

EEO PUBLIC FILE REPORT

Byrne Acquisition Group, LLC.

**Stations Included in
Employment Unit:** WCCP - Clemson, SC
WAHT, Clemson, SC

Reporting Period: August 1, 2017 – August 1, 2018

Full-Time Vacancies Filled During This Reporting Period: 1

Total Number of Interviewees for all Full-time Vacancies Filled: 3

Job Title	Date Filled	Positions
Account Executive	1/26/2018	1

Recruitment and Referral Sources

Job Title	Date Filled	Recruitment Source	Hire Source
Account Executive	1/26/2018	Seneca Journal News	Referral from Chamber of Commerce
		Independent Mail News	
		On Air on Stations	

Recruitment Source Summary

Recruitment Source	Number of Interviewees Referred
Employee Referral	1
Internet/Web Site	0
Walk-In – Self Referral	0
Newspaper	4
Trade Publication	0
Radio	3
TV/Cable	0

August 1, 2017 – August 1, 2018

During this period, Byrne Acquisition Group, LLC, (“Byrne”) had one full-time position open at its stations. Byrne advertises job openings on the air over its broadcast stations and utilized newspaper for recruitment for this position. Byrne seeks to experiment with new methods which might produce qualified applicants.

Byrne has set up a comprehensive outreach and recruitment program designed to widely disseminate information regarding full-time job opportunities at its stations.

Every six months, Byrne airs a Public Notice Press Release inviting community groups, minority organizations and interested civic organizations to notify station management if their group would like to be notified regarding each new, full-time job opening. Byrne, every six months, also sends the same press release to local groups as part of the licensee’s recruitment efforts. The licensee plans to continue its advertising efforts with the hope that more local groups might soon be interested in receiving such information.

Summary Description of Supplemental Outreach Initiatives

The unit has selected the following outreach initiatives:

14. Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.
16. Participate in other activities than the ones listed that the licensee has designed to further the goal of disseminating information about employment opportunities.

On August 17, 2017, the unit held an “Open House”. The purpose of the “Open House” event is to invite the general public to the studios/offices to discuss radio in general and the career opportunities available in the industry. Thirty two people attended. The event was supported with radio advertising on the unit’s stations. All of the full-time staff of the unit were present at the open house.

During this period, Ben Milstead, the Director of Operations and Debra Jones, the General Sales Manager, studied the book, EEO Law and Personnel by Arthur Gutman, in an effort to ensure equal employment opportunity and to prevent discrimination. This period, Mr. Milstead and Ms. Jones reviewed chapters Twelve and Thirteen.

Press Releases

EEO SPOT 2017-2018



Advertiser: EEO SPOT

Ad-ID: EEO

07/03/17	M-F 6a-7p	:30	Monday	9:19:15 AM	Spot
10/03/17	All Inventory	:30	Tuesday	10:02:40 PM	Spot
01/04/18	M-F 6a-7p	:30	Thursday	2:22:00 PM	Spot
04/05/18	All Inventory	:30	Thursday	9:36:27 PM	Spot

EEO Run times

[Sorted by: Ad-ID]

EEO announcement

WCCP-FM AND WAHT ANNOUNCED TODAY THAT, IN KEEPING WITH THE RULES AND REGULATIONS OF THE FEDERAL COMMUNICATIONS COMMISSION, THEY ARE SEEKING TO INVOLVE QUALIFIED COMMUNITY GROUPS IN THE DISSEMINATION OF ALL JOB VACANCY INFORMATION FOR WCCP-FM AND WAHT-AM. IF YOUR QUALIFIED COMMUNITY GROUP OR GOVERNMENT BUREAU WOULD LIKE TO BE KEPT INFORMED OF ALL FULL-TIME JOB OPENINGS AT THE STATION, SIMPLY CONTACT MR. BEN MILSTEAD AT WCCP/WAHT, PO Box 1560, CLEMSON, SC 29633. THE STATIONS WILL PUT YOUR GROUP ON A LIST OF QUALIFIED COMMUNITY GROUPS WHICH WILL AUTOMATICALLY RECEIVE NOTIFICATION OF ALL FUTURE FULL-TIME JOB VACANCIES AT STATIONS WCCP/WAHT.

For Immediate Release

To Whom It May Concern:

WCCP-FM and WAHT-AM announced today that, in keeping with the rules and regulations of the Federal Communications Commission, they are seeking to involve qualified community groups in the dissemination of all job vacancy information for WCCP and WAHT. If your qualified community group or government bureau would like to be kept informed of all full-time job openings at the station simply contact Mr. Ben Milstead at WCCP/WHAT, PO Box 1560, Clemson, SC 29633. The stations will put your group on a list of qualified community groups which will automatically receive notification of all future full-time vacancies at stations WCCP/WHAT.

Sincerely,



Ben Milstead

Director of Operations, WCCP/WAHT

Mailed to Community list:

8/28/17

3/14/18

WCCP-FM and WHAT-AM Community Group Notification List

City of Clemson
365 College Avenue
Clemson, SC 29631

Trinity Wesleyan Church
700 Issaqueena Trail
Central, SC 29630

Clemson Community Care
105 Anderson Highway
Clemson, SC 29631

Clemson University
398 College Avenue
Clemson, SC 29631

City of Anderson
403 Jefferson Avenue
Anderson, SC 29621

Tri County Technical College
7900 Highway 76
Pendleton, SC 29670

City of Seneca
612 North Townville Street
Seneca, SC 29678

Newspring Church
2940 Concord Road
Anderson, SC 29621

Anderson Area YMCA
201 E Reed Road
Anderson, SC 29621

City of Easley
111 Walkers Way
Easley, SC 29642

Southern Wesleyan University
1 Wesleyan Drive
Central, SC 29630



September 1, 2017

To Whom It May Concern:

WCCP and WAHT is accepting applications to fill the position as an Account Manager for our Upstate, South Carolina station. We are looking for a talented candidate that has proven experience in the broadcast field. Qualifications include a minimum of two years of related sales experience, a great communicator, and someone who can communicate with current and potential advertisers as to the benefits of advertising with us. Must have a passion for radio and a love of sports talk is a plus.

We offer a competitive base salary and comprehensive medical insurance. We also offer a fantastic, fast paced work environment and access to many sporting events in the area.

Interested parties should send their resume to: WCCP, PO Box 1560, Clemson, SC 29633 or email to: debra@wccpfn.com. We expect to fill this position by November 1st.

Sincerely,

A handwritten signature in cursive script that reads 'Debra Jones'.

Debra Jones

General Sales Manager

WCCP 105.5 The Road

Initiatives

We held our annual Open House on August 17th from 5 to 7 pm. We had thirty two people show up.

Ben Milstead, Director of Operations and Debra Jones, GSM were both on-site representing the leadership of WCCP/WHAT. All on-air hosts were also in attendance.

Open House 08/02/17-08/08/17

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Advertiser: WCCP OPEN HOUSE

08/02/17	M-F 6a-7p	:30	Wednesday	6:23:00 PM	Spot
08/02/17	M-F 6a-7p	:30	Wednesday	2:02:30 PM	Spot
08/02/17	M-F 6a-7p	:30	Wednesday	12:03:50 PM	Spot
08/02/17	M-F 6a-7p	:30	Wednesday	1:42:30 PM	Spot
08/03/17	M-F 6a-7p	:30	Thursday	4:22:30 PM	Spot
08/03/17	M-F 6a-7p	:30	Thursday	3:41:30 PM	Spot
08/03/17	M-F 6a-7p	:30	Thursday	5:42:30 PM	Spot
08/03/17	M-F 6a-7p	:30	Thursday	10:03:55 AM	Spot
08/03/17	M-F 6a-7p	:30	Thursday	7:23:00 AM	Spot
08/04/17	M-F 6a-7p	:30	Friday	6:22:15 AM	Spot
08/04/17	M-F 6a-7p	:30	Friday	9:42:30 AM	Spot
08/04/17	M-F 6a-7p	:30	Friday	5:22:05 PM	Spot
08/04/17	M-F 6a-7p	:30	Friday	11:22:15 AM	Spot
08/04/17	M-F 6a-7p	:30	Friday	1:21:00 PM	Spot
08/07/17	M-F 6a-7p	:30	Monday	10:05:00 AM	Spot
08/07/17	M-F 6a-7p	:30	Monday	8:03:30 AM	Spot
08/07/17	M-F 6a-7p	:30	Monday	3:21:50 PM	Spot
08/07/17	M-F 6a-7p	:30	Monday	7:01:45 AM	Spot
08/07/17	M-F 6a-7p	:30	Monday	11:43:30 AM	Spot
08/08/17	M-F 6a-7p	:30	Tuesday	12:21:00 PM	Spot
08/08/17	M-F 6a-7p	:30	Tuesday	6:02:30 PM	Spot
08/08/17	M-F 6a-7p	:30	Tuesday	2:21:30 PM	Spot
08/08/17	M-F 6a-7p	:30	Tuesday	9:23:00 AM	Spot

[Sorted by: Advertiser]

CLIENT:	WCCP HOUSE
DATE:	8/1/17
TITLE:	OPEN HOUSE
AE:	BMILSTEAD
CART:	

PHONE: 864-654-4004
FAX: 864-654-3300

<p>IF YOU'VE EVER BEEN CURIOUS AS TO WHAT OUR HOME LOOKS LIKE WELL NOW IS YOUR CHANCE TO FIND OUT. W C C P WILL OPEN ITS DOORS ON AUGUST SEVENTENTH FROM FIVE TO SEVEN OCLOCK. MEET ALL OUR ON-AIR STAFF AND FEEL FREE TO CHECK OUT THE STUDIOS. LIGHT REFRESHMENTS WILL BE AVAILABLE AS WELL AS A THE CHANCE TO WIN SOME DOOR PRIZES FOR THOSE WHO DROP IN. W C C P OPEN HOUSE FROM FIVE TO SEVEN ON AUGUST SEVENTEENTH. WE WILL SEE YOU THEN!</p>	<p>:15</p> <p>:30</p> <p>:60</p>	<p>ARIAL 12 IN CAPS 1 AND A HALF SPACING</p>
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Recruitment

Sales

SPARTANBURG
Herald-Journal

189 West Main Street, Spartanburg, SC 29306
864-562-7305

STATE OF SOUTH CAROLINA
COUNTY OF SPARTANBURG

Personally appeared before me, a notary public in and for the State and County aforesaid, Dennis Bailey, who having been duly sworn according to law, deposes and says that he is a Representative of the Spartanburg Herald-Journal, a newspaper published in Spartanburg, South Carolina, and that the attached Legal ad

was published for 3 time(s) in the following issues:

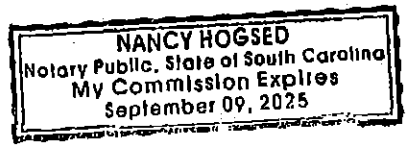
8/3, 8/4, 8/6/17

Dennis Bailey
Dennis Bailey

Sworn to and subscribed before me

This 12th day of August, 2017

Nancy Hogsed
Nancy Hogsed
Notary Public for South Carolina
My Commission Expires September 9th, 2025



WCCP, 105.5 the Roar is looking for talented, disciplined and motivated individual to join our sales team! Applicants must have an aptitude for prospecting, developing and maintaining new business. Outside sales experience required, media sales experience preferred along with a Bachelor's degree. Resumes and cover letter accepted at: employment@wccpfm.com

Sales

THE JOURNAL

210 W. North 1st Street, Seneca, SC 29670
Ph. 864.882.2376 Fax: 864.882.2381
classadmgr@upstatetoday.com
UpstateToday.com

Classified Advertising Invoice

KELLY GRAMLICH - WCCP 105.5 THE
CLEMSON, SC 29631

Acct#:66473
Ad#:21958
Phone#:512-538-5179
Date:08/01/2017

Salesperson: JWHITE Classification: Exp Ad Size: 1.0 x 1.40

Advertisement Information:

Description	Start	Stop	Ins.	Cost/Day	Total
The Journal	08/03/2017	08/05/2017	3	19.66	58.97

Payment Information:

Date: 08/01/2017 Order#: 21958 Type: BILLED ACCOUNT

Total Amount: 58.97
Amount Due: 58.97

Comments:

Attention: Please return the top portion of this invoice with your payment including account and ad number.

Ad Copy

WCCP, 105.5 The Now is looking for talented, disciplined and motivated individuals to join our sales team! Applicants must have an aptitude for prospecting, developing and maintaining new business. College sales experience required, media sales experience preferred along with a Bachelor's degree. Resumes and cover letters accepted at advertising@wccptv.com

WCCP SALES AD 09/01/17-10/01/17

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Advertiser: WCCP SALES AD- ACCOUNT EXEC

Ad-ID: Cooper \$100 Fall Rebate

09/09/17	All Inventory	:30	Saturday	6:59:05 AM	Spot
09/10/17	All Inventory	:30	Sunday	10:35:15 AM	Spot
09/10/17	All Inventory	:30	Sunday	11:57:45 AM	Spot
09/10/17	All Inventory	:30	Sunday	4:57:45 PM	Spot
09/11/17	M-F 6a-7p	:30	Monday	2:22:45 PM	Spot
09/11/17	M-F 6a-12a	:30	Monday	11:34:10 PM	Spot
09/11/17	M-F 6a-7p	:30	Monday	4:23:15 PM	Spot
09/11/17	All Inventory	:30	Monday	12:55:45 AM	Spot
09/12/17	M-F 6a-7p	:30	Tuesday	3:42:15 PM	Spot
09/12/17	M-F 6a-7p	:30	Tuesday	12:03:15 PM	Spot
09/12/17	All Inventory	:30	Tuesday	2:17:00 AM	Spot
09/12/17	M-F 6a-12a	:30	Tuesday	10:19:30 PM	Spot
09/13/17	M-F 6a-12a	:30	Wednesday	8:34:40 PM	Spot
09/13/17	M-F 6a-7p	:30	Wednesday	5:23:45 PM	Spot
09/13/17	M-F 6a-7p	:30	Wednesday	10:21:45 AM	Spot
09/14/17	M-F 6a-7p	:30	Thursday	12:22:50 PM	Spot
09/14/17	M-F 6a-7p	:30	Thursday	9:04:00 AM	Spot
09/14/17	M-F 6a-12a	:30	Thursday	8:18:00 PM	Spot
09/14/17	All Inventory	:30	Thursday	5:55:45 AM	Spot
09/15/17	M-F 6a-7p	:30	Friday	2:04:05 PM	Spot
09/15/17	M-F 6a-7p	:30	Friday	9:21:30 AM	Spot
09/16/17	All Inventory	:30	Saturday	8:36:10 AM	Spot
09/16/17	All Inventory	:30	Saturday	6:19:15 AM	Spot
09/17/17	All Inventory	:30	Sunday	4:34:20 PM	Spot
09/17/17	All Inventory	:30	Sunday	10:58:15 AM	Spot
09/18/17	M-F 6a-7p	:30	Monday	10:04:45 AM	Spot
09/18/17	M-F 6a-12a	:30	Monday	11:33:40 PM	Spot
09/18/17	M-F 6a-7p	:30	Monday	6:22:15 PM	Spot
09/19/17	All Inventory	:30	Tuesday	12:55:45 AM	Spot
09/19/17	M-F 6a-7p	:30	Tuesday	7:43:40 AM	Spot
09/19/17	M-F 6a-12a	:30	Tuesday	9:57:45 PM	Spot
09/19/17	M-F 6a-7p	:30	Tuesday	4:23:30 PM	Spot
09/20/17	M-F 6a-7p	:30	Wednesday	10:24:00 AM	Spot
09/20/17	M-F 6a-7p	:30	Wednesday	5:23:00 PM	Spot
09/20/17	M-F 6a-12a	:30	Wednesday	11:17:00 PM	Spot
09/20/17	All Inventory	:30	Wednesday	1:55:45 AM	Spot
09/21/17	M-F 6a-7p	:30	Thursday	8:23:15 AM	Spot
09/21/17	M-F 6a-7p	:30	Thursday	3:22:30 PM	Spot

[Sorted by: Ad-ID]