

# EEO ANNUAL REPORT

## SUMMITMEDIA, LLC GREENVILLE

WJMNZ-FM, WHZI (FM)

WJMNZ-FM, Anderson, South Carolina / WHZI (FM), Seneca, South Carolina

AUGUST 1, 2014 - JULY 31, 2015

### Full Time Vacancy Positions Filled

Full-Time Position(s)	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy	Number Interviewed	Number Hired
1	Account Executive	8/1/2014		SummitMedia Website 1073jamz.com Hot98.1com 977chuckfm.com X985.com Internal Posting Employee Referral Walkin/Self Referral	0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 0

2	Promotions Coordinator	10/15/2014	12/8/2014	SummitMedia Website 1073jamz.com Hot98.1com 977chuckfm.com X985.com Internal Posting Employee Referral Walkin/Self Referral Indeed.com Allaccess.com LinkedIn.com SCBA.net Furman Clemson University Clemson University Alumni Facebook Jobsper.com USC Upstate Greenville Tech Urban League	1 0 0 0 0 2 0 1 10 2 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0
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3	IT Technician			SummitMedia Website 1073jamz.com Hot98.1com 977chuckfm.com	1 0 0 0	0 0 0 0
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X985.com	0	0
Internal Posting	2	1
Employee Referral	0	0
Walkin/Self Referral	1	0
Indeed.com	10	0
Allaccess.com	2	0
LinkedIn.com	0	0
SCBA.net	0	0
Fuman	0	0
Clemson University	0	0
Clemson University Alumni	0	0
Facebook	0	0
Jobspider.com	0	0
USC Upstate	0	0
Greenville Tech	0	0
Urban League	0	0

4	Senior Account Executive		
	SummitMedia Website	1	0
	1073jamz.com	0	0
	Hot38.1com	0	0
	977chuckfm.com	0	0
	X985.com	0	0
	Internal Posting	2	1
	Employee Referral	0	0
	Walkin/Self Referral	1	0
	Indeed.com	10	0
	Allaccess.com	2	0
	LinkedIn.com	0	0
	SCBA.net	0	0
	Fuman	0	0
	Clemson University	0	0
	Clemson University Alumni	0	0
	Facebook	0	0
	Jobspider.com	0	0
	USC Upstate	0	0
	Greenville Tech	0	0
	Urban League	0	0



POSITION TITLE: ACCOUNT EXECUTIVE  
8/1/2014

DATE OPEN:

No.	Recruitment Source	Contact	Total Interviewed	Eligible to Notification
1	Summit Media Website www.summitmediacorp.com	Megan Downey (864) 235-1073		N
2	1073jamz.com Address: http://1073jamz.com/	Megan Downey (864) 235-1073	0	N
3	HOT981.com Address: http://ho981.com/	Megan Downey (864) 235-1073	0	N
4	977chuckm.com Address: http://977chuckm.com/	Megan Downey (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Megan Downey (864) 235-1073	0	N
6	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Megan Downey (864) 235-1073	0	N
7	Employee Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Megan Downey (864) 235-1073	0	N
8	Walkin/Self Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Megan Downey (864) 235-1073	0	N
9	Indeed.com www.indeed.com	Megan Downey (864) 235-1073	0	N
10	All Access http://www.allaccess.com/	Megan Downey (864) 235-1073	0	N
11	LinkedIn.com LinkedIn.com	Megan Downey (864) 235-1073	0	N
12	South Carolina Broadcaster's Association One Harbison Way, Columbia, SC 29212	Shani White (803) 732-1186	0	N
13	Furman University tuman.edu	Megan Downey (864) 235-1073	0	N

14	Clemson University	Megan Downey			
	<a href="http://career.clemson.edu/od/clemsonjoblink/">http://career.clemson.edu/od/clemsonjoblink/</a>	(864) 235-1073	0		N
15	Clemson University Alumni	Megan Downey			
	<a href="mailto:clemson.edu/alumni">clemson.edu/alumni</a>	(864) 235-1073	0		N
16	Facebook.com	Megan Downey			
	<a href="https://www.facebook.com/SummitMediaGreenville">facebook.com/SummitMediaGreenville</a>	(864) 235-1073	3		N
17	jobspidier.com	Megan Downey			
	<a href="http://jobspidier.com">jobspidier.com</a>	(864) 235-1073	0		N
18	USCU pstate	Megan Downey			
	<a href="https://uscupstate.edu/">https://uscupstate.edu/</a>	(864) 235-1073	0		N
19	Greenville Technical College	Megan Downey			
	<a href="http://www.gvltcc.edu/index.aspx">http://www.gvltcc.edu/index.aspx</a>	(864) 235-1073	0		N
20	Urban League	Megan Downey			
	<a href="http://urbanleagueupstate.org/">http://urbanleagueupstate.org/</a>	(864) 235-1073	0		N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: Promotions Coordinator  
10/15/2014

DATE OPEN:

No.	Recruitment Source	Contact	Total Interviewed	Eligible for Notification
1	Summit Media Website www.summitmediacorp.com	Megan Downey (864) 235-1073	1	y
2	1073ianz.com Address: http://1073ianz.com/	Megan Downey (864) 235-1073	0	N
3	HO1981.com Address: http://ho1981.com/	Megan Downey (864) 235-1073	0	N
4	977chuckm.com Address: http://977chuckm.com/	Megan Downey (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Megan Downey (864) 235-1073	0	N
6	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Megan Downey (864) 235-1073	2	y
7	Employee Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Megan Downey (864) 235-1073	0	N
8	Walkin/Self Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Megan Downey (864) 235-1073	1	y
9	Indeed.com www.indeed.com	Megan Downey (864) 235-1073	10	y
10	All Access http://www.allaccess.com/	Megan Downey (864) 235-1073	2	y
11	LinkedIn.com LinkedIn.com	Megan Downey (864) 235-1073	0	N
12	South Carolina Broadcaster's Association One Hartison Way, Columbia, SC 29212	Shari White (803) 732-1186	0	N
13	Furman University furman.edu	Megan Downey (864) 235-1073	0	N

14	Clemson University	Megan Downey			
	<a href="http://career.clemson.edu/od/clemsonjoblink/">http://career.clemson.edu/od/clemsonjoblink/</a>	(864) 235-1073	0		N

15	Clemson University Alumni	Megan Downey			
	<a href="http://clemson.edu/alumni">clemson.edu/alumni</a>	(864) 235-1073	0		N

16	Facebook.com	Megan Downey			
	<a href="https://www.facebook.com/SummitMediaGreenville">facebook.com/SummitMediaGreenville</a>	(864) 235-1073	3		N

17	jobspidr.com	Megan Downey			
	<a href="http://jobspidr.com">jobspidr.com</a>	(864) 235-1073	0		N

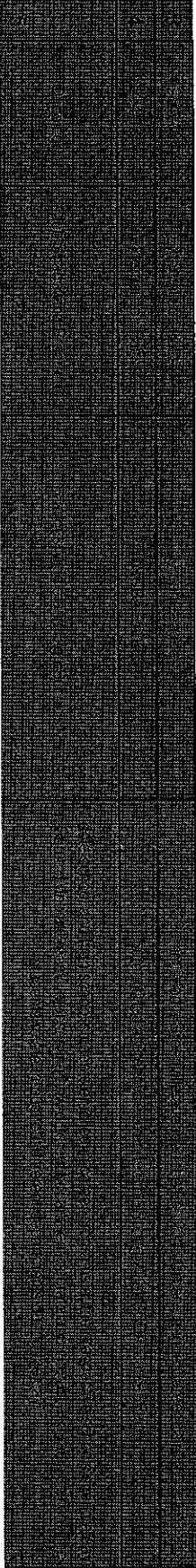
18	USCUstate	Megan Downey			
	<a href="https://uscupstate.edu/">https://uscupstate.edu/</a>	(864) 235-1073	0		N

19	Greenville Technical College	Megan Downey			
	<a href="http://www.gvltcc.edu/index.aspx">http://www.gvltcc.edu/index.aspx</a>	(864) 235-1073	0		N

20	Urban League	Megan Downey			
	<a href="http://urbanleagueupstate.org/">http://urbanleagueupstate.org/</a>	(864) 235-1073	0		N

Longer-Term Recruitment Initiatives Implemented During Previous Year

No.	Date	Initiative	Description	Scope of Involvement
1	8/1/2013 - Ongoing	College Internship Program	Integrates students into a corporate working environment and exposes them to the inner workings of various departments for all stations	Recruit interns from area colleges with an interest in marketing, public relations, business administration, broadcasting and communications. SummitMedia hosted one programming interns in our sales, promotions, programming and research departments from Summer '13 through Summer '14
2	8/8/14	External Job Fairs	Urban League	SummitMedia Greenville participated the Fall 2013 Urban League Career Fair in an effort recruit positions for Account Managers, PT On Air Personality, Promotions Coordinator, Promotions Assistant, and IT position







Personnel Involved

Karolyn Mulvaney, Sara Polk,

Catherine Tolbert, Megan Downey, Kathryn Lee  
Jones, Mark Shands, Kelly McDaniel, Philip  
Simmons





**COMPANY WEBSITES AND POSTINGS**

1	Kori White	SummitMedia Corporate Website	<a href="http://www.summitmediacorp.com/employment.html">http://www.summitmediacorp.com/employment.html</a>	phone number needed
2	Bethany Wimmer	SummitMedia Station Websites	<a href="http://www.summitmediacorp.com/employment.html">http://www.summitmediacorp.com/employment.html</a>	864-235-1073
2	Catherine Tolbert	Current Employees/Interns - Internal postings on Company Bulletin Boards/Email to All Greenville Users	<a href="mailto:greenville.users@summitmediacorp.com">greenville.users@summitmediacorp.com</a>	864-235-1073

IN PROGRESS

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	8/1/2013 - Ongoing	College Internship Program	Integrates students into a corporate working environment and exposes them to the inner workings of various departments for all stations	Recruit interns from area colleges with an interest in marketing, public relations, business administration, broadcasting and communications. SummitMedia hosted one programming interns in our sales, promotions, programming and research departments from Summer '13 through Summer '14	Karolyn Mulvaney, Sara Polk,
2	8/1/2013 - Ongoing	Training Programs	1. Communicating Styles Technology by Dr. Paul P. Mok 2) Capacity Builders	1.) SummitMedia - Communicating Styles Technology by Dr. Paul P. Mok program to enable employees to enhance their communication skills. 2) Capacity Builders builds upon leadership and networking skills	Karolyn Mulvaney, Kathy Lee Jones
3	9/25/13	External Job Fairs	Urban League	SummitMedia Greenville attended the Fall 2013 Urban League Career Fair	Jackie Burke, Vicky James and Julian Earle
4	4/4/13	External Job Fairs	SCBA FAIR	SummitMedia Greenville attended the Spring 2014 SCBA Career Fair	Latina Burrell & Stephanie Crunkleton
5	Ongoing	Job Shadowing Program	Various Middle and High Schools	Middle school and high school students enrolled in career programs at their respective schools spend a day at SummitMedia Greenville observing how different department operate and interact at a radio station. The students rotate throughout different departments during the day.	Tone Hollywood, Vicky James & Rhonda Rawlings
6	Ongoing	Middle School Career Days	Various Middle and High Schools	SummitMedia Greenville employees attend elementary and middle school career days to answer students questions about the broadcasting industry.	Vicky James, Tone Hollywood, Kelly Mac

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