

WWDM(FM), WHXT(FM), WMFX(FM), WARQ(FM), WPCO(AM), WSCZ(FM)
EEO PUBLIC FILE REPORT
August 1, 2018-July 31, 2019

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, 16-17, 19-20	17
Account Executive	1-10, 13, 16-17, 19-20	17

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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 (automated posting from Alpha Media careers website) www.Indeed.com	No	0
14	Linked-In www.linkedin.com	No	0
15	Job Fairs (see Section III)	No	0
16	Station Website Postings (one or more SEU stations)	No	0
17	Alpha Media Careers Website (navigation link to Alpha Media careers website on one or more SEU stations) www.alphamediausa.com/careers	No	4
18	Society of Broadcast Engineers www.sbe.org	No	0
19	Internal Posting	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Word-of-Mouth Referral	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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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 one student intern attending Benedict College, 4 student interns attending University of South Carolina, 2 student interns attending Claflin University and 1 student intern attending South Carolina State University. 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 26, 2018, 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 27, 2018, 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 10, 2018, 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On March 27, 2019, our SEU participated in an Employer Recruitment Conference at University of South Carolina, Columbia, SC. SEU participants included our Business Manager and Promotions Director, who spoke to students about career opportunities in broadcasting.
6	Participate in job fair	On March 12, 2019 our SEU participated in the 6 th Annual ECPI University Job Fair at the Columbia Metropolitan Convention Center in Columbia, SC. SEU participants included our Business Manager and Promotions Director, who discussed potential jobs and/or internship opportunities with interested attendees.
7	Participate in job fair	On April 3, 2019, our SEU participated in a job fair sponsored by the South Carolina Broadcasters Association held at The National Guard Armory. SEU participants included our Promotions Director, who spoke with attendees about career opportunities in radio and internships within the SEU.
8	Host event/program for or on behalf of a community organization relating to careers in broadcasting	On June 6, 2019, our SEU hosted a tour of the radio station with students from ANA Youth Services in Columbia, South Carolina.
9	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On November 2, 2018, 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.