

**WJMZ(FM) and WHZT(FM)
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Manager	1-19	1
Account Manager	1-19	1
Account Manager	1-19	1

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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	3
2	Walk-In/Self-Referral	N	0
3	On-Air Announcements (<i>all stations</i>)	N	0
4	Station Website Postings (<i>all stations</i>)	N	0
5	summitmediacorp.com (corporate and station websites)	N	0
6	Internal Posting (Bulletin Board)	N	0
7	Indeed.com	N	6
8	Allaccess.com	N	0
9	Linkedin.com	N	0
10	On-Air Broadcasting Recruitment	N	0
11	Clemson University, Deb Herman dherman@clemson.edu	N	0
12	Furman University, Kristin Irwin Kristin.Irwin@furman.edu	N	0
13	USC Upstate, Claire Sachse CSachse@uscupstate.edu	N	0
14	Lander University, Amanda Sizemore Morgan asmorgan@lander.edu	N	0
15	Greenville Tech, Betty Vaughn Betty.vaughn@gvltec.edu	N	0
16	SummitMedia Career Fair		
17	Center for Sales Strategy, Kurt Sima Kurtsima@csscenter.com	N	0
18	South Carolina Broadcasters Assoc., Paula Thayer 803-732-1186	N	0
19	Center for Sales Strategy, Kurt Sima Kurtsima@csscenter.com	N	0
20	Insideradio.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

¹ This Market has no entitled sources.

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III. RECRUITMENT INITIATIVES

	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. During this reporting period, the Stations hosted seven interns in our sales, promotions, programming, and research departments from Summer 2018 through Summer 2019.</p> <p>These seven student interns attended the following schools: Clemson University, ECPI University (<i>East Coast Polytechnic Institute</i>), Tri-County Technical College (2), South Carolina State University, and Lander University.</p>
2	Host event/program for or on behalf of a professional organization related to career opportunities in broadcasting	<p>On October 25, 2018, the Stations hosted interns with Infinity Marketing for a tour of the facilities for the purpose of providing a glimpse into radio station operations. The tour was conducted by our Office Manager, however, members of each department (General Manager, General Sales Manager, Operations Manager, Digital Webmaster, Business Office Manager, Traffic Manager, Promotions Director, On-Air Talent) spent time with the Infinity Marketing interns.</p>
3	Host event/program for or on behalf of educational institutions related to careers in broadcasting	<p>On October 22, 2018, our Stations hosted a group of students from Converse University that were enrolled in related career programs for a tour of our facilities. These students were supervised by our Office Manager and an Account Manager and spent the whole day observing how each of the different departments function and coordinate efforts to ensure that the broadcasts meet SummitMedia's high standards.</p>
4	Participate in event/program on behalf of educational institutions related to careers in broadcasting (19)	<p>Stations' employees including On-Air Talent and Promotions Street Team members attended career days to highlight and answer students' questions about the broadcasting industry.</p> <p>9/12/2018 - St. Anthony Padua School & Lead Academy Career Day 09/20/2018 - Rock Your School Morning – Monaview Elementary 10/02/2018 - Morning Announcements at Greenville Tech Charter School; Wade Hampton High Spirit Week 10/06/2018 - JAMZ Giving Greenville Tech 10/16/2018 - Greenville Tech Charter School Morning Announcements 10/31/2018 - Laurens Elementary Career Day 11/10/2018 - Brook Glenn Elementary 11/19/2018 - Byrnes High Career Fair 11/20/2018 -New Prospect Elementary Career Day 11/27/2018 - Montevue Elementary Career Day 01/16/2019 - Mary Wright Elementary – Classroom Reading 01/21/2019 - WestEnd Community Dev't STEAMstart 01/23/2019 - Carver Middle, Morning Announcements 01/24/2019 - Buena Vista, Classroom Reading 02/1/2019 - Berea Middle School – Morning Announce 't 02/4/2019 - Fuller Normal, Reading 02/8/2019 - Southside High, Morning Announcements 02/18/2019 - Greenville Tech UCEO STEM initiative 05/24/2019 - Career Day Duncan Chapel Elementary</p>

5	Participate in event/program for or on behalf of a community organization related to careers in broadcasting (4)	<p>The Greenville Chamber's NETnight is a quarterly opportunity for diverse business owners and professionals to connect and network. The evening combines sharing of substantive information relevant to minority professionals as well as an opportunity to highlight a local non-profit organization whose mission is to address the needs of diverse communities.</p> <p>The Stations' representatives who attended these quarterly events on 09/6/18, 12/06/18, 03/12/2019 and 07/09/2019 included our General Manager, General Sales Manager, Operations Manager, On-Air Talent, Account Executives.</p>
6	Host Job Fair (4)	<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, Business Manager, Office Manager, Traffic Director and Webmaster attended and spoke to attendees about career opportunities in broadcasting and job openings at the Stations.</p> <p>We hosted over 50 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"> • 9/25/2018 – Hilton Hotel, Greenville, SC; • 2/26/2019 – Hilton Hotel, Greenville, SC; • 5/28/2019 – Hilton Hotel, Greenville, SC; • 7/24/2019 – Hampton Inn, Duncan SC.