

2019 ANNUAL EEO PUBLIC FILE REPORT

CHARLESTON RADIO GROUP

Stations: WAVF(FM), Hanahan, SC
WCKN(FM), Moncks Corner, SC
WXST(FM), Hollywood, SC
WSPO (AM), Charleston, SC
WMXZ (FM), Isle of Palms, SC
WMXZ HD-2 (FM) Isle of Palms, SC

Reporting Period: August 1, 2018 – July 31, 2019

No. of Full-time Employees: More than 10

During the Reporting Period, a total of 4 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

4.8.19 – The College of Charleston School of Business Career Fair in Charleston, SC. On-site job applications were accepted. Attended by Administrative Director and The Digital Sales Executive.

04/24/19 – South State University Career Fair in Columbia, SC. At this event we collected resumes and even conducted interviews on site. Attended by the Business Manager and Administrative Director.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcasting employment.*

The licensee had a total of 3 interns during the reported period. During the Summer of 2018 Semester, we had 2 interns. One attending Western Carolina and one attending SC State University. We had 1 intern during the Summer of 2019. She is attending College of Charleston. All interns receive college credits. Interns work between 15-20 hours.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

Academic All Stars Honor Roll: Laptops were donated to local students whom received perfect attendance and straight A's for the 2018-2019 school year.

02/09-The Chocolate Affair. It supports communities in Schools. It addresses both the academic and social service needs of more than 10,000 students in Charleston and Berkeley County Schools.

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

03/03-Kids Fair at Gaillard Center in Charleston, SC. Kids Fair is a unique event that fulfills the cultural, educational and social needs of all children in our community, thus nurturing creativity and strengthening the family unit.

07/20- Friends and Family Day, at Westvaco Park, North Charleston, SC. This event distributes school supplies to under privileged children. Attended by WXST On-Air Personalities.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1.21.19	Account Executive	Website
1.28.19	Account Executive	Referral
4.15.19	Traffic Coordinator	Referral
6.03.19	Program Director	All Access

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 26

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred

Stations' Websites	09
All Access/Recruiting Website	04
Indeed	08
Employee Referral	05

RECRUITING SOURCES USED

The following sources were used for all full-time openings.

*	Business/Agency	Address	City, State, Zip	Phone	Contact	e-mail
N	BWC Products, Inc.	9516 Hanburg Rd.	Ladson, SC. 29456	843.873.0474	Robert Bertino	
N	All Access	28955 Pacific Coast St. 210-5	Malibu, CA 90265	310-457-6616		
N	Berkeley Chamber of Commerce	PO Box 968	Moncks Corner, SC 29461			
N	Carousel Early Childhood Center, Inc	1083 Jenkins Rd.	Charleston, SC. 29407	843.763.2378	Denise Gaskins	
N	Charleston Southern University/Student Employment Office	9200 University Blvd.	Charleston, SC. 29406	843.863.8019	Hester Young	
N	Civic Communications Inc.	P.O. Box 871	Charleston, SC. 29402	843.577.0656	Julie Cofer	
N	Trident Urban League Inc.	PO Box 20249	Charleston, SC 29413	843-965-4037		
N	College of Charleston/Univ. of Charleston	66 George Street,	Charleston, SC 29424	843.953.5507		
N	D. H. Martin & Associates, Inc.	1037 Chuck Dawley Blvd. BD. D	Mt. Pleasant, SC 29464	843-849-1055		
N	Eovercomers, e-Business Consulting, LLC	1836 Ashley River Rd., Ste. 302	Charleston, SC. 29407	843.554.0606	Edward Smalls	
N	Governor's Office of Small & Minority Business Enterprise	1205 Pendleton Street RM 437	Columbia, SC 29201	803-734-0564		
N	Golden Girls Management DBA TC's Soul Café	P.O. Box 60673	N. Charleston, SC. 29405	843.745.6242	Stephanie Hammond	
N	Job Service	176 Lockwood Blvd.	Charleston, SC 29402	843-792-7046		
N	Ideal Printing, Inc.	4122 Meeting St.	N. Charleston, SC. 29405	843.744.7022	Dallas Davidson	
N	Limestone College	1115 College Drive	Gaffney, SC. 29340	800.795.7151		
N	Medical University of SC	171 Ashley Ave.	Charleston, SC. 29425	843.792.2300		
N	Personal Enhancement	P.O. Box 2392	Mt. Pleasant, SC. 29465	843.849.0682	Marie L. Moreto	
N	Phlegar & Associates	566 Flambeau Retreat	Mt. Pleasant, SC. 29464	843.971.0510	Kathy Phelgar	
N	South Carolina Vocational Rehabilitation Dept.	4360 Dorchester Rd.	N. Charleston, SC. 29405	843.740.1610		
N	The Post and Courier	134 Columbus St.	Charleston, SC. 29403-4800	843-577-1111		
N	Trident One Stop Career Center	1930 Hanahan Rd.	N. Charleston, SC. 29406	843.574.1826		

*	Business/Agency	Address	City, State, Zip	Phone	Contact	e-mail
Y	WMXZ-HD2	2294 Clements Ferry Rd.	Charleston, SC 29492			WWW.993THEBOX.COM
Y	WMXZ Website	2294 Clements Ferry Rd.	Charleston, SC 29492	843-972-1100		WWW.MIX96LIVE.COM
Y	WXST Website	2294 Clements Ferry Rd.	Charleston, SC 29492	843-972-1100		WWW.STAR997.COM
Y	WCKN Website	2294 Clements Ferry Rd.	Charleston, SC 29492	843-972-1100		WWW.KICKIN925.COM
Y	WAVF Website	2294 Clements Ferry Rd.	Charleston, SC 29492	843-972-1100		
Y	WSPO Website	2294 Clements Ferry Rd.	Charleston, SC 29492	843-972-1100		WWW.WSPOSPORTS.COM

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.