

**EEO ANNUAL PUBLIC FILE REPORT  
Our Three Sons Broadcasting Rock Hill, SC**

**This report covers full-time vacancy recruitment for the period of August 1, 2010 through July 6, 2011**

<b>Employment Unit:</b> Our Three Sons Broadcasting, LLP	<b>Address:</b> Our Three Sons Broadcasting, LLP 142 N. Confederate Ave. Rock Hill, SC 29731	<b>Contact Person/Title:</b> Mario Washington, Program Director Manning Kimmel, Managing Partner
<b>Unit Members, Community of License</b> WRHI-AM, Rock Hill, SC WRHM-FM, Lancaster, SC WVSZ-FM, Chesterfield, SC	<b>Telephone Number:</b> 803-324-1340	<b>E-mail Address:</b> <a href="mailto:mwashington@wrhi.com">mwashington@wrhi.com</a> <a href="mailto:mkimmel@wrhi.com">mkimmel@wrhi.com</a>

**1. Full-Time Job Vacancies Filled by the Employment Unit:**

	Title	Recruitment Source Referring Hiree	Referral Source of Interviewees		
			Referral Source	Number Interviewed	New Interviewees
A	12/11/10 Account Executive	Employee Referral	SCBA.net: 5 Radio Ad: 2 WRHI.com: 4 Employee Referral: 1	11	11

	Title	Recruitment Source Referring Hiree	Referral Source of Interviewees		
			Referral Source	Number Interviewed	New Interviewees
B	04/1/11 Morning news anchor	SCBA.com	SCBA.net: 6 WRHI.com: 2	8	8
<b>Total # of Interviewees for full-time job vacancies during the reporting period:</b>					<b>19</b>



WRHI/WRHM/WVSZ

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## 2. Recruitment Sources

### **OUTREACH ORGANIZATIONS**

#	Name	Organization	Address (Street or E-Mail)	City	ST	Zip	Phone	Total Number of Interviewees Referred
1	Haney Howell	Winthrop University	howellh@winthrop.edu	Rock Hill	SC	29733	803-323-4534	0
2	Rev. Herbert Crump	NAACP Rock Hill	215 East Main St.	Rock Hill	SC	29730	803-366-2184	0
3	Rev. Steve Hogg	First Baptist Church	steveh@fbrockhill.org	Rock Hill	SC	29731	803-371-7181	0
4	Chris Cimino	York Technical College	ccimino@yorktech.edu	Rock Hill	SC	29731	803-327-8052	0

<b>COMPANY POSTINGS AND COMPANY WEBSITES</b>								
5	Chris Miller	Station websites (WRHI.com, FM107.com)	<a href="mailto:cmiller@wrhi.com">cmiller@wrhi.com</a>				803-324-1340	4
6	Manning Kimmel	Station websites (WRHI.com, FM107.com)	<a href="mailto:mkimmel@wrhi.com">mkimmel@wrhi.com</a>				803-324-1340	2

<b>ADVERTISING</b>								
7	Radio Ads	WRHI, WRHM, WVSZ						2

<b>JOB FAIRS</b>								
8	Winthrop University Career Showcase	Held on the campus of Winthrop University						0

<b>OTHER SOURCES</b>								
-	Radio Ad							2
-	SC Broadcast Assoc							11
-	WRHI.com							6
-	Employee Referral							1

<b>Total Interviewees Referred</b>								<b>20</b>
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### 3. Supplemental Recruitment Initiatives.

Initiatives		Date	Location	Description	Titles of Employees Involved
1	Internship	Ongoing throughout the year	Our Three Sons	Our Three Sons Broadcasting offers internships at the radio stations in our Promotions and Programming departments. Interns must be college students and receive college credit for the internships. The Promotions and Programming Directors oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year. This year Our Three Sons has had 0 students participate in the Internship Program.	Program Directors Promotions Director Managing Partners
2	Manager EEO Training	On-going	Our Three Sons	Managers are trained regarding EEO compliance rules and are given forms and booklets. Procedures for preventing and addressing discrimination claims or concerns are reviewed.	EEO Administrator Department Heads
3	Winthrop University	2010 Convocation	Winthrop University, SC	Members of the promotions department had a booth set up at the annual event to discuss career opportunities in radio with current students.	WRHI Promotions Staff
4	Facility Tour	03/21/11	Cub Scout Pack 832 Fort Mill, SC	Employees conducted tours of stations facilities and explained responsibilities of Our Three Sons in providing community service through broadcasts and explained the different jobs in radio.	WRHI Program Director
5	Facility Tour	11/8/10	Cub Scout Troop 108 Rock Hill, SC	Employees conducted tours of stations facilities and explained responsibilities of Our Three Sons in providing community service through broadcasts and explained the different jobs in radio.	WRHI Program Director
6	S.C. Broadcasters Association	2011 SCBA Job Fair	Columbia, SC	Our Three Sons Broadcasting had a booth at the SCBA career fair. Our Three Sons' Administrative Assistant ran the booth, personally met the attendees and provided information about the companies' stations and job openings.	OTS Administrative Assistant



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