

EEO PUBLIC FILE REPORT ICBC BROADCAST HOLDINGS, INC.

This report covers full-time vacancy recruitment data for the period **August 1, 2006 to July 31, 2007**

1. Employment Unit: **ICBC Broadcast Holdings, Inc.**
2. Unit Members (Stations and Communities of License): **WWDM FM, Sumter, SC
WMFX FM, St. Andrews, SC
WARQ FM, Columbia, SC
WHXT FM, Orangeburg, SC
WZMJ FM, Batesburg, SC
WOIC AM, Columbia, SC**
3. EEO Contact Information for Unit Member:

Mailing Address ICBC Broadcast Holding, Inc. 1900 Pineview Road Columbia, SC 29209	Telephone Number 803-227-4624 Contact Person/Title: Steve Patterson VP/Market Manager Email Address: spatterson@innercitysc.com
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4. List all full time job vacancies by each station in the employment unit.

Job Title	Hiree Referral Source/Interviewee Referral Sources	Date of Hire
WMFX/WARQ Sales	WARQ Website / Employee referral	1/2/07
Receptionist	Employee Referral	2/12/07

5. Recruitment Sources:

Source	Address	Contact	Phone	Total Interviewee Referrals
Columbia Urban League	1400 Barnwell St, Columbia, SC 20201	Vernell Gainey	803-799- 8150	0
American Business Women's Association	P.O. Box 7068 Columbia, SC 29202	Vanessa Scott	864-886- 9086	0
Carolina Panarama	P.O. Box 11205 Columbia, SC 29211	Nathaniel Abraham	803-256- 4015	0
University of South Carolina	900 Assembly Street Columbia, SC 29208	Jeff Cargile	803-777- 7000	0
Central Carolina Technical College	506 N. Guignard Street Sumter, SC 29150	Cindy Murphy	803-778- 1961	0
Morris College	100 W. College St. Sumter, SC 29150	Margaret Bailey	803-934- 3200	0
South Carolina State University	P. O. Box 7155 Orangeburg SC 29117	Angela Corbett	803-536- 7000	0
National Urban League	500 E. 62nd St. New York, NY 10021	Lisa Corbett	212-556- 5300	0
Columbia Chamber of Commerce	P.O. Box 1360 Columbia, SC 29202	Lisa Young	803-733- 1110	0
American Women in Radio and Television	P.O. Box 8595 Columbia, SC 29202	Helen Humphries	703-506- 3290	0
Allen University	1530 Harden St. Columbia, SC 29204	Berlinda Brown	803-254- 4165	0
Benedict College	Harden & Blanding St. Columbia, SC 29204	Betty Jenkins	803-256- 4220	0
Greater Columbia Community Relations	P.O. Box 1360 Columbia, SC 29202	Darlene Preston	803-733- 1130	0
Black News	1310 Harden St. Columbia, SC 29204	Jim Edwards	803-799- 5252	0
Lake Murray Women's Club	429 Grenadier Drive Columbia, SC 29210	Ruby Cook	803-345- 2205	0
Midlands Technical College	P.O. Box 2408 Columbia, SC 29202	Sarah Trice	803-738- 1400	0
Columbia College	Columbia College Drive Columbia, SC 29203	Debbie Baker	803-786- 3012	0
Hispanic Link News	1420 N. Street NW Washington, DC 20005	Luz Arban	803-765- 0560	0
South Carolina Broadcasters Assn.	One Harbison Drive Columbia, Sc 29210	Karen Nettles	803-732- 1186	0
Carolina Procurement Institute, Inc (Requested Information)	1815 Gervais Street Columbia, SC 29201	Gary Washington	803-931- 8881	0

6. Description of Recruitment Initiatives

Initiative	Description	Date/Location
Job Fairs - South Carolina Broadcasters Association	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Army National Guard Armory March 27, 2007
Career Fairs – Heward Career & Technical School, Eau Claire High School, North Middle School	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Heward Career & Technical School March 2007 Eau Claire High School November 2006
Career Fairs – Columbia High School, Lower Richland High School	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Columbia High School November 2006 Lower Richland High School October 2006
Career Fairs – Dent Middle School, W.B. Sanders Middle School	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Dent Middle School (March 2007) W.B. Sanders Middle School October 2006
Internship Program - 2007	Program designed to help members of the community acquire the skills needed for broadcast employment. Three interns are participating in the program working across station departments for a combined total 239 hours, thus far this year. The program included students from Tri-County Technical College, Alcorn State, and South Carolina State University.	WWDM & WHXT Spring 2007

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WZMJ FM, Batesburg, SC
WOIC AM, Columbia, SC**

3. EEO Contact Information for Unit Member:

Mailing Address	Telephone Number 803-227-4624
ICBC Broadcast Holding, Inc. 1900 Pineview Road Columbia, SC 29209	Contact Person/Title: Steve Patterson VP/Market Manager
	Email Address: spatterson@innercitysc.com

4. List all full time job vacancies by each station in the employment unit.

Job Title	Recruitment Source Referring Hiree	Date of Hire
WHXT Evening on air DJ	Urban Insite. com	3/13/2006
WWDM/WHXT Sales Mgr	Employee referral	10/3/2005
WMFX/WARQ Sales Mgr	WMFX and WARQ Website	7/20/2006
WARQ morning/midday DJ	Employee referral	4/24/2006
WARQ Afternoon/MD	Employee referral	9/6/2005

5. Recruitment Sources:

Columbia Urban League	1400 Barnwell St, Columbia, SC 20201	Vernell Gainey	803-799-8150
American Business Women's Association	P.O. Box 7068 Columbia, SC 29202	Vanessa Scott	864-886-9086
Carolina Panarama	P.O. Box 11205 Columbia, SC 29211	Nathaniel Abraham	803-256-4015
University of South Carolina	900 Assembly Street Columbia, SC 29208	Jeff Cargile	803-777-7000
Central Carolina Technical College	506 N. Guignard Street Sumter, SC 29150	Cindy Murphy	803-778-1961
Morris College	100 W. College St. Sumter, SC 29150	Margaret Bailey	803-934-3200
South Carolina State University	P. O. Box 7155 Orangeburg SC 29117	Angela Corbett	803-536-7000
National Urban League	500 E. 62nd St. New York, NY 10021	Lisa Corbett	212-556-5300
Columbia Chamber of Commerce	P.O. Box 1360 Columbia, SC 29202	Lisa Young	803-733-1110
American Women in Radio and Television	P.O. Box 8595 Columbia, SC 29202	Helen Humphries	703-506-3290
Allen University	1530 Harden St. Columbia, SC 29204	Berlinda Brown	803-254-4165
Benedict College	Harden & Blanding St. Columbia, SC 29204	Betty Jenkins	803-256-4220
Greater Columbia Community Relations	P.O. Box 1360 Columbia, SC 29202	Darlene Preston	803-733-1130
Black News	1310 Harden St. Columbia, SC 29204	Jim Edwards	803-799-5252
Lake Murray Women's Club	429 Grenadier Drive Columbia, SC 29210	Ruby Cook	803-345-2205
Midlands Technical College	P.O. Box 2408 Columbia, SC 29202	Sarah Trice	803-738-1400
Columbia College	Columbia College Drive Columbia, SC 29203	Debbie Baker	803-786-3012
Hispanic Link News	1420 N. Street NW Washington, DC 20005	Luz Arban	803-765-0560
South Carolina Broadcasters Assn.	One Harbison Drive Columbia, Sc 29210	Karen Nettles	803-732-1186
Carolina Procurement Institute, Inc (sought information)	1815 Gervais Street Columbia, SC 29201	Gary Washington	803-931-8881

6. Description of Recruitment Initiatives

Initiative	Description	Date/Location
Job Fairs - South Carolina Broadcasters Association	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Army National Guard Armory January 13, 2006
Career Fairs – North Middle School	Spoke to students about opportunities in radio and explained the nature of the radio industry.	North Middle School November 2005
Internship Program – 2005	Program designed to help members of the community acquire the skills needed for broadcast employment. Three interns participated in the program working across station departments for a combined total 510 hours. The program included students from Morris College and South Carolina State University.	WWDM & WHXT Fall 2005
Internship Program - 2006	Program designed to help members of the community acquire the skills needed for broadcast employment. Four interns participated in the program working across station departments for a combined total 480 hours. The program included students from Duke University, Benedict College, and Allen University.	WWDM & WHXT Spring/Summer 2006