

WDAI (FM), WLFF (FM), WSYN (FM), WSEA (FM) & WAYS (AM)
EEO PUBLIC FILE REPORT
August 1, 2022 – July 31, 2023

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 – 29, 32 - 36 | 8 |

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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 | 0 |
| 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 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 16 | Diversity in Jobs www.diversityinjobs.com | N | 0 |
| 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 | Word-of-Mouth Referral | N | 0 |
| 31 | Internal Transfer/Promotion | N | 0 |
| 32 | SC Works Conway 200-C Victory Lane Conway, SC 29526 843-234-9675 coastalworkforce@sces.org ethompson@sces.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 33 | ABLE SC 1115 Belleview Avenue Columbia, SC 29201 864-235-1421 sjordan@able-sc.org csandel@able-sc.org | N | 0 |
| 34 | Coastal Carolina University Accessibility & Disability Services Kearns Hall 106, P.O. Box 261954 Conway, SC 29526 843-349-2503 egaspar@coastal.edu | N | 0 |
| 35 | Department of Veteran Affairs: Vocational Rehabilitation and Employment (VR&E) Program 6437 Garners Ferry Road Columbia, SC 29209 803-647-2397 donna.glazer@va.gov | N | 0 |
| 36 | SC Commission for the Blind 1430 Confederate Avenue Columbia, SC 29201 803-898-8799 csandel@sccb.sc.gov | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 1 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|--|
| 1 | Management-level training regarding Diversity, Equity, and Inclusion | During the month of August 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 a ThinkZoom course online which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism. |
| 2 | Management-level training regarding Diversity, Equity, and Inclusion | During the months of November/December 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 a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion. |
| 3 | Management-level training regarding Diversity, Equity, and Inclusion | On January 25, 2023, our SEU's Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a refresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|---|
| 4 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment | During the months of March and April of 2023, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HIS) entitled, “Understanding Harassment” and “Anti-Harassment – Managers” (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session. |
| 5 | Management-level training regarding Diversity, Equity, and Inclusion | During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HIS) online course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors. |
| 6 | Management-level training regarding Diversity, Equity, and Inclusion | On April 11, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers. |
| 7 | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination | On July 20, 2023, our VP/Market Manager 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 Director of Centralized HR Operations & Talent Acquisition entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market 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 |
|----|---|---|
| 8 | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination | On July 28, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions: Q3</i> . This session included a group discussion, activities, new tools/techniques, and a “DEI Practice Lab” around Privilege and Access. |
| 9 | Participate in other activities reasonably calculated to disseminate information about careers in broadcasting | On February 3, 2023, our SEU participated in the Spring 2023 Home Show event at the Myrtle Beach Convention Center. Our Sales Manager occupied the Cumulus booth and engaged with interested attendees about the company, careers in radio broadcasting, and job opportunities within our SEU. |
| 10 | Host Open House | On July 26, 2023, our SEU hosted an on-site Open House, which was promoted over the air on all SEU stations as well as on each Station’s website and Facebook page. Our Market and Sales Managers welcomed visitors, shared information about Cumulus Media, conducted tours of the Myrtle Beach facilities, and engaged with individuals interested in careers in radio broadcasting and job opportunities within our SEU. |