

**WJMZ-FM and WHZT(FM)  
EEO PUBLIC FILE REPORT  
August 1, 2021–July 31, 2022**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Manager	1-14	1
Account Manager	1-14	2

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled <sup>1</sup> to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	N	3
2	Walk-In/Self Referral	N	2
3	On-Air Announcements <i>(all stations)</i>	N	0
4	Station Website Postings <i>(all stations)</i>	N	1
5	Internal Posting <i>(Bulletin Board)</i>	N	0
6	Indeed.com	N	6
7	Allaccess.com	N	0
8	LinkedIn.com	N	2
9	University of South Carolina Contact: Taya Andrews Through Handshake.com	N	0
10	Furman University Contact: Kristin Irwin Kristin.Irwin@furman.edu	N	0
11	USC Upstate Contact: Claire Sachse CSachse@uscupstate.edu	N	0
12	Lander University Contact: Amanda Sizemore Morgan asmorgan@lander.edu	N	0
13	Greenville Tech Contact: Betty Vaughn Betty.vaughn@gvltec.edu	N	0
14	South Carolina Broadcasters Association Contact: Paula Thayer 803-732-1186	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>14</b>

<sup>1</sup> This Market has no entitled sources.

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**III. RECRUITMENT INITIATIVES**

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	College Internship Program	<p>On an ongoing basis the stations recruit interns from area colleges with an interest in marketing, public relations, business administration, broadcasting, and communications.</p> <p>In the Fall of 2021, the Stations hosted <b>two</b> interns attending USC Upstate in our sales, promotions, programming and research departments.</p>
2	Participate in Career Fair (2)	<p>Our Stations participated in <b>two</b> career fairs during this reporting period. Our Sales Manager, Promotions Manager, and General Manager attended the Fairs and provided attendees information about our job vacancies. They collected resumes for open positions and answered questions regarding career opportunities in broadcasting.</p> <p>The Career Fairs attended are:</p> <ul style="list-style-type: none"> <li>• South Carolina Broadcasters Association, Columbia, SC April 13,2022</li> <li>• Furman University Greenville, SC October 6,2021</li> </ul>
3	Management-level training regarding methods of ensuring equal employment opportunity and preventing discrimination	<p>On February 20, 2022, all management-level employees participated in the webinar, "Staying on Top of your Broadcast FCC EEO Obligations," presented by David Oxenford, communications attorney with Wilkinson Barker Knauer, LLP.</p>
4	Host Job Fair (2)	<p>Our Stations hosted <b>two</b> job fairs during this reporting period. We secured the exhibit space, solicited local employers and organized all logistical aspects of these events as well as participating as an exhibitor. Our General Manager, General Sales Manager, Promotions Director, Business Manager, Office Manager, Traffic Director and Webmaster were in attendance and spoke to attendees about career opportunities in broadcasting and job openings at the Stations.</p> <p>Over 30 vendors participated in order to connect with men and women of the Upstate who were looking for a primary or secondary job, wanted a career change, were interested in continuing education, or in need of job training assistance. Hundreds attended the job fair for these reasons. In addition, some Mall-goers were interested in our event and visited with some of the vendors. A survey of the vendors found the overall quality of job applicants who attended this job fair either met or exceeded expectations - 95% of our vendors plan to participate in the next job fair.</p> <p>The dates and location of these Job Fairs were:</p> <ul style="list-style-type: none"> <li>• September 14,2021 at Haywood Mall, Greenville, SC;</li> <li>• March 23,2021 at Haywood Mall, Greenville, SC.</li> </ul>
5	Training Program that enables station personnel to acquire skills to qualify for higher level positions	<p>Our entire Sales Team participated in digital training sponsored by VICI Media, Inc., both the Basic Digital course and the Digital Presentation course. This training will allow for several Team members to qualify for a promotion to Digital Sales Manager in the future.</p>