

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period July 23, 2008 through July 22, 2009.

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

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:**

The SEU has not filled a vacancy since July 23, 2006.

5) **Total # of Interviewees Referred:** For the period from July 23, 2008 through July 22, 2009, this Employment Unit interviewed **0** interviewees for full-time job vacancies.

6) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Presentation at Trident Technical College

Three times a year, at the invitation of the Trident Technical College, the Program Director speaks to broadcasting majors on job opportunities at Kirkman Broadcasting Company. Information is handed out to the students. All students are also encouraged to visit the stations, and any available resumes are collected.

(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: Presentation at The Citadel

In January and April 2009, the SEU's Program Director and Sales Manager spoke to Broadcast Majors at the invitation of the Program Chairman. All students were encouraged to visit the stations, and any available resumes were collected.

(d) Initiative: Career Fairs

The SEU's Program Director, who has substantial responsibility in the making of hiring decisions, attended the Communication Networking Fair at College of Charleston on November 6, 2008. On April 3, 2009, the Program Director also attended Career Fair 2009 at Trident Technical College. The Program Director discussed careers in the broadcast industry with Fair participants. All students were encouraged to visit stations, and available resumes were collected.

(e) Initiative: Mentoring

The SEU Provides informal mentoring. Three of our employees have at least 20 years of experience and on a regular basis advise Jr. employees on furthering their career.