

**WTCB(FM), WOMG(FM), WISW(AM), WLXC(FM) and WNKT(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 – July 31, 2021**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Business Manager	19-30	22
Production Manager	19-30	23
Account Executive	19-30	23
Board Operator	19-30	23
Account Executive	1-30	23
Account Executive	1-30	26

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Contact: Shirisha Mudunuri <b>University of South Carolina</b> 800 Sumter Street Columbia, SC 29208 803-777-3347	N	0
2	Contact: Paula Thayer <b>South Carolina Broadcasters Association</b> 2711 Middleburg Drive, Ste 201 Columbia, SC 29204 803-732-1186	N	0
3	Contact: Tara Bradshaw <b>S.C. Vocational Rehabilitation</b> 1330 Boston Avenue West Columbia, SC 29170 803-896-6333	N	0
4	Contact: Karren Gordon <b>S.C. Vocational Rehabilitation</b> 201 Corporate Park Blvd. Columbia, SC 29223 803-782-4239	N	0
5	Contact: Michelle McDonald <b>S.C. Vocational Rehabilitation</b> 2954 S. Live Oak Drive Moncks Corner, SC 29461 843-761-6036	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Contact: Terrylynn Di Chiara <b>Veterans Affairs – Vocational Rehabilitation &amp; Employment</b> 1801 Assembly Street Columbia SC, 29201 1-800-827-1000	N	0
7	<b>Lexington SC Works Center – South Congaree</b> 671 Main Street Lexington, SC 29072	N	0
8	<b>Fort Jackson Employment Readiness Program</b> 5450 Strom Thurmond Blvd. Columbia, SC 29206	N	0
9	<b>Dorn VA Medical Center</b> 6349 Garners Ferry Road Columbia, SC 29209	N	0
10	<b>Disabled American Veterans of South Carolina</b> 511 Violet Street West Columbia, SC 29169	N	0
11	<b>AARP</b> 1201 Main Street Columbia, SC 29201	N	0
12	<b>New Covenant Women Ministries</b> PO Box 24381 Columbia, SC 29224	N	0
13	<b>Webster University</b> 8911 Farrow Road Columbia, SC 29203	N	0
14	<b>Strayer University</b> 200 Center Point Circle #300 Columbia, SC 29210	N	0
15	<b>Columbia International University</b> 7435 Monticello Road Columbia, SC 29203	N	0
16	<b>SC-South Carolina Association of Community Action Partnerships</b> 2700 Middleburg Dr., Ste 213 Columbia, SC 29204	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	<b>Iglesia Biblica Latino America</b> 1406 Gregg Street Columbia, SC 29201	N	0
18	<b>SC Works Center Columbia</b> 700 Taylor Street Columbia, SC 2901	N	0
19	<b>Trovit</b> www.trovit.com	N	0
20	<b>TheJobSpider</b> www.jobspider.com	N	0
21	<b>Jobisjob</b> www.jobisjob.com	N	0
22	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) www.indeed.com	N	8
23	<b>Word-of-Mouth Referral</b>	N	4
24	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
25	<b>Adzuna</b> www.adzuna.com	N	0
26	<b>Cumulus Careers Website</b> www.cumulusmedia.jobs.net	N	9
27	<b>SEU Facebook Pages</b>	N	0
28	<b>Glass Door</b> www.glassdoor.com	N	0
29	<b>MyJobHelper</b> www.myjobhelper.com	N	0
30	<b>Oodle</b> www.oodle.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			21

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, during which questions were entertained.
<b>2</b>	Participate in Job Fair	On February 17, 2021, our SEU participated in the College of Information and Communications Virtual Career Fair sponsored by the University of South Carolina in Columbia, SC, which was conducted virtually due to COVID. SEU participants included our Sales, Market, and Business Managers, who spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU.
<b>3</b>	Participate in event sponsored by an educational institution related to careers in broadcasting	On September 30, 2020, our SEU participated in the College of Information and Communications Career Opportunities event sponsored by the University of South Carolina. Our Market Manager participated in this virtual event, which was conducted to educate college students about career opportunities available in the field of communications, with an emphasis on radio.
<b>4</b>	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	On January 25, 2021, our SEU’s Market Manager conducted a telephone conference with a student attending the University of South Carolina, during which she promoted broadcasting and communications careers, discussed the different opportunities available, and provided information about the experience necessary to work in the broadcast industry.
<b>5</b>	Training Program	In August of 2020, our Continuity Director began a training regimen with our Promotions Assistant, designed and intended to qualify the Assistant to assume the role of the Continuity Director within our SEU in the near future.