



**Two (2) programs at The Citadel**

On two occasions during this reporting period, the SEU's Operations Manager and Sales Manager spoke to Broadcasting Majors at the invitation of the Program Chairman at The Citadel, in Charleston, South Carolina. They discussed career opportunities in broadcasting and specific job opportunities at Kirkman Broadcasting Company. Written information was provided to students, and students were encouraged to visit the stations. Any available student resumes were collected.

Dates of participation in events: August 30, 2012; April 9, 2013.

**(b) Initiative: Internship Program**

In cooperation with the Broadcasting Department of the College of Charleston, and Trident Technical College the SEU has developed an internship program. Each semester one student is chosen to receive training in all aspects of the Kirkman Broadcasting operation, including, for example, sales, production, and programming. The SEU promotes the program online, at career fairs, and at the school. The interns receive course credit for their efforts. This year's interns were Melissa Kincaid and Amy Burell from Trident Technical College.

**(c) Initiative: Career Fairs**

The SEU's Operations Manager, who has substantial responsibility in the making of hiring decisions, attended the Communication Networking Fair at the College of Charleston on February 22, 2013. The Operations Manager discussed careers in the broadcasting industry with Fair participants. All students were encouraged to visit the stations, and available resumes were collected.

On April 3, 2013, the SEU's Program Director, who has substantial responsibility in the making of hiring decisions, attended Career Fair of 2013 at Trident Technical College. The Program Director discussed careers in the broadcast industry with Fair participants. All students were encouraged to visit the stations, and available resumes were collected.

**(d) Initiative: Mentoring**

The SEU provides an ongoing, informal mentoring program, designed to help lower-level station personnel qualify for higher level positions. Three of our employees have at least 20 years of experience, and on a regular basis advise and mentor junior employees on furthering their careers.