

**WWDM(FM), WHXT(FM), WMFX(FM), WARQ(FM), WARQ(HD4),
WARQ(HD2) WSCZ(FM), WPCO(AM)
EEO PUBLIC FILE REPORT
August 1, 2020-July 31, 2021**

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
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: Paula Thayer Paula@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	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			1

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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.
2	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On July 25, 2021, our SEC participated in a virtual career fair Hosted by Benedict College in Columbia, South Carolina. Individuals from this SEU that participated 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.
3	Management-level training addressing equal employment opportunity and preventing discrimination	On July 8, 2021 our Business Manager, participated in ThinkHR training program provided by Alpha Media entitled, “EEO & Lawful Hiring”
4	Management-level training addressing equal employment opportunity and preventing discrimination	On July 8, 2021 our Business Manager, participated in ThinkHR training program provided by Alpha Media entitled, “Your role with Diversity in the Workplace”
5	Management-level training addressing equal employment opportunity and preventing discrimination	On July 8, 2021, our Business Manager, participated in a ThinkHR training program provided by Alpha Media entitled, “A Manager’s Guide to Diversity, Inclusion and Accommodation”