

## **Annual EEO Public File Report Form**

WMMP/WTAT (LMA) Charleston, SC

### **Annual EEO Public File Report**

The purpose of the EEO Public File Report (“Report”) is to comply with Section 73.2080(c) (6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: WMMP/WTAT (LMA) CHARLESTON, SC and is required to be placed in the public inspection files of this station, and posted on its web site, if the station has a web site.

The information contained in this Report covers the time period beginning 08/01/07 to and including 07/31/08 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
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 utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section(s) 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

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Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 08/01/07 to 07/31/08

Stations Comprising Station Employment Unit: WMMP/WTAT (LMA)  
Charleston, South Carolina.

Section 1: Vacancy Information

	Full-time Positions Filled By Job Title	Recruitment Source of Hire	Total Number of Interviewees from All sources for This Position
1	Credit Manager/ Assistant Business Manager	Internal Job Applicant	3
2	Accounts Payable/ Business Assistant	Trident Technical College	8
3	Account Executive (2)	Referral	7
4	National Sales Assistant	Referral	6
5	Commercial Producer/Editor	WTAT24.com	4
6	Account Payable/ Business Assistant	Monster.com	6
7	National Sales Assistant	Monster.com	4
8	Master Control Operator	WTAT/WMMP ON-AIR	8
9	General Manager	Previous Employee	1

Total Number of Persons Interviewed During Applicable Period. 47

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 08/01/07 to 07/31/08

Stations Comprising Station Employment Unit: WMMP/WTAT (LMA)

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	Station Website <a href="http://www.wmmp36.com">www.wmmp36.com</a> <a href="http://www.wtat24.com">www.wtat24.com</a> Marge Bowen 4301 Arco Lane Charleston, SC 29418 843-744-2424	0  0  1  0  1  0  0  2  0	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant  National Sales Assistant  Master Control Operator  General Manager
2	Previous Employee	1	General Manager
3	Referrals	4	Account Executive

		1	National Sales Assistant
		1	National Sales Assistant
		2	Master Control Operator
4	Internal Applicant 4301 Arco Lane Charleston, SC 29418 843-744-2424	1	Credit Manager/ Assistant Business Manager
		1	Commercial Producer/Editor
5	WTAT/WMMP ON-AIR (MCO) JOB ANNOUNCEMENT	1	Master Control Operator
6	SC Broadcasters Association Job Bank One Harbison Way, Suite 112, Columbia, SC 29212 Email: <a href="http://www.scba.net/job">www.scba.net/job</a>	0	Credit Manager/ Assistant Business Manager
		0	Accounts Payable/ Business Assistant
		0	Account Executive
		0	National Sales Assistant
		0	Commercial Producer/Editor
		0	Accounts Payable Business Assistant
		0	National Sales Assistant

		0	Master Control Operator
		0	General Manager
7	<p>Sinclair Broadcast Group  Contact: Sharon Pickeral  10706 Beaver Dam Rd  Cockeysville, MD  21030  Phone: 410-568-1517  Fax: 410-568-1597  <a href="http://www.sbgi.net">www.sbgi.net</a></p>	0	Credit Manager/ Assistant Business Manager
		0	Accounts Payable/ Business Assistant
		1	Account Executive
		0	National Sales Assistant
		0	Commercial Producer/Editor
		1	Accounts Payable Business Assistant
		0	National Sales Assistant
		0	Master Control Operator
		0	General Manager
8	<p>***Trident Technical College  Contact: Michelle Fontenot  P.O. Box 118067  Charleston, SC  29423-8067  Phone: 843-574-6119  <a href="mailto:Stuemploy@tridenttech.org">Stuemploy@tridenttech.org</a>  <a href="mailto:Michelle.fontenot@tridenttech.edu">Michelle.fontenot@tridenttech.edu</a>  <a href="http://www.tridenttech.edu">www.tridenttech.edu</a></p>	0	Credit Manager/ Assistant Business Manager
		1	Accounts Payable/ Business Assistant
		0	Account Executive
		0	National Sales Assistant

		0	Commercial Producer/Editor
		0	Accounts Payable Business Assistant
		0	National Sales Assistant
		0	Master Control Operator
		0	General Manager
9	Goodwill Industries Lower, SC Contact: Kristy Cumbee 5640 Rivers Avenue North Charleston, SC 29406 Phone:843-566-0072	0 ↓	Credit Manager/ Assistant Business Manager
			Accounts Payable/ Business Assistant
			Account Executive
			National Sales Assistant
			Commercial Producer/Editor
			Accounts Payable Business Assistant
			National Sales Assistant
			Master Control Operator
			General Manager

10	<p>Benedict College  Contact: Kymm Hunter  1600 Harden Street  Columbia, SC 29204  Phone: 803-253-5132  Email:  <a href="mailto:hunterk@benedict.edu">hunterk@benedict.edu</a></p>	<p>0  ↓</p>	<p>Credit Manager/  Assistant Business  Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales  Assistant</p> <p>Commercial  Producer/Editor</p> <p>Accounts Payable  Business Assistant</p> <p>National Sales  Assistant</p> <p>Master Control  Operator</p> <p>General Manager</p>
11	<p>Center For Women  129 Cannon Street  Charleston, SC 29403  Phone: 843-763-7333  Email: <a href="mailto:info@c4women.org">info@c4women.org</a>  <a href="http://www.c4women.org">www.c4women.org</a></p>	<p>0  ↓</p>	<p>Credit Manager/  Assistant Business  Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales  Assistant</p> <p>Commercial  Producer/Editor</p> <p>Accounts Payable  Business Assistant</p> <p>National Sales  Assistant</p> <p>Master Control</p>

			Operator General Manager
12	Charleston Branch NAACP Contact: Dot Scott P.O. Box 20296 Charleston, SC 29413 Phone: 843-805-8030 Fax: 843-805-8040	0 ↓	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant  National Sales Assistant  Master Control Operator  General Manager
13	Charleston County Human Services Commission Contact: Yvonne Marshall 1069 King Street P.O. Box 20968 Charleston, SC 29413 Phone:843-724-6760 Ext 31 Email: <a href="mailto:cchschr@bellsouth.net">cchschr@bellsouth.net</a>	0 ↓	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant

			<p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
14	<p>Charleston Southern University  Contact: Sara Opatsky  P.O. Box 118087  Charleston, SC 29403  Phone: 843-863-7000  Email: <a href="mailto:sopatsky@csuniv.edu">sopatsky@csuniv.edu</a></p>	<p>0 ↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Account Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
15	<p>The Citadel (Human Resources)  Contact: Jennifer Wells or Brent Stewart  171 Moultrie Street  Charleston, SC 29409  Phone: 843-953-6961</p> <p>Email:  <a href="mailto:career_services@citadel.edu">career_services@citadel.edu</a>  or <a href="mailto:brent.stewart@citadel.edu">brent.stewart@citadel.edu</a></p>	<p>0 ↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial</p>

			<p>Producer/Editor</p> <p>Account Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
16	<p>City of Charleston Dept of Human Resources Contact: Shashanna Prince 701 East Bay MSC 1220 Suite 427 Charleston, SC 29413 Phone: 843-724-7388 Email: <a href="mailto:hr@ci.charleston.net/charlestoncity">hr@ci.charleston.net/charlestoncity</a></p>	<p>0 ↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
17	<p>City of Charleston Senior Citizens Program Joyce Bliesener 259 Meeting Street Charleston, SC 29401 Phone: 843-722-4127 Email: <a href="mailto:chassenior@sc_online.net">chassenior@sc_online.net</a></p>	<p>0 ↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales</p>

			Assistant Commercial Producer/Editor Accounts Payable Business Assistant National Sales Assistant Master Control Operator General Manager
18	Claflin University Contact: Carolyn Snell 400 Magnolia Street Charleston, SC 29115 Phone: 803-535-5338 Email: <a href="mailto:csnell@claflin.edu">csnell@claflin.edu</a>	0 ↓	Credit Manager/ Assistant Business Manager Accounts Payable/ Business Assistant Account Executive National Sales Assistant Commercial Producer/Editor Accounts Payable Business Assistant National Sales Assistant Master Control Operator General Manager
19	College of Charleston Contact: Linda Robinson 66 George Street Charleston, SC 29424 Phone: 843-953-5692 Email: <a href="mailto:robinsonl@cofc.edu">robinsonl@cofc.edu</a>	0 ↓	Credit Manager/ Assistant Business Manager Accounts Payable/ Business Assistant

			<p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
20	<p>Department of Social Services</p> <p>Contact: Kris Plexico</p> <p>3366 Rivers Avenue</p> <p>North Charleston, SC 29405</p> <p>Phone: 843-740-0400</p> <p>Email: <a href="mailto:cplexico@dss.state.sc.us">cplexico@dss.state.sc.us</a></p>	0	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
21	<p>Disabilities Board of Charleston County</p> <p>Contact: Pam Watson</p> <p>P.O. Box 22708</p>	<p>0</p> <p>↓</p>	<p>CREDIT MANAGER/ ASSISTANT BUSINESS MGR</p>

	<p>Charleston, SC 29413-2708  Phone: 843-805-5880  Fax: 843-805-5882</p>		<p>ACCOUNTS  PAYABLE/  BUSINESS  ASSISTANT</p> <p>ACCOUNT  EXECUTIVE</p> <p>NATIONAL SALES  ASSISTANT</p> <p>COMMERCIAL  PRODUCER/  EDITOR</p> <p>ACCOUNTS  PAYABLE/  BUSINESS  ASSISTANT</p> <p>NATIONAL SALES  ASSISTANT</p> <p>MASTER CONTROL  OPERATOR</p> <p>GENERAL  MANAGER</p>
22	<p>Equal Opportunity  Publications  Contact: Tamara Flaum  Broad Hollow Road #445  Suite 425  Melville, New York 11747  Phone: 631-421-9421  Email: <a href="mailto:tflaum@eop.com">tflaum@eop.com</a></p>	0 ↓	<p>Credit Manager/  Assistant Business  Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales  Assistant</p> <p>Commercial  Producer/Editor</p> <p>Accounts Payable  Business Assistant</p> <p>National Sales</p>

			Assistant  Master Control Operator  General Manager
23	**Family Services, Inc. Contact: Kim Perkins 4925 LaCross Road Suite 215 North Charleston, SC 29406 Phone: 843-744-1348 Email: <a href="mailto:kperkins@familyserviceschassc.com">kperkins@familyserviceschassc.com</a>	1  0  0  0  0  0  0	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable/ Business Assistant  National Sales Assistant  Master Control Operator  General Manager
24	Poynor Adult Education Contact: Joyce O. Hill 301 South Dargan St. Florence, SC 29506 Phone: 843-673-5793 Email: <a href="mailto:carver@fsdl.org">carver@fsdl.org</a>	0 ↓	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant

			<p>Commercial Producer/Editor</p> <p>Account Executive Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
25	<p>Post &amp; Courier Newspaper</p> <p><a href="http://www.charleston.net">www.charleston.net</a></p> <p>Rose Sass</p> <p>Columbus Street</p> <p>Charleston, SC 29401</p> <p>843-577-7111</p> <p>FEE INVOLVED</p>		<p>No ads placed in Newspaper</p>
26	<p>Housing Authority City of North Charleston</p> <p>Contact: Gail A. Estridge</p> <p>P.O. Box 70987</p> <p>North Charleston, SC 29403</p> <p>Phone: 843-266-5908</p>	<p>0</p> <p>↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>

27	<p>Charleston Employment Security Workforce Center (SC Employment Security Commission)  Contact: Joel Thomas  176 Lockwood Blvd., 3<sup>rd</sup> Floor  Charleston, SC 29403  Phone: 843-792-7599  Fax: 843-792-4005  Email: <a href="http://www.sces.org">www.sces.org</a>  <a href="mailto:jthomas@sces.org">jthomas@sces.org</a></p>	<p>0  3  0  0  0  3  0  0  0</p>	<p>Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant  National Sales Assistant  Master Control Operator  General Manager</p>
28	<p>Junior League of Charleston  51 Folly Road  Charleston, SC 29407  Phone: 843-762-5284  Holland Williams  overscheduled@comcast.com  (Active Answering Service)</p>	<p>0 ↓</p>	<p>Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable/ Business Assistant  National Sales Manager  Master Control</p>

			Operator General Manager
29	Livingstone College Contact: Vicki Gray 701 W Monroe Street Salisbury, North Carolina 28144 Phone: 704-216-6028	0 ↓	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant  National Sales Assistant  Master Control Operator  General Manager
30	***Morris College Contact: Delois Woodward 100 West College Street Sumter, SC 29150 Phone: 803-934-3191 Email: <a href="mailto:Dwoodward@morris.edu">Dwoodward@morris.edu</a>	0 ↓	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable/ Business Assistant  National Sales

			Assistant Master Control Operator General Manager
31	National Association of Black Colleges Contact: Lo Jelks P.O. Box 3191 Atlanta, Georgia 30302 Phone: 404-532-6136 Email: lojelks@aol.com	0 ↓	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant  National Sales Assistant  Master Control Operator  General Manager
32	***Rutledge Memorial Baptist Church Contact: Frank Cone 2014 Bees Ferry Road Charleston, SC 29414 Phone: 843-556-5252 Email: <a href="mailto:office@rutledgechurch.org">office@rutledgechurch.org</a>	0 ↓	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable/

			<p>Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
33	<p>Southern Wesleyan University</p> <p>Contact: Will Amos</p> <p>4055 Faber Place Drive</p> <p>Suite 301</p> <p>North Charleston, SC 29405</p> <p>Phone: 800-968-1644</p> <p>Email: agsch@swu.edu</p>	<p>0</p> <p>↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable/ Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
34	<p>SC Coalition for Black Voter Participation</p> <p>Contact: Marion A. Welch</p> <p>P.O. Box 71502</p> <p>North Charleston, SC 29415</p> <p>Phone: 843-554-7302</p>	<p>0</p> <p>↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Accounts Payable</p>

			<p>Business Assistant</p> <p>Commercial Producer/Editor</p> <p>National Sales Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
35	<p>***Palmetto Youth Connections  Contact: Demayo Henkels  1930 Hanahan Road  Suite 200  North Charleston, SC 29406  Phone: 843-574-1830  FAX: 843-574-1881  Email: <a href="mailto:demayo@henkels.com">demayo@henkels.com</a></p> <p>Updated: 05-07/2007  COMPANY NAME AND CONTACT UPDATED.  PREVIOUS NAME:  Telemon Corp</p>	0 ↓	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>General Manager</p>
36	<p>Trident Urban League, Inc.  Contact: Maxine Smith  P.O. Box 20249  Charleston, SC 29413  Phone: 843-965-4037  Email: <a href="mailto:Tul@bellsouth.net">Tul@bellsouth.net</a></p>	0 ↓	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p>

			<p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable/ Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
37	<p>University of SC  School of Journalism  Contact: Debbie Garris  600 Assembly Street  Columbia, SC 29413  Phone: 803-777-4102  Email:  <a href="mailto:debbie.garris@sc.jour.sc.edu">debbie.garris@sc.jour.sc.edu</a></p>	<p>0  ↓</p>	<p>Credit Manager/  Assistant Business Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable/  Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
38	<p>Voorhees College  Contact: G. Devaughn  P.O. Box 678  Denmark, SC 29042  Phone: 803-793-1290  <a href="mailto:gdevaughn@voorhees.edu">gdevaughn@voorhees.edu</a></p>	<p>0  ↓</p>	<p>Credit Manager/  Assistant Business Manager</p> <p>Accounts Payable/  Business Assistant</p>

			<p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
39	<p>Winthrop University  Contact: Mark S. Nortz  Instructor  Dept of Mass  Communication  638 Oakland Avenue  Rock Hill, SC 29730  Phone: 803-703-7060  Email:  <a href="mailto:nortzm@winthrop.edu">nortzm@winthrop.edu</a></p>	<p>0  ↓</p>	<p>Credit Manager/  Assistant Business Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
40	<p>Wofford College  Contact: Marianna Leahy</p>	<p>0  ↓</p>	<p>Credit Manager/  Assistant Business</p>

	<p>429 North Church Street  Spartanburg, SC 29303-4093  Phone: 864-597-4000  Email:  <a href="mailto:leahymk@wofford.edu">leahymk@wofford.edu</a></p>		<p>Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales  Assistant</p> <p>Commercial  Producer/Editor</p> <p>Accounts Payable  Business Assistant</p> <p>National Sales  Assistant</p> <p>Master Control  Operator</p> <p>General Manager</p>
41	<p>YWCA of Greater  Charleston  Contact: Christine Jackson  106 Coming Street  Charleston, SC 29403  Phone: 843-722-1644  Email:  <a href="mailto:whywca@bellsouth.net">whywca@bellsouth.net</a></p>	0 ↓	<p>Credit Manager/  Assistant Business  Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales  Assistant</p> <p>Commercial  Producer/Editor</p> <p>Accounts Payable  Business Assistant</p> <p>National Sales  Assistant</p> <p>Master Control  Operator</p>

			General Manager
42	Baltimore Association Of Black Media Workers Contact: Mr. Terry Owens WMAR-TV 6400 York Road Baltimore, Maryland 21212 Phone: 410-377-2246	0 ↓	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant  National Sales Assistant  Master Control Operator  General Manager
43	Broadcast Employment Services (TV Jobs.com) Contact: Mark Holloway P.O. Box 4116 Oceanside, CA 92052 Phone: 877-988-9808 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	0  0  0  0  0	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant  National Sales Assistant

		2	Master Control Operator
		0	General Manager
44	<p>Emma Bowen Foundation (name changed from) Foundation for Minority Interests in Media FMIM) Contact: Sandra Rice VP, Eastern Region 524 West 57<sup>th</sup> Street New York, NY 10019 sdrice@cbs.com Phone: 212-975-2597</p>	<p>0 ↓ email update 6-19-07 sdrice@cbs.com mail returned 2/22/07</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
45	<p>Senior Job Bank Contact: Eric Summers Address: 1383 Steel Bridge Road MacClenny, Florida 32063</p>	<p>0 ↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable</p>

			<p>Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
46	<p>National Association of Hispanic Journalists  Contact: Yaneth Guillen  Address: 1000 National Press Building,  529 14<sup>th</sup> Street, N.W.  Washington, DC 20045-2100  Phone: 202-662-7145  Email: <a href="mailto:nahj@nahj.org">nahj@nahj.org</a></p>	<p>0 ↓</p>	<p>Credit Manager/  Assistant Business Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
47	<p>MS Foundation for Women  Andrea Briscoe  120 Wall Street  33<sup>rd</sup> Floor  New York, NY 10005  Phone: 212-742-2300  <a href="mailto:Abrisco@ms.foundation.org">Abrisco@ms.foundation.org</a></p>	<p>0 ↓</p>	<p>Credit Manager/  Assistant Business Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial</p>

			<p>Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
48	<p>National Association of Broadcasters (NAB) Contact: Dwight Ellis 1771 North Street, NW Washington, DC 20036 Phone: 202-429-5496</p>	<p>0 ↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
49	<p>Society of Professional Journalists Julie Grimes 3909 North Meridian Street Indianapolis, IN 46208-4045 Phone: 317-927-8000</p>	<p>0 ↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p>

			National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant  National Sales Assistant  Master Control Operator  General Manager
50	Careerbuilder.com Allison Weitzman, Account Manager 11750 Tyson's Blvd., 4 <sup>th</sup> Floor McLean, VA 22102 * started using source 1/1/08  Ended: Monster.com 12/31/2007 5 Clock Tower Place Maynard, MA 01754 Contact: Judy Fonda Ph: 919-264-6016 <a href="mailto:Judy.fonda@monster.com">Judy.fonda@monster.com</a>	1  4  1 5  2  2  3  1  0	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable/ Business Assistant  National Sales Assistant  Master Control Operator  General Manager
51	Media Recruiter Contact Person: Art Scott Address: 20456 East	0 ↓	General Manager

	Orchard Centennial, Co 80016 Phone: 303-400-5150		
52	Service Corps Retired Executives SCORE Libby Conway 2750 Speissegger Drive North Charleston, SC 29405 Phone: 843-727-4778 Email: Info@score285.org	0 ↓	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant  National Sales Assistant  Master Control Operator  General Manager
53 ***	Bishop State Community College Contact Person: Juliette Womack 351 N Broad Street Mobile, Alabama 36608-5898 Phone: 251-662-5371 <a href="http://www.bishop.edu">www.bishop.edu</a> Jwomack@bishop.edu	0 ↓	Credit Manager/ Assistant Business Manager  Accounts Payable/ Business Assistant  Account Executive  National Sales Assistant  Commercial Producer/Editor  Accounts Payable Business Assistant

			<p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
54	<p>Postaroo.com  Russell Winslow  Webmaster  10706 Beaver Dam Rd  Hunt Valley, MD 21030  Phone: 410-568-1500  Email:  <a href="mailto:rwinslow@sbgnet.com">rwinslow@sbgnet.com</a>  Added: 10-20-05  <a href="http://www.postaroo.com">www.postaroo.com</a></p> <p>DELETE EFFECTIVE  11/30/07.</p>	<p>0  ↓</p>	<p>Credit Manager/  Assistant Business Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
55	<p>***New Jerusalem  Apologetics Assembly of  Worldwide  Contact: Talika Mock  355 Rentz Drive  Walterboro, SC 29488  843-538-3264  Added 04-08-05</p>	<p>0  ↓</p>	<p>Credit Manager/  Assistant Business Manager</p> <p>Accounts Payable/  Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial</p>

			<p>Producer/Edito</p> <p>Accounts Payable/ Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
56	<p>TriCounty Technical College Radio &amp; Television Broadcasting Amy Roberts (Instructor) 7900 Highway 76, P.O. Box 587 Pendleton, SC 29670 Phone: 864-646-1314 Email: arobert2@tctc.edu</p>	<p>0 ↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
57	<p>Mark Shilstone Medialine P.O. Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Email:medialine@medialine. com</p>	<p>0 ↓</p>	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p>

			<p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>
58	Spots & Dots.com	0 ↓	General Manager
59	<p>***Carolina Film Alliance</p> <p>Robbin Knight</p> <p>P.O. Box 70176</p> <p>North Charleston, SC</p> <p>29415</p> <p>Phone: 843-766-8990</p> <p>Added: 04-11-07</p> <p>Email:</p> <p>president@carolinafilm.com</p>	0 ↓	<p>Credit Manager/ Assistant Business Manager</p> <p>Accounts Payable/ Business Assistant</p> <p>Account Executive</p> <p>National Sales Assistant</p> <p>Commercial Producer/Editor</p> <p>Accounts Payable Business Assistant</p> <p>National Sales Assistant</p> <p>Master Control Operator</p> <p>General Manager</p>

The station broadcasts and publishes notices asking organizations that want to be notified of job vacancies to contact us.

\*\*\* Indicates a source that has requested job vacancies.

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 08/01/2007 to 07/31/2008

Station (s) Comprising Station Employment Unit WMMP and WTAT (LMA)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WMMP and WTAT (LMA).

EDUCATIONAL EVENT

Date of Station Participation: March 11, 2008

Participating Employees: Jason Lewis, Creative Service Director; Meredith Knox, Promotion Assistant; Shane Sears, Producer

Host/Sponsor of Activity: Midland Park Elementary School Career Day

Brief Description of Activity and Station Participation: On Tuesday, March 11, 2008, WTAT/WMMP staff members participated in a student "Career Day" at Midland Park Elementary School in North Charleston. Staff members discussed broadcasting as a career to individual classes and answered the students questions. The classes were comprised of 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> grade students.

EDUCATIONAL EVENT

Date of Station Participation: April 2008

Participating Employees: Jason Lewis, Creative Service Director; Meredith Knox, Promotion Assistant; Shane Sears, Producer

Host/Sponsor of Activity: Chicora Elementary School "Lunch Buddies"

Brief Description of Activity and Station Participation: April of 2008, staff members of WTAT/WMMP television participated in a Student Mentoring "Lunch Buddies" Program. Twice a month, staff members met with students at Chicora Elementary School located in a low-income and ethnically diverse community in North Charleston. Making friends and simply talking with the students was their focus.

EDUCATIONAL EVENT

Date of Station Participation: March 20, 2008

Participating Employees: Jason Lewis, Creative Service Director; Meredith Knox, Promotion Assistant

Host/Sponsor of Activity: Fort Johnson Middleton School

Brief Description of Activity and Station Participation: On Thursday, March 20, 2008, from 9A-1PM, staff members set up a camera in the auditorium of Fort Johnson Middle School on James Island and allowed students from the 5<sup>th</sup>, 6<sup>th</sup>, and 7<sup>th</sup> grades to monitor and see themselves on television. This followed with a question and answer session on the various television industry topics.

#### CAREER/JOB FAIR

Date of Station Participation: August 22, 2007

Participating Employees: Marge Bowen, Human Resources Director; Meredith Know, Promotion Assistant; David Tynan, General Manager

Host/Sponsor of Activity: The Employment Guide

Brief Description of Activity and Station Participation: The Employment Guide 2007 Job Fair was held at the Holiday Inn in North Charleston on August 22, 2007, from 8:00 A.M. to 1:00 PM. WTAT/WMMP employees met with job seekers detailing up-to-date information about our local job opportunities. This activity led to personal face-to-face contacts with about one hundred job seekers. We explained and described specific employment requirements for several job positions including internships.

#### CAREER/JOB FAIR

Date of Station Participation: October 17, 2007

Participating Employees: Marge Bowen, Human Resources Director; Brinkley Cochran, Account Executive

Host/Sponsor of Activity: The Citadel the Military College of South Carolina

Brief Description of Activity and Station Participation: The Citadel Job Fair was held on October 17, 2007, from 12:00 P.M. to 3:30 P.M. in the Holiday Alumni Center on the campus of The Citadel. There were seventy organizations and approximately four hundred students present. Most of the cadets that we talked to were business majors and were very interested in the career opportunities at WTAT/WMMP. Of those present, we spoke to about one hundred fifty cadets. Most were still considering their career options and would be good intern prospects.

#### CAREER/JOB FAIR

Date of Station Participation: October 31, 2007

Participating Employees: Marge Bowen, Human Resources Director; Bob Ellison, Master Control Operator Supervisor and Meredith Knox, Promotion Assistant

Host/Sponsor of Activity: Trident Technical College

Brief Description of Activity and Station Participation: The Fair was held in the complex of the Economic Development Building of Trident Technical College on Rivers Avenue, North Charleston, SC, on October 31, 2007, from 10:00A.M. to 1:00 P.M. There were 150 vendors present with approximately 600 attendees. This was an excellent opportunity for us to meet students specifically in the technical and engineering fields. With a job currently open in master control, this was the perfect opportunity for our MCO supervisor to meet prospects one on one.

CAREER/JOB FAIR

Date of Station Participation: October 30, 2007

Participating Employees: Marge Bowen, Human Resources Director; Brinkley Hellams, Account Executive; entire Sales Department and Creative Services for a total of fourteen people.

Host/Sponsor of Activity: WTAT FOX 24/WMMP MYTV CHARLESTON

Brief Description of Activity and Station Participation: The WTAT/WMMP Job Fair was held at the Radisson Hotel, North Charleston, SC, on October 30, 2007, from 3:00 P.M. to 7:00 P.M. Over thirty companies participated with approximately 360 people attending. This was a first time experience for WTAT/MYTV as host/sponsor and it was an over whelming success. We received many good reports from the companies participating. I'Quor hired seven people from the job fair. WTAT/WMMP was instrumental in helping citizens gain employment.

CAREER/JOB FAIR

Date of Station Participation: February 27, 2008

Participating Employees: Marge Bowen, Human Resources Director; Brinkley Hellams, Account Executive and entire Sales Department including Creative Services staff for a total of 14 people.

Host/Sponsor of Activity: WTAT FOX 24/WMMP MYTV CHARLESTON

Brief Description of Activity and Station Participation: Once again the WTAT/WMMP job fair was held at the Radisson Hotel in North Charleston, SC, on February 27, 2008, from 1:00 P.M. to 5:00 P.M. There were 21 vendors with approximately 350 attendees. It was a success.

CAREER/JOB FAIR

Date of Station Participation: June 11, 2008

Participating Employees: Brinkley Hellams, Brian Farmer, Brianna Barger all Account Executives; Shane Sears, Meredith Knox, Promotion Assistant; and Marge Bowen, Human Resources Director. Other Sales and Creative Services employees attended who have not been mentioned by name in this report.

Host/Sponsor of Activity: WTAT FOX 24/WMMP MYTV CHARLESTON

Brief Description of Activity and Station Participation: The WTAT/WMMP Career Job Fair was held at the Holiday Inn, 5264 International Blvd., North Charleston, SC, from 1:00 P.M. to 5:00 P.M. There were twenty vendors participating with approximately two hundred job seekers attending. A total of twelve WTAT/WMMP employees assisted the job seekers at the event making it the perfect time to meet and talk personally about broadcasting as a career choice.

#### CAREER/JOB FAIR

Date of Station Participation: July 16, 2008

Participating Employees: Marge Bowen, Human Resources Director; Meredith Knox, Promotion Assistant; Randi Eaton, Accounting Assistant

Host/Sponsor of Activity: Goodwill Industries of Lower South Carolina  
Community Career Fair

Brief Description of Activity and Station Participation: On Wednesday, July 16, 2008, from 10:00 A.M. to 2:00 P.M. Goodwill Industries held its annual Community Career Fair. WTAT/WMMP once again participated by manning a booth and discussing broadcast opportunities with job seekers. The event was held at the Charleston Area Convention Center in North Charleston. This was the largest Career Fair that we have attended. We talked with well over 350 people and handed out WTAT/WMMP Employment web site information.

#### **TRAINING**

Activity: Sexual Harassment Training

Date of Station Participation: Ongoing

Participating Employees: All

Brief Description of Activity and Station Participation: All employees participated in web-based training on Recognizing and Preventing Sexual Harassment.

**Activity: Code of Ethics**

Date of Station Participation: Ongoing

Participating Employees: All

Brief Description of Activity and Station Participation: All Department Heads and Supervisors participating in a web-based training that covers Illegal Employment Discrimination.

### **Internship Program**

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates, primarily juniors and seniors, from colleges and prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with universities and colleges to promote WMMP/WTAT as a prospective employer.
- Create a symbiotic relationship between interns and WMMP/WTAT employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution during the quarter or semester in which the internship is performed. Interns are not paid.
- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

Applicants can contact the station to get information on how to apply for an internship.

During the period 08-01-2007 to 07-31-2008, WMMP/WTAT (LMA) the Station's Employment Unit has had one intern at the station. He interned while majoring in Communications at Charleston Southern University, Charleston, South Carolina. The intern completed the internship program and awarded three credit hours from the College. While at WMMP and WTAT they worked in the Production and Promotion Departments learning the many facets of the broadcast industry. As a final project, the intern completed a thirty second commercial production that the intern wrote, shot and edited. The intern produced a PSA highlighting the importance of the football program at the college. The intern took the PSA to start a portfolio.

SBG, Inc. and its station WMMP & WTAT (LMA) is an equal opportunity employer. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS related complex (ARC), veteran status or any other category protected by law.