

2025 ANNUAL EEO PUBLIC FILE REPORT

CHARLESTON MEDIA SOLUTIONS

Stations: WAVF(FM), Hanahan, SC
WCKN(FM), Moncks Corner, SC
WXST(FM), Hollywood, SC
WSPO (AM), Charleston, SC
WMXZ (FM), Isle of Palms, SC

Reporting Period: August 1, 2024 – July 31st, 2025

No. of Full-time Employees: More than 10

During the Reporting Period, a total of 5 full-time positions were filled. The information required by FCC Rule 73.2080(c)(5) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

3.08.25 – Our stations participated in the 2024 Charleston Black Expo. The mission of the Black Expo is to promote economic development through increased exposure for minority-owned businesses. CRG'S radio stations WXST, WXST-HD2, and WSPO had booths set-up at the Event. Personalities from each of the 3 stations engaged with Expo attendees providing them with employment opportunities with Charleston Radio Group.

5.08.24 – DSS/Choir Showcase/Community Faith Works Job Fair located at the Embassy Suites Convention Center. It was attended by our Director of Sales and Special Project director. We accepted applications and resumes for Account Executive and Interns.

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcasting employment.*

1 intern for the Summer of 2025. She attends The University of South Carolina.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

Academic All-Stars is an annual program hosted by WXST personality Geno Jones. Each weekday during the school year, once the first set of report cards are released, family's nominate children who either have received straight A's or have had perfect attendance. Each weekday, a new child is recognized and honored as an "Academic All-Star".

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

10.20.24- Town of Mount Pleasant Children's Day Festival. WCKN-FM was a partner in the annual town of Mount Pleasant Children's Day Festival. at the station booth at the festival, WCKN personality Brian Cleary recorded voices of festival goers to give to those in attendance to let them see what it would be like to be "on the air". Those recordings were played back so the individuals could hear their recorded voice. He also showed them how audio affects could be placed on there voice to better showcase their broadcasting skills.

10.30.24- Mt. Pleasant Rotary Job Fair Day. The President of our company was a guest speaker for this event. He spoke about the opportunities in the Radio Industry today and beyond.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIRE
08/19/2024	Sales Assistant	Station Websites
09/09/2024	Account Executive	Referral – Chamber of Commerce
03/24/2025	On Air Personality	Internal Promotion
04/21/2025	Traffic Manager	Referral – IHeart
05/19/2025	Account Executive	Station Websites

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 16

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Stations' Websites	8
Internal Promotion	1
Referral – Chamber of Commerce	1
Referral – IHeart Media	1
Radioonline.com	1
On Air Recruitment Spot	2
Recruitment Source	2

	Business/Agency	Address	City, State, Zip
N	BWC Products, Inc.	9516 Hamburg Rd.	Ladson, SC. 29456
N	Berkeley Chamber of Commerce	PO Box 968	Moncks Corner, SC 29461
N	Carousel Early Childhood Center, Inc	1083 Jenkins Rd.	Charleston, SC. 29407
N	Charleston Southern University/Student Employment Office	9200 University Blvd.	Charleston, SC. 29406
N	Chronicle	1111 King Street	Charleston, SC 29403
N	Claflin University	400 Magnolia Street	Orangeburg, SC 29115
N	College of Charleston/Univ. of Charleston	66 George Street,	Charleston, SC 29424
N	Governor's Office of Small & Minority Business Enterprise	1205 Pendleton Street RM 437	Columbia, SC 29201
N	Golden Girls Management DBA TC's Soul Café	P.O. Box 60673	N. Charleston, SC. 29405
N	James L. Dooley & Associates	266 Coleman Blvd., Ste 102	Mt. Pleasant, SC 29464
N	Limestone College	1115 College Drive	Gaffney, SC. 29340
N	LowCountry Panorama	P.O. Box 11205	Columbia, SC 29211-1205
N	Medical University of SC	171 Ashley Ave.	Charleston, SC. 29425
N	Phlegar & Associates	566 Flambeau Retreat	Mt. Pleasant, SC. 29464
N	SC State University	300 College Street, NE	Orangeburg, SC 29115
N	South Carolina Vocational Rehabilitation Dept.	4360 Dorchester Rd.	N. Charleston, SC. 29405
N	The Post and Courier	134 Columbus St.	Charleston, SC. 29403-4800
Y	Thomas Halasz University of South Carolina	Close Bldg., 6th Floor	Columbia, SC 29201
Y	Trident One Stop Career Center	1930 Hanahan Rd.	N. Charleston, SC. 29406
Y	Trident Urban League Inc.	PO Box 20249	Charleston, SC 29413
Y	WXST Website	WWW.STAR997.COM	Charleston, SC 29492
Y	WCKN Website	WWW.KICKIN925.COM	Charleston, SC 29492
Y	WAVF Website	WWW.1017CHUCKFM.COM	Charleston, SC 29492
Y	WSPO Website	NO WEBSITE	Charleston, SC 29492
Y	WMXZ Website	WWW.MIX96LIVE.COM	Charleston, SC 29492