



**WJMZ(FM) and WHZT(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 –July 31, 2023**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled <sup>1</sup> to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	N	6
2	Walk-In/Self Referral	N	3
3	On-Air Announcements ( <i>all stations</i> )	N	
4	Station Website Postings ( <i>all stations</i> )	N	1
5	summitmediacorp.com (corporate and station websites)	N	
6	Internal Posting (Bulletin Board)	N	1
7	Indeed.com	N	8
8	Allaccess.com	N	8
9	Linkedin.com	N	13
10	South Carolina Broadcasters Assoc., Paula Thayer 803-732-1186	N	
11	Handshake.com	N	
12	Careerpage.Org	N	
13	Virtual Career Fair	N	1
14	Radio Online	N	
15	Radio and Music Pros	N	
	<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>		41

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**III. RECRUITMENT INITIATIVES**

<sup>1</sup> This Market has no entitled sources.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	College Internship Program	<p>On an ongoing basis the stations recruit interns from area colleges with an interest in marketing, public relations, business administration, broadcasting and communications. The Stations hosted 1 intern in our sales, promotions, programming and research departments in the Summer of 2023.</p> <p>The Intern during this timeframe attended South Carolina State University.</p>
2	Participate in a Career Fair (2)	<p>We participated in career fairs and provided information about our job vacancies. We collected resumes for open positions and answered questions regarding careers in broadcasting.</p> <p>The Career Fairs we attended are:</p> <ul style="list-style-type: none"> <li>• SCBA Columbia, SC April 12, 2023</li> <li>• Woodruff High School Greenville, SC February 22, 2023</li> </ul>
3	Provide training to Management Level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	<p>Our Market President, 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 about the FCC's EEO requirements. 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>
4	Host Career Fair	<p>Our Stations secured the 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. We hosted over 15 vendors 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 had hundreds of job applicants attend the job fair, in addition to exposure to the thousands of 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> <p>The Stations hosted Job fairs as follows:</p> <ul style="list-style-type: none"> <li>• September 28, 2023 Haywood Mall</li> </ul>
5	Hosted Virtual Career Fair	<p>SummitMedia hosted a Virtual Career Fair for Greenville on Wed, 6/14/2023. The event was heavily promoted locally to colleges, the Chamber (press release) and on on-air and station websites. 4 areas of interviews were offered - sales, programming, promotions, and internships as well as an informational interview. Participants signed up and were scheduled for an interview on the day of the event, either via phone, Zoom or MS Teams. We had several participants and will be following up with them about programming, promotions, sales, and internships.</p>
6	Hosted event on behalf of Organization related to career opportunities in broadcasting	<p>The Stations offer tours to local educational and youth organizations seeking to inspire, motivate, and provide real life experience in the radio broadcast industry. Each department provides an overview of their role in radio broadcasting.</p> <p>The Stations provided tours on the following dates and to the following groups:</p> <p>3/6/23 Infinity Marketing Interns</p> <p>6/14/23 Infinity Marketing Interns</p>

		The tours are supervised by A Sales Team Member, but other departments (President/General Sales Manager, Operations Manager, Business Office Manager, Production Director, On-Air Talent) all spend time with the attendees.