

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: **July 23, 2022 - July 22, 2023.**

1) Employment Unit: LM Communications of South Carolina

**2) Unit Members (Stations and Communities of License): WYBB(FM), Folly Beach, SC
WCOO(FM), Kiawah Island, SC**

3) EEO Contact Information for Employment Unit:

Mailing Address: 59 Windermere Blvd. Charleston, SC 29407	Telephone Number: 843-769-4799
	Contact Person/Title: Rick Carmean, General Manager
	E-mail Address: Rick@radioofcharleston.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hiree
A. Account Executive	1055thebridge.com
B. Account Executive	Indeed
C. Promotions Director (2 hires)	1055thebridge.com (2 hires)
D. Music Director/On-Air WCOO	All Access
E. Assistant Program/Music Director WYBB On-Air-Talent	Industry Referral

5) Job Title: Account Executive Referral Source(s) of Hiree: 1055thebridge.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LM On Air Recruitment Ads	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Trident Job Fair	William Macek	1930 Hanahan Rd. North Char SC 29406	843-574-1818	0	NO
INDEED	N/A	Indeed.com	N/A	0	NO
1055thebridge.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	1	NO
My98rock.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
LinkedIn	Self-Posted	LinkedIn.com	N/A	0	No

5) Job Title: Account Executive Referral Source(s) of Hiree: Indeed.com

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LM On Air Recruitment Ads	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
Trident Job Fair	William Macek	1930 Hanahan Rd. North Char SC 29406	843-574-1818	0	NO
INDEED	N/A	Indeed.com	N/A	3	NO
1055thebridge.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
My98rock.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
LinkedIn	Self-Posted	LinkedIn.com	N/A	0	No

5) Job Title: Promotions Director (2 hires) Referral Source(s) of Hiree: 1055thebridge.com (2 hires)

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
LM On Air Recruitment Ads	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	3	NO
My98rock.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	2	NO
1055thebridge.com	Rick Carmean	59 Windermere Blvd. Chas, SC 29407	843-769-4799	4	NO
Handshake College Recruitment Site Targeted Carolina Colleges	Self-Posted	Handshake.com	N/A	0	NO

5) Job Title: Music Director/On-Air WCOO Referral Source(s) of Hiree: All Access

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	NA	Allaccess.com	NA	3	NO
Industry Referral	Bryan Shock	59 Windermere Blvd. Chas, SC 29407	843-769-4799	0	NO
RAMP	NA	Ramp247.com	NA	2	NO

5) Job Title: Assistant Program/Music Director WYBB On-Air-Air Talent Referral Source(s) of Hiree: Industry Referral

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
All Access	NA	Allaccess.com	NA	3	NO
Industry Referral	Bryan Shock	59 Windermere Blvd. Chas, SC 29407	843-769-4799	1	NO
RAMP	NA	Ramp247.com	NA	0	NO

6) Total # of Interviewees Referred: For the period from July 23, 2022, through July 22, 2023, this Employment Unit interviewed 22 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

- A. Initiative: Internship Program designed to assist students in entering the workforce,** The Employment Unit established an Internship Program conducted in conjunction with Ross Innovative Employment Solutions in Charleston, South Carolina, to provide participants with an opportunity to participate in a meaningful training experience designed to ensure that the participants develop solid academic work skills and workplace mentoring in preparation for entry into the region's labor market. Participants will also be allowed to acquire skills needed for broadcast employment. The program is actively recruiting candidates.
- B. Initiative: Internship Program designed to assist students interested in pursuing a career in broadcasting.** The internship program is conducted in conjunction with Trident Technical College in Charleston, South Carolina, which supports students in the Media and Visual Arts Department. The Department offers a certificate in radio production. The internship program is designed to assist students to acquire skills needed for broadcast employment.
- C. Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.** The Employment Unit maintains a training program designed to enable station personnel to acquire skills to qualify them for higher level positions. During this reporting period, the Music Director was trained in skills that will allow advancement to upper-level positions such as Assistant Program Director.
- D. Initiative: Participation in Job Fairs.** Participation in the Back to Work Job Fair hosted by SC Works Trident on Thursday, June 22, 2023. The event took place at SC Works located in North Charleston, SC. The event was open to the general public. Employment unit member in attendance: Station General Manager.

E. Initiative: Participation in other activities designed by the station employment unit to further the goal of disseminating information as to employment opportunities in digital and broadcasting to job candidates who might otherwise be unaware of such opportunities. LM On Air Recruitment Ads-Ongoing. The Employment Unit produced various 30 second ads recruiting for radio and digital account executives and aired them on both of our stations encouraging interested applicants to contact LM Communications about open account executive positions.

F. Listing of Positions in Job Banks that Have Substantial Participation by Women and Minorities

Depending on the nature of the open positions, the employment unit frequently posts a listing of openings in the following job banks that have substantial participation by women and minorities:

- Handshake jobs and careers: handshakecareers.com. Handshake is a website and app that allows universities and colleges across the country to have access to the Employment Unit's job postings. LM Communications has classified ad space on this site for students looking for career opportunities in media upon their graduation.