

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2019 through July 22, 2020.

1) Employment Unit: Kirkman Broadcasting, Inc.

2) Unit Members (Stations and Communities of License): WQNT(AM), Charleston, SC
WQSC(AM), Charleston, SC
WTMZ(AM), Dorchester Terr.-Bre, SC
WTMZ(FM), McClellanville, SC
WJNI(FM), Ladson, SC
W253BW(FM) Charleston, SC
W271CP(FM) Charleston, SC
W221CI(FM) Goose Creek, SC
W234CV(FM) Charleston, SC

3) EEO Contact Information for Employment Unit:

Mailing Address: Kirkman Broadcasting, Inc. 60 Markfield Drive Suite 4 Charleston, SC 29407	Telephone Number: 843-763-6631
	Contact Person/Title: Terry Base Operations Manager
	E-mail Address: terry@kirkmanbroadcasting.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title	Recruitment Source Referring Hires
Account Executive	On File Resume
Account Executive	On File Resume
Operations Manager	Promoted from within upon death of former Operatons Manager

5) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Three (4) full-time job vacancies have been filled since July 23, 2019.

6) Total # of Interviewees Referred: For the period from July 23, 2019 through July 22, 2020, this Employment Unit interviewed three(10) persons for Account Executive.

8) Supplemental Recruitment Initiatives:

(a) Initiative: Participation in Events/Programs Sponsored by Educational Institutions Related to Career Opportunities in Broadcasting:

TBB Media Summer Media Camp at Mount Moriah Missionary Baptist Church

A comprehensive media camp was facilitated at Mount Moriah Church in partnership with Kirkman Broadcasting July 22nd thru July 29th. Students learned about all facets of Broadcasting, (Radio and Television) and students between the ages of 10 and 17 also created mock radio stations and had the opportunity to appear live on WJNI, 106.3FM during our morning drive program.

Dates of participation in events: October, 2018; February, 2019.

(b) Initiative: Internship Program

In cooperation with the Broadcasting departments of the College of Charleston, Trident Tech, University of South Carolina, and Clemson University, the SEU has developed an internship program. Each semester one student is chosen to receive training in all aspects of the Kirkman Broadcasting operation, including, for example, sales, production, and programming. The SEU promotes the program online, at career fairs, and at the school. The interns receive course credit for their efforts.

INTERN:

College of Charleston – Summer 2019

Emma Bowman

bowmanec@g.cofc.edu

Carolina – Summer 2019

Carter Shubert

shubertc@email.sc.edu

Carolina – Summer 2020

Matthew Tantillo

mattbtantillo@gmail.com

Rising Senior at USC

(e) Initiative: Mentoring

The SEU provides an ongoing, informal mentoring program, designed to help lower-level station personnel qualify for higher level positions. Seven of our employees have at least twenty-five (25) years of experience, and on a regular basis, advise and mentor junior employees on furthering their careers. Meetings are held weekly.