

WJMZ(FM) and WHZT(FM)
EEO PUBLIC FILE REPORT
August 1, 2017–July 31, 2018¹

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	1-13,15,18,21-29	7
Chief Engineer	1-13,15,18,22	1

¹ This Report provides recruitment data collected from July 22, 2017 through July 21, 2018, and was revised in July 2019 to address reporting issues

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled ² to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	N	1
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	summitmediacorp.com (corporate and station websites)	N	0
6	Internal Posting (Bulletin Board)	N	2
7	Indeed.com	N	8
8	Allaccess.com	N	0
9	Linkedin.com	N	0
10	Furman University Kristin Irwin Kristin Irwin@furman.edu	N	0
11	USC Upstate Claire Sachse CSachse@uscupstate.edu	N	0
12	Clemson University Deb Herman dherman@clemson.edu	N	0
13	Facebook	N	0
14	Jobspider.com	N	0
15	Urban League of Upstate Kim Arnold Karnold@urbanleagueupstate.org	N	0
16	Greenville News Sam Nugent snugent@gannett.com	N	0
17	Hispanic Alliance communityinfo@hispanicalliancesc.com	N	0

² This Market has no entitled sources.

RS Number	RS Information	Source Entitled ² to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	South Carolina Broadcasters Assoc. Paula Thayer 803-732-1186	N	0
19	Lander University Amanda Sizemore Morgan asmorgan@lander.edu	N	0
20	Coastal Carolina University Yvonne Lasane Yvonne@coastal.edu	N	0
21	Morehouse Career Services jobs@morehouse.edu	N	0
22	Greenville Tech Betty Vaughn Betty.vaughn@gvltec.edu	N	0
23	Benedict College Karen Rutherford	N	0
24	GSA Business Pam Edmunds pedmonds@scbiznews.com	N	0
25	Center for Sales Strategy Kurt Sima Kurtsima@csscenter.com	N	0
26	Goodwill Industries Josh Kelly jkelly@goodwillsc.org	N	0
27	Insideradio.com	N	0
28	Godshall Staffing John Riddle john@godshall.com	N	0
29	Execusource Shuling Guan s.guan@execusource.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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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. The Stations hosted three interns in our sales, promotions, programming and research departments from Summer '17 through Summer '18.</p> <p>Three Interns during this timeframe attended: The University of SC-Upstate, ECPI and Clemson University</p>
2	Host event/program for or on behalf of a professional organization related to career opportunities in broadcasting (2)	<p>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.</p> <p>The Stations provided tours on the following dates and to the following groups:</p> <p>03/07/2018 Infinity Marketing</p> <p>07/25/2018 Infinity Marketing</p> <p>The tours are supervised 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.</p>
3	Host event/program for or on behalf of educational institutions related to careers in broadcasting	<p>Various Middle school and high school students enrolled in career programs at their respective schools spent the day of 04/12/2018 at the Stations observing how different departments operate and interact at a radio station. The students rotate</p>

		<p>throughout different departments during the day.</p> <p>The program is supervised by Assistant Program Director</p>
4	Participate in event/program on behalf of educational institutions related to careers in broadcasting (9)	<p>On 10/20/17, 11/7/17, 11/20/17, 2/1/18, 3/10/18, 3/23/18, 4/27/18, 5/22/18, and 6/5/18 station employees attended career days at Merrywood Elem Career Day, Rudolph Gordon Elem, Inman Elem Career Day, Dorman High, Hollis Academy, Chandler Creek Elm, Quest Leadership Academy, St Anthony of Padua Catholic School, Legacy Charter School Career Day, Tanglewood Middle School Career Day to answer students questions about the broadcasting industry.</p> <p>The following employees attended:</p> <p>On-Air Talent</p> <p>Promotions Street Team</p>
5	Participate in event/program for or on behalf of educational institutions related to careers in broadcasting (4)	<p>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.</p> <p>The employees and dates attended are as follows:</p> <p>General Manager, General Sales Manager, Operations Manager, On-Air Talent, Account Executives</p> <p>9/10/17, 11/02/2017, 03/15/2018, 07/10/2018</p>
6	Host Job Fair (4)	<p>The Stations hosted Job fairs as follows:</p> <p>September 30, 2017 – Haywood Mall</p> <p>February 17, 2018 -Haywood Mall</p> <p>May 8, 2018 - Hilton Greenville</p> <p>July 24, 2018 - Hilton Anderson</p>

		<p>Our Stations 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 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 - 95% of our vendors plan to participate in the next job fair.</p>
7	Participate in Job Fair (2)	<p>The Stations participated in the annual Job Fair hosted by the Urban League of the Upstate on 03/10/2018. SummitMedia is a media partner. SummitMedia displays employment opportunities available. The Promotions Director and Promotions Coordinator attends this event.</p> <p>The Stations participated in the SCBA Annual Job Fair 04/04/2018. SummitMedia is a media partner. SummitMedia displays employment opportunities available. The Office Manager and Webmaster attended this event.</p>