com	2	
				Inded.com	10	

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: ACCOUNT EXECUTIVE
10/21/14

DATE OPEN:

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	1073jamz.com Address: http://1073jamz.com/	Kathy Lee Jones (864) 235-1073		
2	977chuckfm.com Address: http://977chuckfm.com/	Kathy Lee Jones (864) 235-1073		
3	X98.5.com Address: http://X985fm.com/	Kathy Lee Jones (864) 235-1073		
4	HOT981.com Address: http://hot981.com/	Kathy Lee Jones (864) 235-1073	1	N
5	Summit Media Website www.summitmediacorp.com	Kathy Lee Jones (864) 235-1073	1	N
6	Anderson Independent Mail 1000 Williamston Road, Anderson, SC 29621	Marissa Fatt (864) 622-2222		
7	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Kathy Lee Jones (864) 235-1073		
8	LinkedIn https://www.linkedin.com/	Kathy Lee Jones (864) 235-1073		
9	Monster.com http://www.monster.com/	Marissa Fatt (864) 622-2222		
10	Personal Referral/Word of Mouth 220 N. Main St., Ste. 402, Greenville, SC 29601	Kathy Lee Jones (864) 235-1073	2	N
11	South Carolina Broadcaster's Association One Harbison Way, Columbia, SC 29212	Karen Nettles (803) 732-1186		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: IT Manager
OPEN: 10/10/14

DATE

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	1073jamz.com Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	0	N
2	977chuckfm.com Address: http://977chuckfm.com/	Karolyn Mulvaney (864) 235-1073	0	N
3	X98.5.com Address: http://X985fm.com/	Karolyn Mulvaney (864) 235-1073	0	N
4	HOT981.com Address: http://hot981.com/	Karolyn Mulvaney (864) 235-1073	0	N
5	On Air 220 N Main Street Ste 402, Greenville SC 29601	Karolyn Mulvaney (864) 235-1073	0	N
6	South Carolina Broadcaster's Association One Harbison Way, Columbia, SC 29212	Karen Nettles (803) 732-1186	0	N
7	Personal Referral/Word of Mouth 220 N. Main St, Ste. 402, Greenville, SC 29601	Kathy Lee Jones (864) 235-1073	0	N
8	Indeed.com Address: http://indeed.com/	Bethany Wimmer (864)282-1084	16	N

POSITION TITLE: PROGRAM DIRECTOR
1/16/15

DATE OPEN:

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	1073jamz.com Address: http://1073jamz.com/	Karolyn Mulvaney (864) 235-1073	1	N
2	HOT981.com Address: http://hot981.com/	Karolyn Mulvaney (864) 235-1073	1	N
3	All Access 28955 Pacific Coast Hwy Malibu, CA 90265	Leah Adams (310)457-6616	1	N
4	Indeed Address: http://indeed.com/	Bethany Wimmer (864)232-1084	1	N
5	Personal Referral/Word of Mouth 2700 Corporate Drive, Birmingham, AL 35242	Bill Tanner Bill.Tanner@summitmediacorp.com	1	N
6	Personal Referral/Word of Mouth 2700 Corporate Drive, Birmingham, AL 35242	John Olsen john.olsen@summitmediacorp.com	2	N
7	Personal Referral/Word of Mouth 220 N. Main St., Ste. 402, Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	1	N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: Promotions Coordinator
OPEN: 10/14/14

DATE

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	1073janz.com Address: http://1073janz.com/	Karolyn Mulvaney (864) 235-1073	1	N
2	Summit Media Website Address: www.SummitMediaCorp.com	Karolyn Mulvaney (864) 235-1073	1	N
3	Internal Job Posting 220 N Main St, Ste 402 Greenville, SC 29601	Karolyn Mulvaney (864) 235-1073	2	N
4	Personal Referral/Word of Mouth 220 N Main St, Ste 402 Greenville, SC 29601	Stephanie CrumKleton (864) 235-1073	1	N
5	Indeed.com Address: http://indeed.com/	Bethany Wimmer (864) 235-1073	10	N
6	All Access 28955 Pacific Coast Hwy Malibu, CA 90265	Lean Adams (310) 457-6616	2	N

Longer-Term Recruitment Initiatives Implemented During Previous Year

No.	Date	Initiative	Description	Scope of Involvement
1	8/1/2014 - 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
1	8/1/2014 - Ongoing	Urban League Internship Program	Integrates students into a corporate working environment and exposes them to the inner workings of various departments for all stations	The program provides business and marketing majors the opportunity to learn about SummitMedia and the different departments, fields of study available. SummitMedia hosted 2 interns this year, 1 in programming and 1 in promotions.
3	8/1/2014 - Ongoing	Training Programs	Capacity Builders	Capacity Builders builds upon leadership and networking skills to learn new ways of recruiting more diverse team members
4	10/8/14	External Job Fairs	Urban League	SummitMedia Greenville attended the Fall 2014 Urban League Career Fair
5	3/14/15	External Job Fairs	Urban League	SummitMedia Greenville attended the Spring 2014 Urban League Career Fair
6	4/20/15	External Job Fairs	Greenville Tech Job Fair	SummitMedia Greenville attended the Spring 2015 Greenville Tech Career Fair
7	5/6/15	External Job Fairs	MAU Job Fair	SummitMedia Greenville attended the Spring 2015 MAU Job Fair
8				

	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.
9	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.
10	1/14/15	Educational Programs	Furnan Life after basketball Program	Karolyn Mulvaney, General Manager, attended event and spoke to attendees about networking, interviewing, and other life skills relating specifically to student athletes. She participated in mock networking and speed interviews. One of the students is now slated to participate in our college internship program with Rhonda Rawlings.
11	Ongoing	Programs to Eliminate Prejudice and Discrimination for Department Heads	National Association of Professional Women (NAPW) and International Women's Assoc (IWA)	Karolyn Mulvaney, General Manager, is a member of both associations and has access to hundreds of 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.
12	4/23/15	Greenville Chamber's Ace Symposium, Advocate, Collaborate, Excel	Charting a Path Forward: Addressing Career Challenges for Multicultural Professionals. Including Panelists: Dr. Judith Price, USC Upstate, Annette Allen, President & General Manager, Flour, Clarence Kegler, Retired, Michelin North America, Wilfredo Leon, Publisher, Editor, El Latino Newspaper, Martha Scott Smith, Senior Vice President, Human Resources Operations, AT&T, Inc., G.T. Stansell,	Team Members that attended this training had lunch with all Panelists and interacted with a group of 550 multicultural professionals. They were able to hear different responses to the training from multiple walks of life. The team members then shared all they learned in the following sales meeting for the members that weren't able to attend so that everyone is aware of our goal to recruit multicultural candidates.
13	4/23/15	Greenville Chamber's Ace Symposium, Advocate, Collaborate, Excel	Are Good Intentions Enough? Avoiding Unconscious Bias and Cultivating Inclusion-Minded Leaders with Dr. Kinnell Coltrane, Chief Operating Officer, Greenville Health Systems	Team Members that attended this training participated in a survey for research purposes on unconscious biases. They then participated in an open floor collaboration on how to prevent and teach on unconscious biases. They took the training to a sales meeting to share with the team and scheduled some follow up time with Dr. Kinnell Coltrane for further training and help with recruitment goals.

Personnel Involved	
Karolyn Mulvaney, Sara Polk,	
Karolyn Mulvaney, Sara Polk,	
Catherine Tolbert, Kathy Lee Jones	
Catherine Tolbert, Kelly McDaniel	
Sharae Walker	
Bethany Wimmer & Stephanie Crunkleton	
Kelly McDaniel	

Tone Hollywood, Vicky James & Rhonda Rawlings	
Vicky James, Tone Hollywood, Kelly Mac	
Karolyn Mulvaney	
Karolyn Mulvaney, Sara Polk, Catherine Tolbert, Kathy Lee Jones, Megan Downey, Deborah Elgin, Bethany Wimmer, Stephanie Crunkleton	
Stephanie Crunkleton, Kathy Lee Jones, Tenita Orr, Rhonda Rawlings, Jeff Gerber	
Karolyn Mulvaney, Megan Downey	