

2016 EEO Public File Report
WJMZ-FM, WHZT (FM)
WJMZ-FM, Anderson, South Carolina / WHZT (FM), Seneca, South Carolina
AUGUST 1, 2016 - JULY 31, 2017
Full Time 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 Manager	8/1/2016	5/22/2017	SummitMedia Website		
				1073jamz.com		
				Hot98.1com		
				995chuck.com		
				X985.com		
				Internal Posting	2	1
				Employee Referral	3	
				Facebook		
				Indeed.com	5	
				All Access		
				Linkedin.com	2	1
				SCBA		
				JobSpider		
				Clemson University		
				University of SC		
				University of SC - Upstate		
				Furman University		
				Greenville Tech		
				Urban League		
				Godshall Staffing		
Urban League Job Fair						
SCBA Job Fair						
SummitMedia Job Fair						
2	Street Team Coordinator	1/25/2017	3/13/2017	SummitMedia Website	2	
				1073jamz.com	1	
				Hot98.1com		
				995chuck.com		
				X985.com		
				Internal Posting	2	1
				Employee Referral	1	
				Facebook		
				Indeed.com	2	
				All Access		
				Linkedin.com		
				SCBA		
				JobSpider		
				Clemson University		
				University of SC		
				University of SC - Upstate		
				Furman University		
				Greenville Tech		
				Urban League		
				3	On Air Personality - Morning Show	4/20/2017
1073jamz.com						
Hot98.1com						
995chuck.com						
X985.com						
Internal Posting	1	1				
Employee Referral						
Facebook						
Indeed.com						
All Access	4					
SCBA						
Clemson University						
Furman University						
University of SC						
University of SC - Upstate						
Greenville Tech						
Urban League						
SCBA Job Fair						
SummitMedia Job Fair						
RAMP						

RS#	ORGANIZATION	CONTACT	EMAIL	PHONE
1	summitmedia.com (Corporate Website)			
2	1073jamz.com (Station Website)			
3	hot981.com (Station Website)			
4	995chuckfm.com (Station Website)			
5	x985fm.com (Station Website)			
6	Internal Posting (Bulletin Board)			
7	Employee Referral			
8	Walk in/Self Referral			
9	Indeed.com			
10	allaccess.com			
11	Linkedin.com			
12	SCBA	Joy Henderson	joy@scba.net	
13	Furman University	Kristin Irwin	Kristin.Irwin@furman.edu	864.294.2106
14	Furman Internship	Susan Zieger		
15	USC	Cindy Justice	cjustice@sc.edu	803-777-7066
16	Clemson University	Deb Herman	dherman@clemson.edu	864-710-9747
17	Clemson University-Alumni (3+ years exp)	Deb Herman	dherman@clemson.edu	864-710-9747
18	facebook			
19	jobspider.com			
20	USCUpstate	John Montemayor		(864) 503-5000
21	Greenville Tech	Byron Morrell	byron.morrell@gvltec.edu	(864) 250-8139
22	Urban League of the Upstate	Jil Littlejohn		(864) 244-3862
23	Greenville News	Sam Nugent	snugent@gannett.com	(866) 782-6914
24	On Air Announcements			
25	Hispanic Alliance		communityinfo@hispanicalliancesc.com	864.250.8968
26	Brown Mackie	Michelle Brinn	mbrinn@brownmackie.edu	(864) 298-9568
27	Winthrop			
28	Anderson University			
29	Lander University	Amanda Sizemore Morgan	asmorgan@lander.edu	(864) 388-8730
30	Winthrop	Amy Sullivan		(803) 323-2141
31	Spartanburg Technical College			
32	Coastal Carolina University	Yvonne Lasane	yvonne@coastal.edu	(864) 349-2485
33	Morehouse	Career Services	jobs@morehouse.edu	(404) 205-2644
34	SC State University			(803) 536-7033
35	University of NC - Chapel Hill	Jay Eubank	jeubank@email.unc.edu	(919) 962-6507
36	Benedict College	KAREN RUTHERFORD		
37	Allen University			
38	SC Employment Office			
39	United Ministries			
40	Black Broadcasters Alliance			(412) 371-9850
41	MONSTER.COM			
42	SC INFO HIGHWAY			
43	University of SC			
44	NAACP			(864) 235-3327
45	GSA Business	Pam Edmonds	pedmonds@scbiznews.com	8642355677 x 35
46	Career Builder			
47	Carolina School of Broadcasting	Alyson Young	alyson@nakatv.com	(704) 395-7272
48	Goodwill Industries	Josh Kelly	jkelly@goodwillsc.org	(864) 351-0134
49	Greenville County Workforce Development	Rachel Angel		(864) 467-8095
50	Hispanic Communications Network	Patricia Sainz	patricia.sainz@hcnmedia.com	(202) 637-8801
51	Career Builder			
52	InsideRadio.com			
53	http://www.radioinfo.com/			
54	NationJob			
55	Godshall Staffing	John Riddle	john@godshall.com	864-242-3491

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: ACCOUNT MANAGER

DATE OPEN: 8/1/2016

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Summit Media Website Address: http://1073jamz.com/	Kathy Lee Jones (864) 235-1073	0	N
2	1073jamz.com Address: http://1073jamz.com/	Kathy Lee Jones (864) 235-1073	0	N
3	HOT981.com Address: http://hot981.com/	Kathy Lee Jones (864) 235-1073	0	N
4	995ChuckFM.com Address: http://977chuckfm.com/	Kathy Lee Jones (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Kathy Lee Jones (864) 235-1073	0	N
6	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Kathy Lee Jones (864) 235-1073	2	N
7	Employee Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Kathy Lee Jones (864) 235-1073	3	N
8	Facebook Facebook.com	Karolyn Mulvaney (864) 235-1073	0	N
9	Indeed Address: indeed.com	Kathy Lee Jones (864) 235-1073	5	N
10	All Access Allaccess.com	Kathy Lee Jones (864) 235-1073	0	N
11	Linkedin.com	Kathy Lee Jones (864) 235-1073	2	N
12	SCBA	Paula Thayer (803) 732-4085	0	N
13	JobSpider	Kathy Lee Jones (864) 235-1073	0	N
14	Clemson University PO Box 2096 Clemson, SC 29630	Deb Herman	0	N
15	University of SC	Cindy Justice 803-777-7066	0	N
16	USC Upstate 800 University Way	John Montemayor	0	N
17	Furman University 3300 Poinsett Hwy Greenville, SC 29613	Kristin Irwin	0	N
18	Greenville Technical College PO Box 5616, Greenville SC 29606	Byron Morrell	0	N
19	Urban League 15 Regency Hill Drive, Greenville, SC 29607	Jil Littlejohn	0	N
20	Godshall Staffing	John Riddle 864-242-3491	0	N
21	Urban League Job Fair 15 Regency Hill Drive, Greenville, SC 29607	Jil Littlejohn	0	N
22	SCBA Job Fair	Paula Thayer (803) 732-4085	0	N
23	SummitMedia Job Fair	Kathy Lee Jones (864) 235-1073	0	N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: STREET TEAM COORDINATOR

DATE OPEN: 01/25/2017

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Summit Media Website Address: http://1073jamz.com/	Stephanie Crunkleton (864) 235-1073	2	N
2	1073jamz.com Address: http://1073jamz.com/	Stephanie Crunkleton (864) 235-1073	1	N
3	HOT981.com Address: http://hot981.com/	Stephanie Crunkleton (864) 235-1073	0	N
4	995ChuckFM.com Address: http://977chuckfm.com/	Stephanie Crunkleton (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Stephanie Crunkleton (864) 235-1073	0	N
6	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Stephanie Crunkleton (864) 235-1073	2	N
7	Employee Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Stephanie Crunkleton (864) 235-1073	1	N
8	Facebook Facebook.com	Stephanie Crunkleton (864) 235-1073	0	N
9	Indeed Address: indeed.com	Stephanie Crunkleton (864) 235-1073	2	N
10	All Access Allaccess.com	Stephanie Crunkleton (864) 235-1073	0	N
11	Linkedin.com	Stephanie Crunkleton (864) 235-1073	0	N
12	SCBA	Paula Thayer (803) 732-4085	0	N
13	JobSpider	Stephanie Crunkleton (864) 235-1073	0	N
14	Clemson University PO Box 2096 Clemson, SC 29630	Deb Herman	0	N
15	University of SC	Cindy Justice 803-777-7066	0	N
16	USC Upstate 800 University Way	John Montemayor	0	N
17	Furman University 3300 Poinsett Hwy Greenville, SC 29613	Kristin Irwin	0	N
18	Greenville Technical College PO Box 5616, Greenville SC 29606	Byron Morrell	0	N
19	Urban League 15 Regency Hill Drive, Greenville, SC 29607	Jil Littlejohn	0	N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: ON AIR TALENT (MORNING SHOW)

DATE OPEN: 4/20/2017

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Summit Media Website Address: http://1073jamz.com/	Mike Klein (864) 235-1073	0	N
2	1073jamz.com Address: http://1073jamz.com/	Mike Klein (864) 235-1073	0	N
3	HOT981.com Address: http://hot981.com/	Mike Klein (864) 235-1073	0	N
4	995ChuckFM.com Address: http://977chuckfm.com/	Mike Klein (864) 235-1073	0	N
5	X98.5.com Address: http://X985fm.com/	Mike Klein (864) 235-1073	0	N
6	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Mike Klein (864) 235-1073	1	N
7	Employee Referral 220 N. Main St., Ste. 402, Greenville, SC 29601	Mike Klein (864) 235-1073	0	N
8	Facebook Facebook.com	Karolyn Mulvaney (864) 235-1073	0	N
9	Indeed Address: indeed.com	Mike Klein (864) 235-1073	0	N
10	All Access Allaccess.com	Mike Klein (864) 235-1073	4	N
11	Linkedin.com	Mike Klein (864) 235-1073	0	N
12	SCBA	Paula Thayer (803) 732-4085	0	N
13	JobSpider	Mike Klein (864) 235-1073	0	N
14	Clemson University PO Box 2096 Clemson, SC 29630	Deb Herman	0	N
15	University of SC	Cindy Justice 803-777-7066	0	N
16	USC Upstate 800 University Way	John Montemayor	0	N
17	Furman University 3300 Poinsett Hwy Greenville, SC 29613	Kristin Irwin	0	N
18	Greenville Technical College PO Box 5616, Greenville SC 29606	Byron Morrell	0	N
19	Urban League 15 Regency Hill Drive, Greenville, SC 29607	Jil Littlejohn	0	N
20	Godshall Staffing	John Riddle 864-242-3491	0	N
21	Urban League Job Fair 15 Regency Hill Drive, Greenville, SC 29607	Jil Littlejohn	0	N
22	SCBA Job Fair	Paula Thayer (803) 732-4085	0	N
23	SummitMedia Job Fair	Kathy Lee Jones (864) 235-1073	0	N
24	RAMP	Mike Klein (864) 235-1073	0	N

Longer-Term Recruitment Initiatives Implemented During Previous Year

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	8/1/2016-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 intern each in our sales, promotions, programming and research departments from Summer '14 through Summer '15.	Karolyn Mulvaney, Sara Polk
2	8/1/2016-Ongoing	Station Tours	Station tours are offered to local educational and youth organizations seeking to inspire, motivate, and provide real life experience in the radio broadcast industry.	Capacity Builders builds upon leadership and networking skills to learn new ways of recruiting more diverse team members. Each department provides an overview of their role in radio broadcasting.	Dept Heads/Prog Staff, including but not limited to: Karolyn Mulvaney, Mike Klein, Catherine Tolbert, Kathy Lee Jones, Bethany Wimmer, Sara Polk, Stephanie Crunkleton
3	8/1/2016-Ongoing	Job Shadowing Program	Various Early Childhood, 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.	Kelly Mac, Tone Hollywood, Vicky James & Rhonda Rawlings
4	8/1/2016-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, Barbie T, Anthony Louden
5	8/21/2016-Ongoing	Greenville Chamber's NetNight	NETnight is a quarterly opportunity for diverse business owners and professionals to connect for networking.	SummitMedia is a media partner. SummitMedia capitalizes on this quarter meeting as an opportunity to connect with business leaders and members of the community. Managers attend NETnight as an opportunity to recruit talent. In addition, this is an opportunity for SummitMedia to showcase the radio broadcasting world to prospective talent. 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.	Karolyn Mulvaney, Kathy Lee Jones, Marlon Latta, Tenita Orr, Rhonda Rawlings, Jeff Gerber
6	2/18/17	Station Job Fair	SummitMedia	On Sat, Feb 18 at the Haywood Mall in Greenville, our stations hosted over 50 vendors to connect with job seekers in the Upstate who were looking for a primary or secondary job, wanted a career change, were interested in continuing education, or were in need of job training assistance. We had hundreds of job applicants attend the career 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 career fair met and exceeded expectations - 83% of the vendors received "great prospects" from the event. The participating vendors rated the event as very good (67%) and excellent (33%).	Stephanie Crunkleton, Bethany Wimmer, Kathy Lee Jones
7	4/1/17	External Job Fair	Urban League	Annual Job Fair hosted by the Urban League of the Upstate. SummitMedia is a media partner. SummitMedia displays employment oppurtunities available.	Stephanie Crunkleton
8	4/12/17	External Job Fairs	SCBA JobFair	SummitMedia Greenville attended the 2016 Annual South Carolina Broadcast Association's Job Fair	Catherine Tolbert & Stephanie Crunkleton
9	4/20/17	Greenville Chamber's Ace Symposium: Advocate, Collaborate, Excel	ACE Leadership Symposium: Advancing Multicultural Leadership	The mission of the ACE Leadership Symposium is to send a strong message to the community: in order to advance minority leadership including mid- to senior-level appointments and nonprofit/corporate board service, there must be a concerted effort to advocate for multicultural leaders so they can excel personally and in their endeavors to contribute to their organizations. Our Department Heads attended ACE Leadership Symposiums to learn about sending this strong message. The ACE Leadership Symposium is one of two initiatives the Chamber executes annually to advance leadership diversity within underrepresented populations.	Karolyn Mulvaney, Kathy Lee Jones, Catherine Tolbert, Sara Polk, Bethany Wimmer, Mike Klein
10	5/20/17	Station Job Fair	SummitMedia	On Sat, May 20 at the Haywood Mall in Greenville, our stations hosted over 50 vendors to connect with job seekers of the Upstate who were looking for a primary or secondary job, wanted a career change, were interested in continuing education, or were in need of job training assistance. We had hundreds of job applicants attend the career 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 career fair met and exceeded expectations - 83% of the vendors received "great prospects" from the event. The participating vendors rated the event as very good (67%) and excellent (33%).	Stephanie Crunkleton, Bethany Wimmer, Kathy Lee Jones