

## EEO PUBLIC FILE REPORT

For the reporting period of August 1, 2016 through July 31, 2017

**This report covers the following station employment unit (SEU):**

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
Caron Broadcasting, Inc.	WGTK - FM	Greenville, SC	73296	NO
Caron Broadcasting, Inc.	WRTH - FM	Greer, SC	73241	NO
Caron Broadcasting, Inc.	WLTE - FM	Pendleton, SC	170949	NO

### **I. VACANCY LIST**

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source ("RS") that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Copywriter	Indeed	08/29/16	1-18
2	Sales Coordinator	Employee Referral	09/06/16	1-18
3	Traffic Reporter	Employee Referral	02/16/17	1-18
4	Office Manager	On-Air Spot	03/06/17	1-18
5	Sales Coordinator	Glassdoor	07/17/17	1-18
6	General Manager	LinkedIn	06/29/17	None-Exigent Circumstances

### **II. RECRUITMENT SOURCE LIST**

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There were a total of 15 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	North Greenville University College of Communications	*	7801 N Tigerville Rd PO Box 1892 Tigerville, SC 29688-1892 (864) 977-7263 Shur Gopal Shur.gopal@ngu.edu	0
2	All Access.Com		All Access Music Group Allaccess.com 28955 Pacific Coast Highway (310) 457-6616 Perry Simon	0
3	South Carolina Broadcasters Association	*	One Harbison Way, Suite 112 Columbia, SC 29212 (803) 732-1186 Karen Nettles	0
4	Salem Media Group, Inc.(Includes Facebook, LinkedIn, and Twitter)		4880 Santa Rosa Rd Camarillo, CA 93012 <a href="mailto:Karen.Davenport@salemmedia.com">Karen.Davenport@salemmedia.com</a> Karen Davenport	3
5	Black College Radio and TV		PO Box 3191 Atlanta, GA 30302 (404) 523-6136 Lo Jelks	0

6	North Greenville University		7801 North Tigerville Road Tigerville, SC 29688 (864) 977-7000 Linwood Hagin lahagin@ngu.edu	0
7	The Association of Women in Communications, Inc.		3337 Duke Street Alexandria, VA 22314 (703) 370-7436	0
8	Bob Jones University	*	1700 Wade Hampton Boulevard Greenville, SC 29614 (864) 242-6240 Heidi Campbell	1
9	Erskine College		2 Washington St Due West, SC 29639 Dusty New	0
10	Minority Media and Telecommunications		3636 16 <sup>th</sup> St NW, Suite B-366 Washington, DC 20010 (202) 332-0500 info@mmtconline.org	0
11	University of South Carolina School of Journalism and Mass Communications	*	600 Assembly Street Columbia, SC 29201 (803) 777-4105 Beverly Dominick bdominick@sc.edu	0
12	National Alliance of Media Arts and Culture		145 9th Street, Suite 230 San Francisco, CA 94103 (415) 431-1391	0
13	Urban League of the Upstate		15 Regency Hill Drive Greenville, SC 29607 urbanleagueinfo@ulus1.org (864)244-3862	0
14	Millie Lewis Agency - Greenville		1228 S Pleasantburg Drive Greenville, SC 29605 (864) 299-1101 Barbara Corell Barbara@millielewisgreenville.com	0
15	Find Great People		15 Brendan Way, Suite 140 Greenville, SC 29615 (864) 297-000 info@fgp.com	0
16	Christianjobs.com		4880 Santa Rosa Rd Camarillo, CA 93012 <a href="mailto:Karen.Davenport@salemmedia.com">Karen.Davenport@salemmedia.com</a> Karen Davenport	0
17	Converse College		580 E Main St Spartanburg, SC 29302 Witney Fisher	0
18	Craig's List		Craigslist.com	0

**OTHER SOURCES OF INTERVIEWEES**

No.	Description of Other Sources	Number of Interviewees
19	WGTK-FM & WRTH-FM On-Air Announcements	4
20	Employee Referral	3
21	Bob Jones University Career Fair	2
22	Indeed	2
<b>TOTAL</b>		<b>15</b>

### III. OUTREACH INITIATIVES

The following outreach initiatives were completed by the SEU during the reporting period:

#### A. Management Training

- (i) The SEU participates in an on-line Ethics and Harassment Training, which is an ongoing program for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. During this reporting period, two SEU employees participated in the on-line training.
- (ii) The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and PowerPoint presentations, which includes review of EEO policies and compliance. The SEU's Office Manager participates in these training sessions each month and then routinely communicates with the SEU's Station Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.

#### B. Job Fairs

During the reporting period, the SEU attended one Job Fair. The SEU hosted a booth and distributed information about career opportunities in broadcasting and job vacancies at the SEU. Additionally, interested parties were given job descriptions, applications and allowed to submit their resumes for positions of interest.

- (i) Bob Jones University Career Fair on February 23, 2017

#### C. Job Banks and Internet Programs

During the reporting period, the SEU posted job vacancy information on the following websites in order to provide general information about opportunities in broadcasting and to encourage individuals to consider future employment in broadcasting.

- (i) South Carolina Broadcasters Association
- (ii) Black College Radio and TV
- (iii) The Association of Women in Communications, Inc.
- (iv) Minority Media and Telecommunications
- (v) National Alliance of Media Arts and Culture

#### D. Internship Program

The object of our intern program is to provide students with an opportunity to work in an authentic broadcast environment. Our goal is to provide an opportunity to learn more about the broadcast industry via firsthand experience. One student from Bob Jones University interned with WGTK-FM from August 2016 – May 2017. The student worked closely with the Station Manager and the Production Staff in establishing the internship responsibilities. These responsibilities included working with the Station Manager to review the overall operations to review the overall operational functioning of the station. The intern also worked extensively with the SEU's Production Director on the day today production duties of the SEU.