

2014 EEO Public File Report

WJMZ-FM, WHZT (FM)  
 WJMZ-FM, Anderson, South Carolina / WHZT (FM), Seneca, South Carolina  
 AUGUST 1, 2014 - JULY 31, 2015

Full Time Positions Filled

Full-Time Position(s)	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy	Number Interviewed	Number Hired
2	Account Executive Jessie	10/21/2014	6/3/2015	1073jamz.com		
				977chuckfm.com		
				X985.com		
				Hot98.1com	1	1
				SummitMedia Website	1	
				Anderson Independent		
				Internal Posting		
				Monster		
				Personal Referral	2	
3	IT Manager - Gordan	10/10/2014	2/9/2015	1073jamz.com		
				977chuckfm.com		
				X985.com		
				Hot98.1com		
				SummitMedia Website		
				Anderson Independent		
				Internal Posting		
				Indeed.com	16	1
			Personal Referral			
4	Program Director	1/16/2015	4/1/2015	1073jamz.com	1	
				977chuckfm.com		
				X985.com		
				Hot98.1com	1	
				Anderson Independent		
				Lander University		
				Greenville County Workforce		
				All Access	1	
				Monster		
				Greenville Tech		
				Personal Referral	4	1
				On AIR		
				Indeed.com	1	
SCBA						
Urban League of the Upstate						

6	Promotions Coordinator	10/15/2014	12/8/2014	1073jamz.com	1	
				977chuckfm.com		
				X985.com		
				Hot98.1com		
				SummitMedia Website	1	
				Personal Referral	1	
				Internal	2	1
				Allaccess.com	2	
				Indeed.com	10	

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: ACCOUNT EXECUTIVE  
10/21/14

DATE OPEN:

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	1073jamz.com Address: <a href="http://1073jamz.com/">http://1073jamz.com/</a>	Kathy Lee Jones (864) 235-1073		
2	977chuckfm.com Address: <a href="http://977chuckfm.com/">http://977chuckfm.com/</a>	Kathy Lee Jones (864) 235-1073		
3	X98.5.com Address: <a href="http://X985fm.com/">http://X985fm.com/</a>	Kathy Lee Jones (864) 235-1073		
4	HOT981.com Address: <a href="http://hot981.com/">http://hot981.com/</a>	Kathy Lee Jones (864) 235-1073	1	N
5	Summit Media Website <a href="http://www.summitmediacorp.com">www.summitmediacorp.com</a>	Kathy Lee Jones (864) 235-1073	1	N
6	Anderson Independent Mail 1000 Williamston Road, Anderson, SC 29621	Marissa Fatt (864) 622-2222		
7	Internal Posting 220 N. Main St., Ste. 402, Greenville, SC 29601	Kathy Lee Jones (864) 235-1073		
8	LinkedIn <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	Kathy Lee Jones (864) 235-1073		
9	Monster.com <a href="http://www.monster.com/">http://www.monster.com/</a>	Marissa Fatt (864) 622-2222		
10	Personal Referral/Word of Mouth 220 N. Main St., Ste. 402, Greenville, SC 29601	Kathy Lee Jones (864) 235-1073	2	N
11	South Carolina Broadcaster's Association One Harbison Way, Columbia, SC 29212	Karen Nettles (803) 732-1186		

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: IT Manager  
 OPEN: 10/10/14

DATE

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	1073jamz.com	Karolyn Mulvaney		
	Address: <a href="http://1073jamz.com/">http://1073jamz.com/</a>	(864) 235-1073	0	N
2	977chuckfm.com	Karolyn Mulvaney		
	Address: <a href="http://977chuckfm.com/">http://977chuckfm.com/</a>	(864) 235-1073	0	N
3	X98.5.com	Karolyn Mulvaney		
	Address: <a href="http://X985fm.com/">http://X985fm.com/</a>	(864) 235-1073	0	N
4	HOT981.com	Karolyn Mulvaney		
	Address: <a href="http://hot981.com/">http://hot981.com/</a>	(864) 235-1073	0	N
5	On Air	Karolyn Mulvaney		
	220 N Main Street Ste 402, Greenville SC 29601	(864) 235-1073	0	N
6	South Carolina Broadcaster's Association	Karen Nettles		
	One Harbison Way, Columbia, SC 29212	(803) 732-1186	0	N
7	Personal Referral/Word of Mouth	Kathy Lee Jones		
	220 N. Main St., Ste. 402, Greenville, SC 29601	(864) 235-1073	0	N
8	Indeed.com	Bethany Wimmer		
	Address: <a href="http://indeed.com/">http://indeed.com/</a>	(864)282-1084	16	N

ent Sources Contacted for Full-Time Vacancies

POSITION TITLE: PROGRAM DIRECTOR  
1/16/15

DATE OPEN:

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	1073jamz.com	Karolyn Mulvaney		
	Address: <a href="http://1073jamz.com/">http://1073jamz.com/</a>	(864) 235-1073	1	N
2	HOT981.com	Karolyn Mulvaney		
	Address: <a href="http://hot981.com/">http://hot981.com/</a>	(864) 235-1073	1	N
3	All Access	Leah Adams		
	28955 Pacific Coast Hwy Malibu, CA 90265	(310)457-6616	1	N
4	Indeed	Bethany Wimmer		
	Address: <a href="http://indeed.com/">http://indeed.com/</a>	(864)282-1084	1	N
5	Personal Referral/Word of Mouth	Bill Tanner		
	2700 Corperate Drive, Birmingham, AL 35242	<a href="mailto:Bill.Tanner@summitmediacorp.com">Bill.Tanner@summitmediacorp.com</a>	1	N
6	Personal Referral/Word of Mouth	John Olsen		
	2700 Corperate Drive, Birmingham, AL 35242	<a href="mailto:John.olsen@summitmediacorp.com">John.olsen@summitmediacorp.com</a>	2	N
7	Personal Referral/Word of Mouth	Karolyn Mulvaney		
	220 N. Main St., Ste. 402, Greenville, SC 29601	(864) 235-1073	1	N

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

POSITION TITLE: Promotions Coordinator  
 OPEN: 10/14/14

DATE

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	1073jamz.com	Karolyn Mulvaney	1	N
	Address: <a href="http://1073jamz.com/">http://1073jamz.com/</a>	(864) 235-1073		
2	Summit Media Website	Karolyn Mulvaney	1	N
	Address: <a href="http://www.SummitMediaCorp.com">www.SummitMediaCorp.com</a>	(864) 235-1073		
3	Internal Job Posting	Karolyn Mulvaney	2	N
	220 N Main St, Ste 402 Greenville, SC 29601	(864) 235-1073		
4	Personal Referral/Word of Mouth	Stephanie Crunkleton	1	N
	220 N Main St, Ste 402 Greenville, SC 29601	(864) 235-1073		
5	Indeed.com	Bethany Wimmer	10	N
	Address: <a href="http://indeed.com/">http://indeed.com/</a>	(864) 235-1073		
6	All Access	Leah Adams	2	N
	28955 Pacific Coast Hwy Malibu, CA 90265	(310) 457-6616		

Longer-Term Recruitment Initiatives Implemented During Previous Year

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	8/1/2014 - Ongoing	College Internship Program	Integrates students into a corporate working environment and exposes them to the inner workings of various departments for all stations	Recruit interns from area colleges with an interest in marketing, public relations, business administration, broadcasting and communications. SummitMedia hosted one programming interns in our sales, promotions, programming and research departments from Summer '14 through Summer '14	Karolyn Mulvaney, Sara Polk,
1	8/1/2014 - Ongoing	Urban League Internship Program	Integrates students into a corporate working environment and exposes them to the inner workings of various departments for all stations	The program provides business and marketing majors the opportunity to learn about SummitMedia and the different departments, fields of study available. SummitMedia hosted 2 interns this year, 1 in programming and 1 in promotions.	Karolyn Mulvaney, Sara Polk,
3	8/1/2014 - Ongoing	Training Programs	Capacity Builders	Capacity Builders builds upon leadership and networking skills to learn new ways of recruiting more diverse team members	Catherine Tolbert, Kathy Lee Jones
4	10/8/14	External Job Fairs	Urban League	SummitMedia Greenville attended the Fall 2014 Urban League Career Fair	Catherine Tolbert, Kelly McDaniel
5	3/14/15	External Job Fairs	Urban League	SummitMedia Greenville attended the Spring 2014 Urban League Career Fair	Sharae Walker
6	4/20/15	External Job Fairs	Greenville Tech Job Fair	SummitMedia Greenville attended the Spring 2015 Greenville Tech Career Fair	Bethany Wimmer & Stephanie Crunkleton
7	5/6/15	External Job Fairs	MAU Job Fair	SummitMedia Greenville attended the Spring 2015 MAU Job Fair	Kelly McDaniel
8	Ongoing	Job Shadowing Program	Various Middle and High Schools	Middle school and high school students enrolled in career programs at their respective schools spend a day at SummitMedia Greenville observing how different department operate and interact at a radio station. The students rotate throughout different departments during the day.	Tone Hollywood, Vicky James & Rhonda Rawlings

9	Ongoing	Middle School Career Days	Various Middle and High Schools	SummitMedia Greenville employees attend elementary and middle school career days to answer students questions about the broadcasting industry.	Vicky James, Tone Hollywood, Kelly Mac
10	1/14/15	Educational Programs	Furman Life after basketball Program	Karolyn Mulvaney, General Manager, attended event and spoke to attendees about networking, interviewing, and other life skills relating specifically to student athletes. She participated in mock networking and speed interviews. One of the students is now slated to participate in our college internship program with Rhonda Rawlings.	Karolyn Mulvaney
11	Ongoing	Programs to Eliminate Prejudice and Discrimination for Department Heads	National Association of Professional Women (NAPW) and International Women's Assoc (IWA)	Karolyn Mulvaney, General Manager, is a member of both associations and has access to hundreds of training sessions that are focused on the benefits of diversity. SummitMedia Department Heads will continue to take advantage of these resources and have training sessions in weekly department head meetings.	Karolyn Mulvaney, Sara Polk, Catherine Tolbert, Kathy Lee Jones, Megan Downey, Deborah Elgin, Bethany Wimmer, Stephanie Crunkleton
12	4/23/15	Greenville Chamber's Ace Symposium; Advocate, Collaborate, Excell	Charting a Path Forward: Addressing Career Challenges for Multicultural Professionals. Including Panelists: Dr. Judith Price, USC Upstate, Annette Allen, President & General Manager, Flour, Clarence Kegler, Retired, Michelin North America, Wilfredo Leon, Publisher, Editor, El Latino Newspaper, Martha Scott Smith, Senior Vice President, Human Resources Operations, AT&T	Team Members that attended this training had lunch with all Panelists and interacted with a group of 550 multicultural professionals. They were able to hear different responses to the training from multiple walks of life. The team members then shared all they learned in the following sales meeting for the members that weren't able to attend so that everyone is aware of our goal to recruit multicultural candidates.	Stephanie Crunkleton, Kathy Lee Jones, Tenita Orr, Rhonda Rawlings, Jeff Gerber
13	4/23/15	Greenville Chamber's Ace Symposium; Advocate, Collaborate, Excell	Are Good Intentions Enough? Avoiding Unconscious Bias and Cultivating Inclusion-Minded Leaders with Dr. Kinneil Coltman, Chief Operating Officer, Greenville Health Systems	Team Members that attended this training participated in a survey for research purposes on unconscious biases. They then participated in an open floor collaboration on how to prevent and teach on unconscious biases. They took the training to a sales meeting to share with the team and scheduled some follow up time with Dr. Kinneil Coltman for further training and help with recruitment goals.	Karolyn Mulvaney, Megan Downey