

**WJMZ(FM) and WHZT(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2019–July 31, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Promotions Director	1-11	1
Operations Manager	1-2, 4, 8	1
Morning Show Producer	1-9,11-12	8

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled <sup>1</sup> to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Word-of-Mouth Referral	N	4
2	Walk-In/Self Referral	N	0
3	On-Air Announcements ( <i>all stations</i> )	N	0
4	Station Website Postings ( <i>all stations</i> )	N	0
5	Company hosted job fair	N	0
6	Internal Posting (Bulletin Board)	N	6
7	Indeed.com	N	0
8	Allaccess.com	N	7
9	Linkedin.com	N	0
10	Job Spider	N	0
11	Ramp.com	N	1
12	Clemson University	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>18</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 (1)	On an ongoing basis the stations recruit interns from area colleges with an interest in marketing, public relations, business administration, broadcasting and communications. The Stations hosted <b>ONE</b> intern in our sales, promotions, programming and research departments from Summer 2019 through Summer 2020. (1) Student from University of SC - Upstate , Spring Semester
2	Host event/program for or on behalf of a professional organization related to career opportunities in broadcasting (1)	The Stations offer 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.  The Stations provided tours on the following dates and to the following groups: 08/07/2019 – Infinity Marketing  The tours are managed by our Office Manager, but other departments (General Manager, General Sales Manager, Operations Manager, Digital Webmaster, Business Office Manager, Traffic Manager, Promotions Director, On-Air Talent) all spend time with the attendees.
3	Participate in event/program on behalf of educational institutions related to careers in broadcasting	Station employees including On-Air Talent and Promotions Street Team members attended career days to highlight and answer students' questions about the broadcasting industry.  11/1/2019 – Laurens Elementary Career Day 11/26/2019 – Pendleton Elementary Career Day 3/06/2020 – Greenville Middle Academy Career Fair
4	Participate in event/program for or on behalf of educational institutions related to careers in broadcasting (2)	The Greenville Chamber's 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.  The employees and dates attended are as follows: General Manager, General Sales Manager, Operations Manager, On-Air Talent, Account Executives.  09/05/19 and 12/03/2019

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Host Job Fair (1)	<p>On September 24, 2019, our Stations hosted a job fair at the Hilton Hotel in Greenville, SC. SummitMedia-Greenville secured the exhibit space, solicited local employers and organized all logistical aspects of this event and participated as an exhibitor.</p> <p>Our General Manager, General Sales Manager, Promotions Director, Business Manager, Office Manager, Traffic Director and Webmaster attended and spoke to attendees about career opportunities in broadcasting and job openings at the Stations.</p> <p>We hosted over 50 vendors 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. We had hundreds of job applicants attend the job fair, in addition to exposure to the thousands of regular mall attendees. A survey of the vendors found the overall quality of job applicants received at this job fair met and exceeded expectations - more than 90% of our vendors plan to participate in the next job fair.</p>