

**WTCB(FM), WOMG(FM), WISW(AM), WLXC(FM) and WNKT(FM)
EEO PUBLIC FILE REPORT
August 1, 2017 – July 31, 2018**

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 |
|-----------------------|--------------------------------------------------------|---------------------------|
| Sales Representative | 1-33 | 29 |
| Business Manager | 1-33 | 29 |
| Digital Sales Manager | 1-33 | 29 |
| Sales Coordinator | 1-33 | 29 |
| Promotions Director | 1-33 | 29 |

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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 | Contact: Vivian Staples Wider Opportunities for Women 1001 Connecticut Avenue, NW, Suite 930 Washington, DC 20036 202-464-1596 | N | 0 |
| 2 | Contact: Adam Goodman Goods Entertainment PO Box 1266 Weston, CT 06883 203-341-0111 | N | 0 |
| 3 | Contact: Christie Savage NAACP of South Carolina 6111 Main Street Columbia, SC 29203 803-754-4584 | N | 0 |
| 4 | Contact: Sylvia Therrell University of South Carolina Close Building, 6 th Floor Columbia, SC 29208 803-777-7280 | N | 0 |
| 5 | Contact: Anna Haigler South Carolina State University P.O. Box 7068 300 College Street Orangeburg, SC 29117 1-800-260-5956 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 6 | Contact: Karen Rutherford Benedict College 1600 Harden Street Columbia, SC 29204 803-253-5153 | N | 0 |
| 7 | Contact: Arlene Grimes Clemson University 316 Hendrix Center Clemson, SC 29634 864-656-3311 | N | 0 |
| 8 | Contact: Nakiya Lee National Council of Negro Women 633 Pennsylvania Avenue, NW Washington, DC 20004 202-737-0120 | N | 0 |
| 9 | Contact: Nell Gainey Columbia Urban League 1400 Barnwell Street Columbia, SC 29201 803-799-8150 | N | 0 |
| 10 | Contact: Lonnie Randolph NAACP of Columbia 1114 Blanding Street Columbia, SC 29201 803-253-2609 | N | 0 |
| 11 | Contact: Margaret Wallace South Carolina Broadcasters Association One Harbison Way, Suite 112 Columbia, SC 29212 803-732-1186 | N | 1 |
| 12 | Contact: Judy McColl South Carolina State Employment Security Commission PO Box 567 Columbia, SC 29202 803-737-2400 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 13 | Contact: Allison Wooten Lander University 320 Stanley Avenue Greenwood, SC 29649 864-388-8000 | N | 0 |
| 14 | Contact: Alzen Smith Allen University 1530 Harden Street Columbia, SC 29209 803-376-5728 | N | 0 |
| 15 | Contact: Janice Smith Francis Marion University PO Box 100547 Florence, SC 29501 1-800-368-7551 | N | 0 |
| 16 | Contact: Hester Young Charleston Southern University 9200 University Boulevard Charleston, SC 29401 1-800-947-7474 | N | 0 |
| 17 | Contact: John W. Woodson, II Tri-County Technical College PO Box 587 Pendleton, SC 29670 (864)-646-1313 | N | 0 |
| 18 | South Carolina Employment Security Commission SC Works Online Services 1550 Gadsen Street Columbia, SC 29202 803-737-2588 https://jobs.scworks.org | N | 0 |
| 19 | Contact: Ted Gladden Employment Security Commission P.O. Box 995 Columbia, SC 29202 803-737-2588 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 20 | Contact: Felicia Maloney Columbia Housing Authority 1917 Harden Street Columbia, SC 29204 803-254-3886 | N | 0 |
| 21 | Contact: P. C. Jenkins Veterans Affairs – Vocational Rehabilitation & Employment 1801 Assembly Street Columbia SC, 29201 1-800-827-1000 | N | 0 |
| 22 | Contact: Mary Singletary Work-In-Progress, IPS Model 1135 Carter Street Columbia, SC 29204 803-758-0066 | N | 0 |
| 23 | Contact: Laura Harvey American Women in Radio 8405 Greensboro Drive, Suite 800 McLean, VA 22102 703-506-3290 | N | 0 |
| 24 | Zip Recruiter Website www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, e.g. diversityjobs.com, monster.com and topusajobs.com)</i> | N | 0 |
| 25 | Indeed Website www.indeed.com | N | 14 |
| 26 | Word-of-Mouth Referral | N | 5 |
| 27 | On-Air Announcements <i>(all SEU stations)</i> | N | 0 |
| 28 | Craig's List/Columbia, SC www.columbia.craigslist.org | N | 0 |
| 29 | Cumulus Media Website www.cumulus.com/careers/ | N | 34 |
| 30 | Simply Hired www.simplyhired.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-------------------------------------------------|-------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 31 | Glass Door www.glassdoor.com | N | 0 |
| 32 | Link Up www.linkup.com | N | 0 |
| 33 | Monster www.monster.com | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 54 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | Participate in Job Fair | On March 22, 2018 our SEU participated in the USC School of Journalism Career Fair held at the University of SC in Columbia, South Carolina. SEU participants included our Business Manager, Kathy Locklear, and Promotions Manager, Steven Fulton, who spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and retained resumes of interested attendees. |
| 2 | Participate in Job Fair | On April 4, 2018, our SEU participated in the South Carolina Broadcasters Association Job Fair held at the South Carolina Armory in Columbia, South Carolina. SEU participants included our Sales Assistant and an Account Executive who spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and retained resumes of interested attendees. |
| 3 | Participate in event or program sponsored by educational institution relating to career opportunity in broadcasting | Fall of 2017 and Spring of 2018 - Tim Hill, Program Director – 107.5 The Game (WNKT), spoke to the USC “Principles of Journalism” Class. |
| 4 | Sponsor event in community designed to inform and educate the public concerning employment opportunities in broadcasting | Multiple students were invited to sit in on the “Early Game” (WNKT) morning shows as job shadows throughout the class year; coordinated by Tim Hill, Program Director – 107.5 The Game (WNKT). |
| 5 | Sponsor event in community designed to inform and educate the public concerning employment opportunities in broadcasting | One USC student has joined the morning show (WNKT) as a summer intern which led to a part-time position as producer of the show this past summer. |
| 6 | Sponsor event in community designed to inform and educate the public concerning employment opportunities in broadcasting | Two USC students joined the morning show on WNKT this spring for 8 weeks to participate in a weekly segment entitled “Student Section”. One of the students has gone on to fill in as a co-host for several other morning shows on the station |

