

EEO PUBLIC FILE REPORT ICBC BROADCAST HOLDINGS, INC.

This report covers full-time vacancy recruitment data for the period **August 1, 2008 to July 31, 2009**

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	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 Sources (See section 5)	Hiree Referral Source	Date of Hire
WMFX/WARQ/WZMJ Sales	# 1-20,22-25,27	WMFX Website	9/16/08
WARQ Nights/ WZMJ APD	# 1-21,23,24,26,27	*All Access website/ Employee Referral	11/24/08

* Hiree referred by two sources.

5. Recruitment Sources:

Source	Address	Contact	Phone	Total Interviewee Referrals
1. Columbia Urban League	1400 Barnwell St, Columbia, SC 20201	Vernell Gainey	803-799-8150	0
2. American Business Women's Association	P.O. Box 7068 Columbia, SC 29202	Vanessa Scott	864-886-9086	0
3. Carolina Panarama	P.O. Box 11205 Columbia, SC 29211	Nathaniel Abraham	803-256-4015	0
4. University of South Carolina	900 Assembly Street Columbia, SC 29208	Jeff Cargile	803-777-7000	0
5. Central Carolina Technical College	506 N. Guignard Street Sumter, SC 29150	Cindy Murphy	803-778-1961	0
6. Morris College	100 W. College St. Sumter, SC 29150	Margaret Bailey	803-934-3200	0
7. South Carolina State University	P. O. Box 7155 Orangeburg SC 29117	Angela Corbett	803-536-7000	0
8. National Urban League	500 E. 62nd St. New York, NY 10021	Lisa Corbett	212-556-5300	0
9. Columbia Chamber of Commerce	P.O. Box 1360 Columbia, SC 29202	Lisa Young	803-733-1110	0
10. American Women in Radio and Television	P.O. Box 8595 Columbia, SC 29202	Helen Humphries	703-506-3290	0
11. Allen University	1530 Harden St. Columbia, SC 29204	Berlinda Brown	803-254-4165	0
12. Benedict College	Harden & Blanding St. Columbia, SC 29204	Betty Jenkins	803-256-4220	0
13. Greater Columbia Community Relations	P.O. Box 1360 Columbia, SC 29202	Darlene Preston	803-733-1130	0
14. Black News	1310 Harden St. Columbia, SC 29204	Jim Edwards	803-799-5252	0
15. Lake Murray Women's Club	429 Grenadier Drive Columbia, SC 29210	Ruby Cook	803-345-2205	0
16. Midlands Technical College	P.O. Box 2408 Columbia, SC 29202	Sarah Trice	803-738-1400	0
17. Columbia College	Columbia College Drive Columbia, SC 29203	Debbie Baker	803-786-3012	0
18. Hispanic Link News	1420 N. Street NW Washington, DC 20005	Luz Arban	803-765-0560	0
19. South Carolina Broadcasters Assn.	One Harbison Drive Columbia, Sc 29210	Karen Nettles	803-732-1186	0
20. Carolina Procurement Institute, Inc (Requested Information)	1815 Gervais Street Columbia, SC 29201	Gary Washington	803-931-8881	0
21. All Access Website/ Employee Referral	allaccess.com			1
22. WWDM Website	thebigdm.com			0

23. WMFX Website	fox102.com			5
24. WARQ Website	warq.com			13
25. WHXT Website	hot1039.com			0
26. All Access	allaccess.com			8
27. Employee Referral				2

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 April 2009
Career Fair-Dent Middle	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Dent Middle School (November 2008)
Career Fair-Kelly Mill Middle	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Kelly Mill Middle (November 2008)
Career Fair-Fairfield Middle	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Fairfield Middle (September 2008)
Career Fair-Olympia Middle	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Olympia Middle (October 2008)
Career Fair-Hopkins Middle	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Hopkins Middle (October 2008)
Career Fair-North High	Spoke to students about opportunities in radio and explained the nature of the radio industry.	North High (August 2008)
Career Fair-CA Johnson	Spoke to students about opportunities in radio and explained the nature of the radio industry.	CA Johnson (February 2009)
Career Fair-W.J. Keenan High	Spoke to students about opportunities in radio and explained the nature of the radio industry.	W.J. Keenan High (February 2009)
Career Fair-Longleaf Middle	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Longleaf Middle (March 2009)
Career Fair-Eau Claire High	Spoke to students about opportunities in radio and explained the nature of the radio industry.	Eau Claire High (October 2008)

<p>Internship Program – 2008,2009</p>	<p>Program designed to help members of the community acquire the skills needed for broadcast employment. Six interns participated in the program working across station departments. The program included students from Bethune Cookman University Webster University, Morris College, South Carolina State University and The University of South Carolina.</p>	<p>WWDM, WHXT, WMFX,WARQ, WZMJ,WOIC</p>
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