

WWDM(FM), WHXT(FM), WMFX(FM), WARQ(FM), WPCO(AM), WSCZ(FM)
EEO PUBLIC FILE REPORT
August 1, 2019-July 31, 2020

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
Assistant Program Director	1-10, 13, 16, 18-19	19
Program Director	1-10, 13, 16, 18-19	16

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Columbia Urban League 1400 Barnwell Street, Columbia, SC 20201 803-799-8150 Contact: Regina LaBrew info@columbiaurbanleague.org	No	0
2	Morris College 100 W. College Street, Sumter, SC 29150 803-934-3191 Contact: Deloris Woodward dwoodward@morris.edu	No	0
3	South Carolina State University Human Resources P. O. Box 7155, Orangeburg SC 29117 803-536-7000 humanresources@scsu.edu	No	0
4	Allen University 1530 Harden Street, Columbia, SC 29204 803-254-4165 Contact: Cynthia Eubank/VP of Student Affairs humanresources@allenuniversity.edu	No	0
5	Benedict College Harden & Blanding Street, Columbia, SC 29204 803-705-2220 Contact: Dr. Herman Howard howardh@benedict.edu	No	0
6	Greater Columbia Community Relations P.O. Box 1360, Columbia, SC 29202 803-733-1130 Contact: Darlene Preston info@comrelations.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Midlands Technical College P.O. Box 2408, Columbia, SC 29202 803-822-3321 Contact: Sarah Trice trices@midlandstech.edu	No	0
8	South Carolina Broadcasters Association One Harbison Drive, Columbia, SC 29210 803-732-1186 Contact: Joy Henderson joy@scba.net	No	0
9	University of South Carolina 900 Assembly Street, Columbia, SC 29208 803-777-3821 Contact: Michael Cantelmi ruffad@mailbox.sc.edu	No	0
10	Black News 1310 Harden St. Columbia, SC 29204 803-799-5252 Contact: Jim Edwards scbnews@aol.com	No	0
11	Urban Insite www.Urbaninsite.com	No	0
12	All Access www.allaccess.com	No	0
13	Indeed www.Indeed.com	No	0
14	Linked-In www.linkedin.com	No	0
15	Job Fairs (see Section III)	No	0
16	Alpha Media Careers Website www.alphamediausa.com/careers	No	1
17	Society of Broadcast Engineers www.sbe.org	No	0
18	Internal Posting	No	0
19	Word-of-Mouth Referral	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	Our internship program is designed to help members of the community acquire the skills necessary for broadcast employment. During this reporting period, our SEU hosted 2 student interns attending Benedict College. These interns were supervised by our Promotions Director, who arranged for the students to “shadow” members of our programming, promotions and sales departments. Additionally, the interns participated in community events with SEU staff.
2	Host event/program for or on behalf of a community organization relating to careers in broadcasting	On October 25, 2019, our SEU hosted a Mentoring Day for the Vocational Rehabilitation Disability Center, during which we provided job shadowing for students with disabilities through hands-on career exploration with each department.
3	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On September 26, 2019, our SEU participated in a career fair at Benedict College in Columbia, South Carolina. SEU participants included our Business Manager, who spoke to attendees about how a radio station operates, what their jobs entail and opportunities for a future career in broadcasting.
4	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On October 17, 2019, our SEU participated in a Convergence Seminar at Benedict College in Columbia, South Carolina. SEU participants included our Business Manager, who spoke to the Mass Communication class on career paths in radio.
5	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On November 5, 2019, our SEU participated in a Career Day at Fairfield High School in Columbia, SC. SEU participants included our Promotions Director and one of our radio personalities who spoke to students about career paths in radio.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Management-level training addressing equal employment opportunity and preventing discrimination	During August-September 2019, our Business Manager, Program Directors, Station Manager, Chief Financial Officer and Engineer participated in a ThinkHR training program provided by Alpha Media entitled, “Bullying and Violence in the Workplace.”
7	Management-level training addressing equal employment opportunity and preventing discrimination	During August-September 2019, our Business Manager, Program Directors, Station Manager, Chief Financial Officer and Engineer participated in a ThinkHR training program provided by Alpha Media entitled, “Workplace Harassment Prevention for Managers.”
8	Management-level training addressing equal employment opportunity and preventing discrimination	On October 9, 2019, our SEU’s Business Manager and Engineer took part in an training webinar entitled, “The FCC’s Equal Employment Opportunity Rules: The Nuts and Bolts for Alpha Media,” presented by Alpha Media’s communications counsel, Wiley Rein LLP.