

Annual EEO Public File

WWNQ

August 1, 2017-July 31, 2018

Station WWNQ 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.

<b>Position</b>	<b>Fill Date</b>	<b>Sources Used</b>
Account Executive	August 1, 2017	1, 2, 6, 7, 8, 9, 10, 11, 12
Account Executive	August 15, 2017	1, 2, 6, 7, 8, 9, 10, 11, 12
Account Executive	February 5, 2018	1, 2, 6, 7, 8, 9, 10, 11, 12

## SECTION II

### **Master Recruitment Source List**

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

<u>Number</u>	<u>POSTING SITE</u>	<u>Contact</u>	<u>Phone</u>
#1	SC Broadcasters Assoc.	ONLINE	
#2	AllAccess.com	ONLINE	
#3	RadioOnline.com	ONLINE	
#4	SC Commission of Minority Affairs	ONLINE	
#5	SC Vocational Rehab Dept.	ONLINE	
#6	SC Dept of Workforce	ONLINE	
#7	Dept. of Veterans Affairs	Howard Wilkerson howard.wilkerson@va.gov	803-776-4000 x6648
#8	Midlands Technical College	ONLINE	
#9	USC Handshake	ONLINE	
#10	AppleOne	Jordan Whitehead jwhitehead@appleone.com	803-407-0777 x115617
#11	Employee Referral		
#12	Client Referral		

<u>Position</u>	<u># of Applicants</u>	<u>Source</u>	<u># of Applicants from sources</u>	<u>Hired from</u>
Account Executive	8	SCBA		
		All Access.com		
		SC Dept. of Workforce	2	
		Dept. of Veterans Affairs		
		Midlands Tech College		
		USC Handshake		
		AppleOne	1	1
		Employee Referral	2	1
		Client Referral	2	1
		Unsolicited	1	

## SECTION III

### Outreach Initiatives

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

	<u>Type of Recruitment Initiative</u>	<u>Brief Description of Activity</u>
1	<b>INTERNSHIP PROGRAM</b>	<b>WWNQ Internship</b>  WWNQ 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 #1 received course credit for the Spring 2018 term and participant #2 received course credit for Summer 2018 session.
2	<b>PARTICIPATION IN JOB FAIRS</b>	<b>March 2018</b> --Palmetto State Job Fair presented by ECPI. Fair was attended by members of the sales, traffic and programming staffs.  <b>March 2018</b> --USC School of Journalism & Mass Communications. Fair was attended by members of the sales and programming staffs.
3	<b>EDUCATIONAL INSTITUTION INVOLVEMENT</b>	Operations Manager is an advisory board member of USC's School of Journalism & Mass Communication. Membership includes quarterly meetings, mentoring, and guest speaking in classes.
4	<b>SCHOLARSHIP PROGRAM</b>	Participating & contributing member to the Dean's Circle Society and associated scholarship program.
5	<b>OTHER COMMUNITY INVOLVEMENT</b>	Membership includes: -- 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