

WIWF (FM), WMGL (FM), WSSX (FM), WWWZ (FM) & WTMA (AM)
EEO PUBLIC FILE REPORT
August 1, 2023 – July 31, 2024

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, 31 – 33, 35 – 47	31
Account Executive	1 – 29, 32 – 33, 35 – 42, 44 – 46	1
Digital Account Executive	1 – 30, 32 – 33, 35 – 47	1

**WIWF (FM), WMGL (FM), WSSX (FM), WWWZ (FM) & WTMA (AM)
EEO PUBLIC FILE REPORT
August 1, 2023 – July 31, 2024**

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	10
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	0
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 Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	1
31	Internal Transfer/Promotion	N	1
32	College of Charleston 66 George Street Charleston, SC 29424 843-805-5507 wingertcl@cofc.edu bradleycl@cofc.edu	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	South Carolina Commission for the Blind 1064 Gardner Road Charleston, SC 29407 843-852-4225 epowell@sccb.sc.gov	N	0
35	SC Works Charleston 1930 Hanahan Road North Charleston, SC 29406 843-574-1800 wcurson@dew.sc.gov	N	0
36	AccessAbility Resource Center 7944 Dorchester Road North Charleston, SC 29418 843-225-5080 jmartinelli@abilitysc.org	N	0
37	College of Charleston Center for Disability Services Lightsry Center, Ste 104, 160 Calhoun Street Charleston, SC 29401 843-953-1431 mihaldf@cofc.edu snap@cofc.edu	N	0
38	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
39	Dorchester Board of Disabilities and Special Needs 995 Morrison Drive, Suite 100 Charleston, SC 29403 843-805-5800 eturner@dsncc.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Goodwill Industries of Lower SC 2150 Eagle Drive, Bldg. 100 North Charleston, SC 29406 (843) 377-2854 Respy@palmettogoodwill.org	N	0
41	MUSC Gay Straight Alliance 45 Courtenay Drive SW, #213 Charleston, SC 29403 843-792-2146 alliance@musc.edu	N	0
42	SC Black Pride 29 Leinbach Drive Charleston, SC 29407 843-883-0343 info@southcarolinablackpride.com	N	0
43	SC Commission for the Blind 1430 Confederate Avenue Columbia, SC 29201 803-898-8799 csandel@sccb.sc.gov	N	0
44	South Carolina Vocational Rehabilitation Department 4360 Dorchester Road North Charleston, SC 29405 843-826-7621 (cell)/843-740-1600 Main cclower@scvrd.net	N	0
45	Trident Technical College – Workforce Training 1930 Hannahan Road, Ste. 200 N Charleston, SC 29406 843-574-1824 ce.reg@tridenttech.edu dsmalls@eckerd.org	N	0
46	Trident Technical College P.O. Box 118067 Charleston, SC 843-574-6111 brian.almquist@tridenttech.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Douglas Career Center One-Stop Career Center Veterans Center 70 Lockwood Drive 912-389-4254 Douglas_CC@gdol.ga.gov Mark.Harden@gdol.ga.gov 09/21/2023	N	0
			12

**WIWF (FM), WMGL (FM), WSSX (FM), WWWZ (FM)
& WTMA (AM)
EEO PUBLIC FILE REPORT
August 1, 2023 – July 31, 2024**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
2	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, 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>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, 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 (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Managing through the Lens of Inclusion . This session was designed as a Leadership Lab—a 60-minute session to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding Diversity, Equity, and Inclusion	During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Empathetic Leadership . This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “ Empathetic Leadership: Cultivating Trust & Inclusion, ” and introduce tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.
8	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On October 9, 2023, our SEU’s Operations Manager conducted a tour of our Charleston facilities for a group of students from Trident Technical College. During the tour he spoke with the students about his career and shared information about the education/skill sets necessary for success in the radio business, emphasizing the ever-increasing role technology plays in the industry.
9	Participate in Job Fair	On October 10, 2023, our SEU participated in the College of Charleston’s Career Exploration Fair held at the Career Center at the College of Charleston. Our Operations Manager represented our SEU at this event and networked with attendees about the company, career opportunities in radio, and job openings within the SEU and the company.
10	Participate in Job Fair	On April 17, 2024, our SEU participated in the South Carolina Broadcasters Association Collegiate Job Fair held at the SC National Guard Armory in Columbia, South Carolina. Our Market, General Sales, and Event/Promotions Managers occupied the Cumulus booth and engaged with interested attendees about the company, careers in radio broadcasting, and job opportunities within our SEU, as well as the Cumulus Columbia, South Carolina, and Florence SEUs.
11	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On March 27, 2023, our SEU’s Promotions Assistant participated in Career Day at Morningside Middle School in North Charleston, SC, during which she spoke with students about her job, what it is like to work at a radio station, and the other career opportunities available in radio broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
12	Job Fair Participant and Media Sponsor	<p>On May 8, 2024, our SEU participated in and was a media sponsor of the North Charleston Business Expo held at the Charleston Area Convention Center. Our General Sales Manager, Account Executive, Sales Assistant and Digital Sales Manager attended this event and networked with attendees about the company, career opportunities in radio, and job openings within the SEU and the company. This event was promoted on one or more SEU stations.</p>
13	Participate in program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	<p>Our SEU's Operations Manager maintains a position as an Adjunct Instructor and Local Media Advisor at Trident Technical College in North Charleston, SC. Through this partnership, members of our SEU specifically and Cumulus Media generally were able to provide guidance to students seeking employment in the radio broadcasting industry. Our SEU supports the College's recruitment programs and events throughout the year.</p>
14	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 College.</p> <p>The intern was supervised by our Operations Manager. During their internship, they assisted with promotions events and social media content creation. The intern also received broad training in programming and production tasks and opportunities.</p>