

WIWF (FM), WMGL (FM), WSSX-FM, WWWZ (FM) & WTMA (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
Digital Account Executive	1 - 29, 32 - 53	1

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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	6
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 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 DEW Trident 1930 Hanahan Road, Suite 200 Charleston, SC 29406 843-574-1800 rcasper@dew.sc.gov rjackson@dew.sc.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	SC Works Berkeley 305 Heatley Street Moncks Corner, SC 29461 843-719-6103 dkpotter@dew.sc.gov pmoretti@dew.sc.gov	N	0
34	SC Works Dorchester 2885 West 5th North Street Summerville, SC 29483 843-821-0695 dkpotter@dew.sc.gov wwilliams@dew.sc.gov	N	0
35	Greater Charlestown Center 1072 F King Street Charlestown, SC 29403 843-789-4690 gcecinc@gmail.com	N	0
36	Charleston Urban League 729 East Bay Street Charleston, SC 29403 843-965-4037 otha.meadows@ctul.org	N	0
37	SC Vocational Rehabilitation Charleston, SC nmitchum@scvrd.state.sc.us	N	0
38	Crisis Ministries P.O. Box 20038 Charleston, SC 29403 843-723-9477 cgodshall@charlestonhomeless.org	N	0
39	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
40	ABLE SC 1115 Belleview Avenue Columbia, SC 29201 864-235-1421 sjordan@able-sc.org csandel@able-sc.org	N	0
41	South Carolina Commission for the Blind 1064 Gardner Road Charleston, SC 29407 843-852-4225 epowell@sccb.sc.gov	N	0
42	SC Works Charleston 1930 Hanahan Road North Charleston, SC 29406 843-574-1800 calexander@dew.sc.gov rjackson@dew.sc.gov	N	0
43	AccessAbility Resource Center 7944 Dorchester Road North Charleston, SC 29418 843-225-5080 jmartinelli@abilitysc.org	N	0
44	College of Charleston Center for Disability Services Lightsry Center, Ste. 104, 160 Calhoun Street Charleston, SC 29401 843-953-1431 mihaldf@cofc.edu	N	0
45	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
46	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
47	Goodwill Industries of Lower SC 2150 Eagle Drive, Building 100 North Charleston, SC 29406 (843) 377-2854 Respy@palmettogoodwill.org	N	0
48	MUSC Gay Straight Alliance 45 Courtenay Drive SW, #213 Charleston, SC 29403 843-792-2146 alliance@musc.edu	N	0
49	SC Black Pride 29 Leinbach Drive Charleston, SC 29407 843-883-0343 info@southcarolinablackpride.com	N	0
50	SC Commission for the Blind 1430 Confederate Avenue Columbia, SC 29201 803-898-8799 csandel@sccb.sc.gov	N	0
51	South Carolina Vocational Rehabilitation Department 4360 Dorchester Road North Charleston, SC 29405 843-826-7621 (cell)/843-740-1600 Main cclower@scvrd.net wwest@scvrd.state.sc.us	N	0
52	Trident One-Stop Career Center 1930 Hannahan Road, Ste. 200 N Charleston, SC 29406 843-574-1824 dsmalls@eckerd.org	N	0
53	Trident Technical College P.O. Box 118067 Charleston, SC 843-574-6111 brian.almquist@tridenttech.edu	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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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 online titled: <i>Your Role in Workplace Diversity</i> . This 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’s (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 20, 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, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions: Q3</i> . This session included group discussions, activities, new tools/techniques, and concluded with a "DEI Practice Lab" around Privilege and Access.
9	Job Fair Participant and Media Sponsor	On August 25, 2022, our SEU participated in and was a media sponsor of the Savannah Area of Chamber Business Expo and Business Connection event held at the Kehoe Iron Works at Trustees Garden. Our General Sales Manager attended this event and networked with other 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.
10	Job Fair Participant and Media Sponsor	On May 23, 2023, 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 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.
11	Participate in Job Fair	On March 2, 2023, our SEU participated in the Charleston Southern University Job Fair held on its campus in North Charleston. Our General Sales 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.
12	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. 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
13	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On September 13, 2022, 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.