

**WTCB(FM), WOMG(FM), WISW(AM), WLXC(FM) and WNKT(FM)  
EEO PUBLIC FILE REPORT  
August 1, 2016 – July 31, 2017**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Representative	1-32	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 <b>Wider Opportunities for Women</b> 1001 Connecticut Avenue, NW, Suite 930 Washington, DC 20036 202-464-1596	N	0
2	Contact: Adam Goodman <b>Goods Entertainment</b> PO Box 1266 Weston, CT 06883 203-341-0111	N	0
3	Contact: Christie Savage <b>NAACP of South Carolina</b> 6111 Main Street Columbia, SC 29203 803-754-4584	N	0
4	Contact: Sylvia Therrell <b>University of South Carolina</b> Close Building, 6 <sup>th</sup> Floor Columbia, SC 29208 803-777-7280	N	0
5	Contact: Anna Haigler <b>South Carolina State University</b> 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 <b>Benedict College</b> 1600 Harden Street Columbia, SC 29204 803-253-5153	N	0
7	Contact: Arlene Grimes <b>Clemson University</b> 316 Hendrix Center Clemson, SC 29634 864-656-3311	N	0
8	Contact: Nakiya Lee <b>National Council of Negro Women</b> 633 Pennsylvania Avenue, NW Washington, DC 20004 202-737-0120	N	0
9	Contact: Nell Gainey <b>Columbia Urban League</b> 1400 Barnwell Street Columbia, SC 29201 803-799-8150	N	0
10	Contact: Lonnie Randolph <b>NAACP of Columbia</b> 1114 Blanding Street Columbia, SC 29201 803-253-2609	N	0
11	Contact: Margaret Wallace <b>South Carolina Broadcasters Association</b> One Harbison Way, Suite 112 Columbia, SC 29212 803-732-1186	N	0
12	Contact: Judy McColl <b>South Carolina State Employment Security Commission</b> 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 <b>Lander University</b> 320 Stanley Avenue Greenwood, SC 29649 864-388-8000	N	0
14	Contact: Alzen Smith <b>Allen University</b> 1530 Harden Street Columbia, SC 29209 803-376-5728	N	0
15	Contact: Janice Smith <b>Francis Marion University</b> PO Box 100547 Florence, SC 29501 1-800-368-7551	N	0
16	Contact: Hester Young <b>Charleston Southern University</b> 9200 University Boulevard Charleston, SC 29401 1-800-947-7474	N	0
17	Contact: John W. Woodson, II <b>Tri-County Technical College</b> PO Box 587 Pendleton, SC 29670 (864)-646-1313	N	0
18	South Carolina Employment Security Commission <b>SC Works Online Services</b> 1550 Gadsen Street Columbia, SC 29202 803-737-2588 <a href="https://jobs.scworks.org">https://jobs.scworks.org</a>	N	0
19	Contact: Ted Gladden <b>Employment Security Commission</b> 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 <b>Columbia Housing Authority</b> 1917 Harden Street Columbia, SC 29204 803-254-3886	N	0
21	Contact: P. C. Jenkins <b>Veterans Affairs – Vocational Rehabilitation &amp; Employment</b> 1801 Assembly Street Columbia SC, 29201 1-800-827-1000	N	0
22	Contact: Mary Singletary <b>Work-In-Progress, IPS Model</b> 1135 Carter Street Columbia, SC 29204 803-758-0066	N	0
23	Contact: Laura Harvey <b>American Women in Radio</b> 8405 Greensboro Drive, Suite 800 McLean, VA 22102 703-506-3290	N	0
24	<b>Zip Recruiter Website</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a> <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	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	12
26	<b>Word-of-Mouth Referral</b>	N	3
27	<b>On-Air Announcements</b> <i>(all SEU stations)</i>	N	0
28	<b>Craig's List/Columbia, SC</b> <a href="http://www.columbia.craigslis.org">www.columbia.craigslis.org</a>	N	0
29	<b>Cumulus Media Website</b> <a href="http://www.cumulus.com/careers/">www.cumulus.com/careers/</a>	N	17
30	<b>Simply Hired</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	0
32	<b>Link Up</b> <a href="http://www.linkup.com">www.linkup.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			32

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On March 22, 2017 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 and Promotions Manager who spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and retained resumes of interested attendees.
<b>2</b>	Participate in Job Fair	On April 5, 2017, 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.
<b>3</b>	Sponsor Events in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	On April 6, 2017 the SEU's Production Director hosted a tour of the SEU's studio facilities to half the students in the University of SC School of Journalism. During the tour, the Production Director educated students on the full spectrum of radio broadcasting, including career opportunities. The tour concluded with a fully-produced commercial.
<b>4</b>	Sponsor Events in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	On April 13, 2017 the SEU's Production Director hosted a tour of the SEU's studio facilities to the other half of students in the University of SC School of Journalism. During the tour, the Production Director educated students on the full spectrum of radio broadcasting, including career opportunities. The tour concluded with a fully-produced commercial.
<b>5</b>	Participate in other Activities Designed by the Station to Further the Goal of Disseminating Information Concerning Employment Opportunities in Broadcasting to Job Candidates Who Might Otherwise be Unaware of Such Opportunities	On June 30, 2017, an on-air personality for the SEU participated in The Midlands Fatherhood Coalition Week. The SEU's representative DJ'd the event and discussed available career opportunities with event attendees.

