

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2010 through July 22, 2011.

**1) Employment Unit: Kirkman Broadcasting, Inc.**

- 2) Unit Members (Stations and Communities of License):** WQNT(AM), Charleston, SC  
WQSC(AM), Charleston, SC  
WJKB(AM), Moncks Corner, SC  
WTMZ(AM), Dorchester Terr.-Bre, SC  
WWIK(FM), McClellanville, SC\*  
WJNI(FM), Ladson, SC\*

**\*Kirkman Broadcasting, Inc. provides programming services to Stations WWIK(FM) and WJNI(FM) pursuant to a local marketing agreement. The LMA stations are included in this report in accordance with applicable FCC policy.**

**3) EEO Contact Information for Employment Unit:**

Mailing Address:  Kirkman Broadcasting, Inc. 60 Markfield Drive Unit 4 Charleston, SC 29407	Telephone Number: 843-763-6631
	Contact Person/Title:  Ted Byrne Operations Manager
	E-mail Address: ted@kirkmanbroadcasting.com

**4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

No full-time job vacancies have been filled since July 23, 2010.

**5) Total # of Interviewees Referred:** For the period from July 23, 2010 through July 22, 2011, this Employment Unit interviewed  0  interviewees for full-time job vacancies.

**6) Supplemental Recruitment Initiatives:**

**(a) Initiative: Participation in Events/Programs Sponsored by Educational Institutions Related to Career Opportunities in Broadcasting:**

**Three (3) Programs at Trident Technical College**

On three occasions during the course of this reporting period, at the invitation of the Trident Technical College in Charleston, South Carolina ("TCC"), the Program Director of the SEU spoke to broadcasting majors at TCC concerning career opportunities in broadcasting, and specific job opportunities at Kirkman Broadcasting Company. Written information was provided to students, and students were encouraged to visit the stations. Any available student resumes were collected.

Dates of participation in events: October 2010, March 2011, May 2011.

**Two (2) Programs at The Citadel**

On two occasions during this reporting period, the SEU's Operations Manager and Sales Manager spoke to Broadcast Majors at the invitation of the Program Chairman at The Citadel, in Charleston, South Carolina. They discussed career opportunities in broadcasting and specific job opportunities at Kirkman Broadcasting Company. Written information was provided to students, and students were encouraged to visit the stations. Any available student resumes were collected.

Dates of participation in events: January 20, 2011; April 21, 2011.

**(b) Initiative: Internship Program**

In cooperation with the Broadcasting department of the College of Charleston, the SEU has developed an internship program. Each semester one student is chosen to receive training in all aspects of the Kirkman Broadcasting operation, including, for example, sales, production, and programming. The SEU promotes the program online, at career fairs, and at the school. The interns receive course credit for their efforts.

**(c) Initiative: Career Fairs**

The SEU's Operations Manager, who has substantial responsibility in the making of hiring decisions, attended the Communication Networking Fair at the College of Charleston on November 4, 2010. The Operations Manager discussed careers in the broadcast industry with Fair participants. All students were encouraged to visit the stations, and available resumes were collected.

On March 31, 2011 the SEU hosted a Career Fair at The Sheraton Airport Hotel from 11am to 6pm. The Program Director, who has substantial responsibility in the making of hiring decisions, attended the Career Fair. The Program Director discussed careers in the broadcast industry with Fair participants. All attendees were encouraged to visit the stations, and available resumes were collected.

On April 6, 2011, the SEU's Program Director, who has substantial responsibility in the making of hiring decisions, attended Career Fair 2011 at Trident Technical College. The Program Director discussed careers in the broadcast industry with Fair participants. All students were encouraged to visit the stations, and available resumes were collected.

**(d) Initiative: Mentoring**

The SEU provides an ongoing, informal mentoring program, designed to help lower-level station personnel qualify for higher level positions. Three of our employees have at least 20 years of experience, and on a regular basis advise and mentor junior employees on furthering their careers.