Annual EEO Public File

WZMJ-FM

August 1, 2019-July 31, 2020

Stations WZMJ-FM licensee is Midlands Media Group, LLC. We are an equal opportunity employer.

We have a three-part plan in an attempt to reach all segments of the population to fill full-time positions.

1. The wide dissemination of full-time openings via our online classified advertising, trade periodicals/websites, and the use of appropriate job sources.
2. The sending of notices to community groups via letters or e-mail that request such notification. Through on-air notices and the development of relationships with organizations we hope to grow this list.
3. Through a variety of outreach initiatives.

**SECTION I**

**Vacancy List**

The following chart show employment positions filled during the reporting period. Please see section II for the full Master Recruitment Source List (MRSL) for recruitment source data.

**Position Fill Date Sources Used**

|  |  |  |
| --- | --- | --- |
|  |  |  |
| Account Executive | July 6, 2020 | 1, 2, 6, 7, 8, 9, 10, 11 |
|  |  |  |

**SECTION II**

**Master Recruitment Source List**

The following chart displays our source list names, phone numbers and other information

Number POSTING SITE Contact Phone

#1 SC Broadcasters Assoc. ONLINE

#2 AllAccess.com ONLINE

#3 RadioOnline.com ONLINE

#4 SC Commission of Minority ONLINE Affairs

#5 SC Vocational Rehab Dept. ONLINE

#6 SC Dept of Workforce ONLINE

#7 Dept. of Veterans Affairs Howard Wilkerson 803-776-4000 x6648 howard.wilkerson@va.gov

#8 Midlands Technical College ONLINE

#9 USC Handshake ONLINE

#10 Employee Referral

#11 Client Referral

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Position | # of Applicants | Source | # of applicants from source | Hired From |
| Account Executive | 3 | SCBA |  |  |
|  |  | AllAccess.com |  |  |
|  |  | SC Dept of Workforce |  |  |
|  |  | Dept. of Veterans Affairs |  |  |
|  |  | Midlands Technical College |  |  |
|  |  | USC Handshake |  |  |
|  |  | Employee Referral |  |  |
|  |  | Client Referral | 1 | 1 |
|  |  | Unsolicited | 2 |  |

**SECTION III**

**Outreach Initiatives**

The following chart describes the Community Outreach initiatives undertaken by the above stations during the period covered in this report.

 **Type of Recruitment Initiative** **Brief Description of Activity**

**1 INTERNSHIP PROGRAM WZMJ Internship**

WZMJ offers an internship program designed to provide experience in all departments. Interns are assigned various projects in Sales, Production/Programming, and Traffic departments. Interns also assist in the execution of various events and promotions. Internship program participant received course credit for Summer 2020.

**2 PARTICIPATION IN JOB FAIRS February 2020—**Univ. of South Carolina Career

 Fair was attended by members of the sales, traffic and programming staffs.

**3 EDUCATIONAL INSTITUTION** Operations Manager is an advisory board **INVOLVEMENT** member of USC's School of Journalism & Mass Communication. Membership includes quarterly meetings, mentoring, and guest speaking in classes.

**4 SCHOLARSHIP PROGRAM** Participating & contributing member to the Dean's Circle Society and associated scholarship program.

**5 OTHER COMMUNITY** Membership includes: **INVOLVEMENT**  -- Greater Cayce-West Columbia Chamber -- Greater Lexington Chamber -- Chapin SC Chamber -- Executive Association of Greater Columbia -- Building Industry Association of Central SC -- SC Broadcasters' Association -- Congaree Vista Guild

 -- Irmo SC Chamber

 -- Greater Blythewood Chamber