

WIWF(FM), WMGL(FM), WSSX-FM, WWWZ(FM) and WTMA(AM)
EEO PUBLIC FILE REPORT
August 1, 2021 – July 31, 2022

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-30, 32-44, 63-64	30
Regional Digital Sales Manager	1-29, 32-39, 41-68	1
Regional Sales Coordinator	1-29, 31-39, 41-64, 66-68	31

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	5
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	1
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
16	Diversity in Jobs www.diversityinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	1
31	Internal Transfer/Promotion	N	1
32	SC Works Charleston 1930 Hanahan Road 843-574-1800 calexander@dew.sc.gov; rjackson@dew.sc.gov gborzendowski@eckerd.org rilee@eckerd.org ssimmons@eckerd.org; mwalker@dew.sc.gov	N	0
33	South Carolina Commission for the Blind 1064 Gardner Rd. 843-852-4225 epowell@sccb.sc.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	College of Charleston 66 George Street 843-805-5507 wingertcl@cofc.edu	N	0
35	Charleston Urban League 729 East Bay St 843-965-4037 otha.meadows@ctul.org	N	0
36	Greater Charlestown Center 1072 F King St 843-789-4690 gcecinc@gmail.com	N	0
37	SC Works Dorchester 2885 West 5th North Street 843-821-0695 dkpotter@dew.sc.gov wwilliams@dew.sc.gov	N	0
38	SC Works Berkeley 305 Heatley Street 843-719-6103 dkpotter@dew.sc.gov; pmoretti@dew.sc.gov; theyward@dew.sc.gov wcourson@dew.sc.gov	N	0
39	SC DEW Trident 1930 Hanahan Road Suite 200 843-574-1800 rcasper@dew.sc.gov rjackson@dew.sc.gov	N	0
40	Station Websites Postings www.95sx.com, www.magic1073fm.com, www.969thewolf.com, www.z93jamz.com, www.wtma.com Contact: Annette Stratton	N	0
41	Internal Posting	N	0
42	National Council of Negro Women 633 Pennsylvania Ave NW Washington, DC 20004 202-737-0120 Contact: David Glenn membership@ncnw.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Lander University 320 Stanley Avenue Greenwood, SC 29649 864-388-8000 Contact: Amanda Morgan asmorgan@lander.edu	N	0
44	Veterans Affairs – Vocational Rehabilitation & Employment 1801 Assembly Street Columbia SC, 29201 1-800-827-1000 Va.scdva.sc.gov Terrylynn.dichiara@scdva.sc.gov	N	0
45	Charleston Southern University Handshake.com	N	0
46	Claflin University Handshake.com	N	0
47	Coastal Carolina University Handshake.com	N	0
48	Coker University Handshake.com	N	0
49	College of Charleston Handshake.com	N	0
50	Columbia College Handshake.com	N	0
51	Columbia International University Handshake.com	N	0
52	Francis Marion College Handshake.com	N	0
53	Georgia Southern University Handshake.com	N	0
54	The University of North Carolina at Pembroke Handshake.com	N	0
55	University of Charleston Handshake.com	N	0
56	University of Kentucky Handshake.com	N	0
57	University of South Carolina Handshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
58	University of South Carolina Lancaster Handshake.com	N	0
59	University of South Carolina Upstate Handshake.com	N	0
60	Wake Forest University Handshake.com	N	0
61	Wingate University Handshake.com	N	0
62	SEU Job Fairs (<i>see Section III</i>)	N	0
63	Word of Mouth Referral	N	0
64	Cumulus Business Managers BM@cumulus.com	N	0
65	SEU Facebook Pages	N	0
66	The University of North Carolina at Chapel Hill Handshake.com	N	0
67	South Carolina Broadcasters Association Paula Thayer Paula@scba.net	N	0
68	Department of Veteran Affairs: Vocational Rehabilitation and Employment (VR&E) Program 6437 Garners Ferry Road 803-647-2397 Donna.Glzer@va.gov	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On November 15, 2021 our SEU participated in a job fair hosted by Ashley Ridge High School. Our Business Manager participated in this event and was available to talk with interested students about career opportunities in broadcasting.
2	Host a Job Fair	From June 10, 2021 until September 30, 2021, our SEU organized and hosted a virtual job fair on the website, 843JOBFAIR.com . This event was promoted on all SEU stations. This site is managed by our Director of Sales, who is available to engage with job seekers who express interest in job openings within our SEU.
3	Host a Job Fair	From April 15, 2022 through July 31, 2022 our SEU organized and hosted a virtual job fair on the website, 843JOBFAIR.com . This event was promoted on all SEU stations. Local employers were solicited between April 21, 2022 and July 14 th , and job seekers were and continue to be sought between July 22 nd and July 31 st . This site is managed by our Director of Sales, who is available to engage with job seekers who express interest in job openings within our SEU.
4	Participate in Job Fair	On October 6, 2021, our SEU participated in a virtual job fair hosted by Winthrop University. Our Operations Manager participated in this event and was available to talk with interested job seekers about career opportunities in broadcasting.
5	Internship Program	<p>Our SEU has an established internship program through which students earn academic credit for their participation. During this reporting period, our SEU hosted one (1) student intern from Trident Technical College.</p> <p>Our intern was supervised by our Operations Manager/Program Director. During the course of the internship he/she “shadowed” and assisted our on-air personalities both on and off the air, worked with production to learn the process of voicing commercials for clients, assisted our Promotions Technician with remote broadcast set-ups, and learned how to properly award prizes won on-air.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Participate in program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	Our SEU's Operations Manager maintains a position as an Adjunct Instructor and Local Media Advisor at Trident Technical College in North Charleston, SC.
7	Participate in Job Fair	On Thursday May 5, 2022 our SEU participated in a job fair hosted by Ashley Ridge High School. Our Program Director and Senior Account Executive participated in this event and were available to talk with interested students about career opportunities in broadcasting.
8	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, "Harassment Prevention." The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
9	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled "Working Well With Others," which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
10	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 18, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
11	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
12	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,”—what it is, the different types of Unconscious Bias, and ways to overcome it.</p>