

## 2018 Annual EEOC Public File Report

The purpose of the EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080 (6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO rules:

### Call Sign / Community

WFMV-FM..... Columbia, SC

WGCV-AM..... Columbia, SC

WQXL-AM..... Columbia, SC

The information contained in this report covers the time period from August 1, 2017 to and including July 31, 2018. Consistent with the FCC's Rules, this Annual EEO Report contains the following information.

1. A list of all full-time vacancies filled by the Station during the applicable period.
2. The recruitment source utilized to fill the vacancy.
3. The recruitment source that referred individuals for each full-time vacancy.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source.
5. A brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the stations during the applicable period.

The following sections provide the required information and summarize the station(s) EEO Efforts during the applicable period:

This annual report was placed in each station's public inspection file report and posted to the stations' website in accordance with the FCC's EEO Rules.

**SECTION 1: Full-Time Job Openings Filled During This Period**  
 Time Period Covered: **August 1, 2017 to July 31, 2018**  
 Stations in Employment Unit: **WFMV, WGCV, WQXL,**

<b>Full-time Positions Filled by Job Title and Date Filled</b>	<b>Recruitment Source</b>	<b>Number of Persons Interviewed</b>
1 Office Administrator hired in August 2017 Interviewed in July 2017	The State Newspaper	3
Office Administrator Not filled by July 31, 2018	On Air Announcement	8

**SECTION 2: Recruitment**

Time Period Covered: August 1, 2017 to July 31, 2018  
 Stations in Employment Unit: WFMV, WGCV, WQXL,

	<b>Recruitment Source</b>	<b>Total Number of Interviewees provided by this source</b>	<b>Full-time Positions for Which this source was Utilized</b>
	WFMV & WGCV On Air Ads	14	0
	Career Builders Digital	2	0
	WFMV – WGCV Website Postings	7	0
	SC Broadcasters Assoc Web Site	0	0

### **SECTION 3: Outreach Recruitment Initiatives**

Time Period Covered: **August 1, 2017 - July 31, 2018**

Stations in Employment Unit: **WFMV, WGCV, WQXL**

#### **1. Ongoing Internship for Area College Students**

The WFMV /WGCV /WQXL student Internship program allows students from area colleges and universities who are interested in broadcasting, to gain hands-on experience in all facets of broadcasting. Students must be (1) enrolled in a broadcast related course, (2) a recent graduate who studied broadcast journalism (3) a student of the University of South Carolina Upward Bound program (4) or a student of the Columbia Urban League Youth Leadership Development Institute. Station personnel provide direct supervision to students and also provide a description of the intern's efforts and accomplishments to his/her instructors.

The internship program offers college students an opportunity to use their creativity and fresh viewpoint in an inspirational company that thrives on inspiring. The intern's work hard - and make a difference, too. Internships are a great way to put book knowledge to real-world use. Interning is a chance to explore career interests through exciting work assignments. These work assignments include: production, filing, board op, screening calls, typing and data entry.

During the period covered the employment unit had one (1) intern from Benedict College and two (2) from The University of South Carolina, Broadcast and Journalism Department.

November 9, 2017, Participated in Career Day

Participated in SCBA Job Fair on April 4, 2018

March 21, 2018 Station Manager Spoke with Dreher High School Students.

May, 2018 Participated in Career Day at the University of South Carolina Placement Office.

July 11, 2018 Participated in Career Day at a Blend Out Camp; the Vive Church