

**WJMZ(FM) and WHZT(FM)
EEO PUBLIC FILE REPORT
August 1, 2023–July 31, 2024**

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
Marketing Strategy Lead	1,5,7,9,10,11,12,16,17	9
Marketing Strategy Lead	1,5,7,9,10,11,12,16,17	16
Marketing Strategy Lead	1,4,5,7,9,10,11,12,16,17	1
On-Air Personality	1,4,5,6,7,8,9,12,14,15,16,17,19,20	4
President	21*	21

**Exigent Circumstances*

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled ¹ to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	N	4
2	Walk-In/Self Referral	N	0
3	On-Air Announcements (all stations) 200 N Main St, Suite 325 Greenville, SC 29601	N	0
4	Station Social Media (all stations) 200 N Main St, Suite 325 Greenville SC 29601	N	1
5	summitmediacorp.com (corporate and station websites) 800 Shades Creek Pkwy, Suite 725 Birmingham, AL 35209	N	4
6	Internal Posting (Bulletin Board) 200 N Main St, Suite 325 Greenville, SC 29601	N	1
7	Indeed.com 6433 Champion Grandview Way, Bldg 1, Austin, TX 78750 Indeed.com, 800-475-4361	N	8
8	Allaccess.com 24955 Pacific Coast Highway, C303, Malibu, CA 90265 Allaccess.com, 310-457-6616	N	2
9	LinkedIn.com 2029 Stirling Court, Mountain View, CA 94043 LinkedIn.com, 855-655-5653	N	22
10	South Carolina Broadcasters Association Kittrell Center, 2711 Middleburg Drive, # 201 Columbia, SC 29204 www.scba.net	N	0
11	Handshake.com 225 Bush Street, 12 th Fl, San Francisco, CA 94043 Joinhandshake.com, 248-255-7341	N	1
12	Careerpage.Org/ NASBA 2333 Wisconsin Street NE, Albuquerque, NM 87110 Careerpage.org, 800-622-2414	N	0
13	Virtual Career Fair – CareerEco 8 The Green, Suite 19225 Dover, DE 19901	N	0
14	Radio Online Radio-online.com	N	0

¹ This Market has no entitled sources.

RS Number	RS Information	Source Entitled ¹ to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Radio and Music Pros (RAMP) 24307 Magic Mountain Pkwy #65, Valencia, CA 91355 Ramp247.com, kevin@ramp247.com, Kevin Carter	N	0
16	SummitMedia Employee Referral	N	5
17	SummitMedia Career Fair 220 N Main St, Suite 325 Greenville, SC 29601	N	1
19	Morning Show Bootcamp 770-737-2700, info@radiomsbc.com	N	0
20	Radio Ink 2263 NW 2 nd Ave, Suite 27, Boca Raton, FL 33431 Radioink.com, 561-655-8778	N	0
21	SummitMedia Recruited –Cold Call 220 N Main St, Suite 325 Greenville, SC 29601	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			50

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in a Career Fair (3)	<ul style="list-style-type: none"> • April 17,2024, South Carolina Broadcasters Association, Columbia, SC <p>The SEU's Market President participated in a career fair hosted by the South Carolina Broadcasters Association. This event was held in-person in Columbia, SC. Our GM interacted with many active jobseekers throughout the state of South Carolina who were looking for careers in media and broadcasting. The GM was very pleased with the response to this event. Participants were offered the chance to apply in SummitMedia's talent-bank for current and future openings.</p> <ul style="list-style-type: none"> • November 16,2023, Spartanburg High School, Greenville, SC <p>The SEU's Promotions Director participated in a career fair hosted by Spartanburg High School. This representative provided information about our job vacancies and educated students about all the things we do as a radio station and all the different jobs you can get in radio broadcasting. He was also able to point students in the right direction to start a career in radio. Participants were encouraged to think about their future and asked to apply in SummitMedia's talent-bank for future openings, both part-time while in school and full-time career opportunities.</p> <ul style="list-style-type: none"> • April 17, 2024, CareerEco Career Fair <p>Our SEU participated in a career fair hosted by CareerEco focused on diversity recruiting. Perspective candidates located in South Carolina were invited to participate in live group chats or to schedule a 15 min interview on the day of the fair. Students were educated about the various openings with Summit as well as careers in radio and media including sales, programming, promotions, and our summer internship program. Our hiring manager was available to interact with participants and our SEU was pleased with the interest shown in this event. Participants were offered the chance to apply in SummitMedia's talent-bank for current and future openings.</p>
3	Provide training to Management Level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<ul style="list-style-type: none"> • March 25,2024 <p>The SEU's Market President, Sales Manager, Business Manager, Promotions Director, and Program Director reviewed the webinar and accompanying documents provided by Broadcast 1 Source/Media Staffing Network and Wilkinson Barker Knauer LLP titled, "The Great Re-Imagination compliance and recruiting". The webinar and documents described how licensees can meet FCC obligations by engaging in wide dissemination of information about job openings as well as outreach activities designed to educate the community about broadcast employment.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Host Career Fair	<ul style="list-style-type: none"> • March 27,2024, McAlister Square <p>Our SEU hosted a job fair in Greenville. The SEU secured exhibit space, solicited local employers, and organized all logistical aspects of these events as well as participating as an exhibitor. Our General Manager, General Sales Manager, Promotions Director, and Business Manager attended and spoke to attendees about career opportunities in broadcasting and job openings at the Stations. The SEU hosted over 15 additional vendors (employers) to connect with men and women of the Upstate who were looking for a primary or secondary job, wanted a career change, were interested in continuing education, or in need of job training assistance. We received many job applicants from those who attended the job fair, in addition to exposure to regular mall attendees. A survey of the vendors found the overall quality of job applicants received at this job fair met and exceeded expectations - 95% of our vendors plan to participate in the next job fair.</p>