

2019 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-FM

WGCV-AM

WQXL-AM

Community

Columbia, SC

Columbia, SC

Columbia, SC

The information contained in this report covers the time period from August 1, 2018 to and including July 31, 2019. 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 Filled During This Period

Time Period Covered: **August 1, 2018 to July 31, 2019**
 Stations in Employment Unit: **WFMV, WGCV, WQXL,**

Full-time Positions Filled by Job Title and Date Filled	Recruitment Source	Number of Persons Interviewed
Office Administrator 1	State News Paper	
Bookkeeper 1	State News Paper	

	Office Administrator	Station-Website/On-Air Social Media State News Paper	19
	Bookkeeper	Stations Website/On Air Announcement State Paper	3
0	Program Director	SCBA, State Paper	0
		All Access	1
0	General Manager	State Paper Station Website/Social	0

SECTION 2: Recruitment

Time Period Covered: August 1, 2018 to July 31, 2019
Stations in Employment Unit: WFMV, WGCV, WQXL,

	Recruitment Source	Total Number of Interviewees provided by this source	Full-time Positions for Which this source was Utilized
	WFMV/WGCV On-Air Ads	14	
	WFMV Website Postings	15	
	Columbia Urban League	0	
	SC Broadcasters Association Job All Access Publication	1	
	The State News Paper	3	

SECTION 3: Outreach Recruitment Initiatives

Time Period Covered: **August 1, 2018 - July 31, 2019**

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

2. Participated in Midlands Opportunity Job Fair June 12, 2019. Interviewed seven individuals.
3. Reached out to Morehouse University Job Fair, June 11-12. Interviewed 17 Possible candidates.
4. Participated in SCBA 2019 Job Fair on April 3, 2019. Talked with 14 individuals.
5. Participated in Career Day at South Kilburn Elementary School, November 16, 2018
6. Participated in Career Day at Jackson Creek Elementary School, February 11, 2019.
7. Participated in Career Day at Piney Grove Elementary School, March 1, 2019.
8. Participated in Career Day at Hampton High School March 8, 2019
9. Participated in Career Day at Watkins Nance Elementary School