

**EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period: **July 23, 2015 – July 22, 2016.**

1) **Employment Unit: LM Communications of South Carolina**

2) **Unit Members (Stations and Communities of License): WYBB(FM), Folly Beach, SC  
WCOO(FM), Kiawah Island, SC**

3) **EEO Contact Information for Employment Unit:**

Mailing Address:  59 Windermere Blvd. Charleston, SC 29407	Telephone Number: 843-769-4799
	Contact Person/Title: Charles Cohn, General Manager
	E-mail Address: charlie@radioofcharleston.com

4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
(a) Account Executive	Rehire

5) **Job Title: Account Executive                      Referral Source(s) of Hiree: Rehire**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
SC Works	NA	<a href="https://jobs.scworks.org">https://jobs.scworks.org</a>	NA	0	NO
College of Charleston	NA	<a href="https://alumni.cofc.edu/benefits-and-services/career-services">https://alumni.cofc.edu/benefits-and-services/career-services</a>	NA	0	NO
South Carolina Broadcaster Association	NA	<a href="http://www.scba.net/">http://www.scba.net/</a>	NA	0	NO
All Access	NA	<a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	NA	0	NO
Industry Referral	NA	NA	NA	3	NA
Re-hire	NA	NA	NA	1	NA

**Stations WYBB(FM) and WCOO(FM) are Equal Opportunity Employers.**

6) **Total # of Interviewees Referred:** For the period from July 23, 2015 through July 22, 2016, this Employment Unit interviewed 4 interviewees for one full-time job vacancy.

7) **Supplemental Recruitment Initiatives.**

**(a) Initiative: Internship Program**

WYBB and WCOO have operated an internship program for over 20 years, and continued to conduct the program during this reporting period. This program enables high school students, college students and members of the greater Charleston community to gain experience and develop skills necessary for careers in broadcasting. From July 23, 2015 through July 22, 2016, WYBB and WCOO hosted two interns. The interns gained experience in on-air broadcasting, production and promotions, and music scheduling, and worked closely with the Operations Manager/WCOO Program Director/WYBB Program Director. Interns also observed promotional events hosted by the stations over the course of the year.

**(b) Initiative: Participation in Events Sponsored by Educational Institutions/Organizations**

- i. Members of the WYBB and WCOO on-air staff hosted and trained students from the James Island High School on February 3rd, 2016. Students sat in with the afternoon talent to observe on air mechanics and activity. They were taught about careers in broadcasting, including on-air, promotions, production, programming, traffic, and sales.
- ii. On April 6<sup>th</sup>, 2016, the Operations Manager for WYBB and WCOO conducted a lecture with the music business program at The College of Charleston. The lecture included information on radio and broadcast employment opportunities.
- iii. On October 7<sup>th</sup>, 2015, the Operations Manager for WYBB and WCOO, working with management at the North Charleston Coliseum and Performing Arts Center, conducted a class with the business program at The College of Charleston. Subjects included broadcasting, artist and venue management, promotion and publicity. Information about broadcast employment.

**(c) Initiative: Participation in Career Fairs**

WYBB and WCOO participated in a career fair on Wednesday, April 27<sup>th</sup> 2016, from 11am- 1 pm at The Art Institute of Charleston. WYBB and WCOO attended the event to make the Charleston, North Charleston, Summerville, and surrounding areas aware of the stations' internship program and available employment opportunities with the stations.