

## 2020 EEO 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

WFMV-AM

WQXL -AM

### Community

Columbia, SC

Columbia, SC

The information contained in this report covers the time period from August 1, 2019 to and including July 31, 2020. 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 During This Period**

Time Period Covered: **August 1, 2019 to July 31, 2020**  
 Stations in Employment Unit: **WFMV, WQXL,**

<b>Full-time Positions Open by Job Title</b>	<b>Recruitment Source</b>	<b>Number of Respondents</b>	
1	Afternoon on air host	Station-Website/On-Air Announcement all acess.com/ Urbaninsite.com /SCBA	17
1	Bookkeeper	Stations Website/On Air Announcement State Newspaper Glassdoor.com	7
0			

**SECTION 2: Recruitment**

Time Period Covered: August 1, 2019 to July 31, 2020  
Stations in Employment Unit: WFMV, WQXL,

	<b>Recruitment Source</b>	<b>Total Number of Interviewees provided by this source</b>	<b>Full-time Positions Filled for Which this source was Utilized</b>
	WFMV/WQXL On-Air Ads	0	0
	WFMV/WQXL Website Postings	1	0
	Columbia Urban League	0	
	SC Broadcasters Association Job	0	
	The State News Paper	2	0

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

Time Period Covered: **August 1, 2019 - July 31, 2020**

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

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

Glory Communications' Internship Program exposes students to a broad range of radio and public relations disciplines. As an intern, you will learn exactly what it takes to create content for a top-rated radio station. Some of these duties include, but are not limited to:

- Writing compelling news stories for social media platforms and GCI website.
- Recording live broadcasts for WFMV and all social media platforms.
- Completing Media Kits as needed.
- Producing scripts for potential commercials.
- Assist in planning GCI events.
- Partnering with other interns to complete weekly "Applied Learning Presentation."
- Shadowing on air personalities
- Complete GCI public relations campaign
- Assists in general office tasks.

#### **Required skills:**

- Excellent writer
- Social media proficient
- Extremely organized
- Professional demeanor
- Eagerness to learn
- Efficient multitasker
- Resourcefulness
- Drive to succeed
- Attention to detail