

**WEZL, WRFQ, WSCC-FM, WXLY**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Market Senior Vice President of Sales	1-3, 6-8, 10, 14-17, 19	15
Outside Account Executive	1-3, 5-8, 10, 13-14, 16-17, 19	5
Executive Assistant / Sales Support	1-4, 6-8, 10, 14, 16-17, 19	4
Outside Account Executive	1-3, 6-8, 10, 14, 16-19	8
Sales Assistant	1-3, 5-8, 10-11, 14, 16-17, 19	5
Sales - Account Executive	1-3, 5-8, 10-12, 14, 16-17, 19	5
Outside Account Executive	1-4, 6-8, 10, 12, 14, 16-17, 19	4
Outside Account Executive	1-3, 6-8, 10, 14, 16-19	18
Outside Account Executive	2-3, 6-10, 14, 16-17, 19	9
Outside Account Executive - Charleston	2-3, 6-10, 14, 16-17, 19	9

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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	Benedict College, Personnel Services 1600 Harden Street Columbia, South Carolina Phone : (803) 253-5153 Email : rutherfordk@benedict.edu Fax : 1-803-705-6888 Karen Rutherford	N	0
2	Black Radio Entertainment South Carolina Url : www.bremagazine.com Email : marceygetsinger@clearchannel.com Career Services n/a	N	0
3	Claflin University Office of Career Development 400 Magnolia St. Orangeburg, South Carolina 29115 Phone : 803-535-5338 Email : csnell@claflin.edu Fax : 1-803-535-5379 Carolyn Snell	N	0
4	Current Employee/Internal Promotion	N	2
5	Employee Referral	N	3
6	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1
7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
8	Indeed - Not Directly Contacted by SEU 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : www.indeed.com Online Source	N	7

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Indeed.com - Not Directly Contacted by SEU	N	2
10	Job Fairs (See Section III) South Carolina n/a n/a Manual Posting	N	0
11	Linked In	N	2
12	Non-Employee Referral	N	2
13	On-Air Announcement (One or More SEU Stations)	N	1
14	On-Air Announcements (One or more SEU stations) South Carolina n/a n/a Manual Posting	N	0
15	Re-hire	N	1
16	South Carolina Broadcasters Association One Harbison Way #112 Columbia, South Carolina Url : www.scba.net Career Service Manual Posting	N	0
17	Trident Technical College North Charleston, South Carolina Phone : 843-574-6119 Url : http://tridenttech-csm.symplicity.com/ Email : tridenttech-csm@symplicity.com Jennifer Pinckney	N	0
18	Word of Mouth Referral	N	2
19	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>23</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/6/2018	Establishment of a mentoring program	The SEU established a mentoring program to enable the Sales Assistant to improve her skills to qualify for a higher position. She was mentored by a Senior Account Executive between November 2018 and February 2019. During this time, she accompanied her mentor on sales calls and was trained on how best to pitch ideas as well as best practices of the sales software and, as a result, earned a promotion to an Outside Account Executive.	1	Senior AE Sales Assistant
2	5/20/2019	Participation in events sponsored by community groups	Station Tour and informational talk about Media/Broadcasting and the employment opportunities for the MUSC AUTISM NETWORK. Seven students were in attendance.	2	Account Assistant SVPS