

**WNKT (FM), WISW (AM), WTCB (FM), WLXC (FM) & WOMG (FM)**  
**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
Local Marketing Account Executive	1-29, 32, 43, 45-54, 56-67, 69-71	1
Local Marketing Account Executive	1-29, 32, 43, 45-54, 56-67, 69-71	1
Local Marketing Account Executive	1-30, 32, 43, 45-54, 56-67, 69-70	30
Local Marketing Account Executive	1-30, 32, 43, 45-54, 56-69	30
Local Marketing Account Executive	1-30, 32, 43, 45-54, 56-69	1
Local Marketing Account Executive	1-30, 32, 43, 45-54, 56-69	30
Digital Account Executive	1-29, 31-32, 43, 45-54, 56-67, 69-70	31
Local Marketing Account Executive	1-30, 32, 43, 45-54, 56-69	30
Digital Account Executive	1-30, 32, 43, 45-54, 56-69	30
Local Marketing Account Executive	1-29, 32, 43, 45-54, 56-69	1
Regional Digital Sales Manager	1-29, 32, 43, 45-54, 56-69	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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	42
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	1
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	8
31	<b>Internal Transfer/Promotion</b>	N	1
32	<b>SC Works Center Columbia Midlands</b> 700 Taylor Street Columbia, SC 29201 803-737-0253 asims@dew.sc.gov	N	0
33	<b>Iglesia Biblica Latino America</b> 1406 Gregg Street Columbia, SC 29201 803-738-9110 iblarp@gmail.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	<b>SC-South Carolina Association of Community Action Partnerships</b> 2700 Middleburg Drive, Suite 213 Columbia, SC 29204 (803) 771-9404 jmsccapa@bellsouth.net	N	0
35	<b>Southern Wesleyan University</b> 1801 Charleston Highway Cayce, SC 29033 (864) 644-5150 yduckett@swu.edu	N	0
36	<b>Strayer University - Columbia Campus</b> 200 Center Point Circle, # 300 Columbia, SC 29210 (803) 750-2531 mary.rhue@strayer.edu	N	0
37	<b>Webster University</b> 8911 Farrow Road Columbia, SC 29203 (803) 699-0900 jonesa@webster.edu	N	0
38	<b>New Covenant Women Ministries</b> PO Box 24381 Columbia, SC goodsfa@aol.com	N	0
39	<b>SC Vocational Rehabilitation</b> 1330 Boston Avenue West Columbia, SC 29170 (803) 896-6341 kalston@scvrd.state.sc.us	N	0
40	<b>AARP - South Carolina</b> 1201 Main Street Columbia, SC 29201 (866) 389-5655 scaarp@aarp.org	N	0
41	<b>Job Corp</b> 1518 Pickens Street Columbia, SC 29201 803-256-9675 davis.fredrickb@jobcorps.org	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
42	<b>National Association of University Women</b> PO Box 50474 Columbia, SC muffin@sc.rr.com	N	0
43	<b>Disabled American Veterans of South Carolina</b> 511 Violet Street (POB 5317) West Columbia, SC 29169 evanshlsqm@att.net	N	0
44	<b>Dorn VAMC</b> 6439 Garners Ferry Road Columbia, SC 29209 803.776.4000 margaret.battle@va.gov patricia.bradford@va.gov	N	0
45	<b>Fort Jackson Employment Readiness Program</b> 5450 Strom Thurmond Boulevard Columbia, SC 29206 803-751-5256 barbara.martin@us.army.mil	N	0
46	<b>University Of South Carolina</b> Carolina Coliseum Columbia, SC 29201 803-777-5113 byrdac@mailbox.sc.edu waughe@mailbox.sc.edu hogueam@mailbox.sc.edu	N	0
47	<b>SC Works Lexington Center</b> 671 Main Street West Columbia, SC 29170 803-359-6131 Elizabeth.Cook@EquusWorks.com	N	0
48	<b>ABLE South Carolina</b> 720 Gracern Road, Suite 106 Columbia, SC 29210 803-779-5121 ktissot@able-sc.org	N	0
49	<b>Allen University</b> 1530 Harden Street Columbia, SC 29204 (803) 255-4742 feldemire@allenuniversity.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	<b>Benedict College</b> 1600 Harden Street Columbia, SC 29204 (803) 705-4815 sonya.johnson@benedict.edu	N	0
51	<b>Columbia International University</b> 7435 Monticello Road Columbia, SC (803) 754-4100 careerservices@ciu.edu	N	0
52	<b>Department of Veteran Affairs: Vocational Rehabilitation and Employment (VR&amp;E) Program</b> 6437 Garners Ferry Road Columbia, SC 29209 803-647-2397 donna.glazer@va.gov	N	0
53	<b>ECPI College-Technology</b> 250 Berryhill Road, # 300 Columbia, SC 29210 (803) 695-2309 bhall@ecpi.edu	N	0
54	<b>Lenoir-Rhyne University</b> 4201 North Main Street Columbia, SC 29203 803-461-3257 Janelle.robinson@lr.edu	N	0
55	<b>Lexington One Stop Workforce Center</b> 201 Duffie Drive Lexington, SC 29072 803-359-6131 pthomas@dew.sc.gov	N	0
56	<b>Midlands Technical College Disability Services</b> PO Box 2408 Columbia, SC 803-822-3204 macleani@midlandstech.edu	N	0
57	<b>SC Department of Disabilities and Special Needs</b> 3440 Harden Street Ext., BOX 4706 Columbia, SC 29207 (803) 898-9605 elemmond@ddsn.sc.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
58	<b>SC Dept of Employment and Workforce</b> 1550 Gadsden Street Columbia, SC 29201 803-737-2400 cfallaw@dew.sc.gov	N	0
59	<b>SC Veterans Administration Regional Office – Foreign Wars</b> 534 Beltline Boulevard Columbia, SC 29205 803-647-2442 or 803-647-2443 martin.snowden@va.gov	N	0
60	<b>South Carolina Department of Employment &amp; Workforce</b> 1550 Gadsden Street Columbia, SC 29201 (803) 737-9936 MBodison@dew.sc.gov	N	0
61	<b>South Carolina Vocational Rehabilitation Department (SCVRD)</b> 1410 Boston Avenue West Columbia, SC 29170 803-896-6668 Dgraham@SCVRD.NET	N	0
62	<b>South Carolina Women in Business</b> PO Box 50074 Columbia, SC 803-896-6668 scwib2@yahoo.com	N	0
63	<b>United Way Association of South Carolina</b> 914 Richland Street, Suite A200 Columbia, SC 29201 803-609-2437 brent.kossick@uwasc.org	N	0
64	<b>University of South Carolina Student Disability Resource Center</b> 1705 College Street Close-Hipp, Suite 102 Columbia, SC 29208 803-777-6142 karen@mailbox.sc.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
65	<b>VR &amp; E VetSuccess</b> 6437 Garners Ferry Road Columbia, SC 29209 803-647-2397 lori.ehlers@va.gov	N	0
66	<b>Women in Construction</b> PO Box 7531 Columbia, SC 803-251-8130 nkopenhaver@mccroryconstruction.com	N	0
67	<b>ABLE SC</b> 1115 Belleview Avenue Columbia, SC 29201 864-235-1421 sjordan@able-sc.org csandel@able-sc.org	N	0
68	<b>SC Commission for the Blind</b> 1430 Confederate Avenue Columbia, SC 29201 803-898-8731	N	0
69	<b>Georgia Department of Labor Rehabilitation Services</b> 3112-A Washington Road 706-650-5655 Alana.Amaro@ablegeorgia.ga.gov crystal.bradford@gvra.ga.gov	N	0
70	<b>Calhoun Center One-Stop Career Center</b> 101 Courthouse Drive 803-874-2443 smfischer@dew.sc.gov	N	0
71	<b>Word-of-Mouth Referral</b>	N	2
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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
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 29, 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 &amp; 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, <b>Managing through the Lens of Inclusion</b> . 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 <b>Managing through the Lens of Inclusion</b> 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	<p>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, <b>Empathetic Leadership</b>. This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “<b>Empathetic Leadership: Cultivating Trust &amp; Inclusion</b>,” 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.</p>
8	Participate in Job Fair	<p>On September 1, 2023, our SEU participated in the College and Career Fair presented by The National Association of College Deans, Registrars and Admissions Officers at St. Andrews Park in Columbia, South Carolina. Our Market, General Sales, Digital 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 and the Cumulus Florence, South Carolina, SEU.</p>
9	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	<p>On October 1, 2023, our SEU’s Market Manager participated in a discussion with the University’s Broadcast Sales Class at the University of South Carolina, during which she spoke about her career as well as employment opportunities in radio broadcasting.</p>
10	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	<p>On December 5, 2023, our SEU’s Market Manager participated in a “Lunch &amp; Learn” session with upcoming December 2023 graduates in the College of Information and Communications Department at the University of South Carolina. Our Market Manager spoke about job opportunities within our SEU and the Cumulus Florence, South Carolina, SEU. She also discussed how to conduct a job search, prepare a resume, and shared tips about the interviewing process.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
11	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On February 6, 2024, our SEU's Market Manager participated in a panel discussion for the College of Information and Communications at the University of South Carolina, during which she spoke with students about her career as well as employment opportunities in radio broadcasting.
12	Participate in Job Fair	On February 21, 2024, our SEU participated in the University of South Carolina's College of Information and Communications Career and Internship Fair - Spring 2024, which took place on its campus. Our 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 and the Cumulus Florence, South Carolina, SEU.
13	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On March 11, 2024, our SEU's two On-Air Personalities participated in a student-athletes networking event for juniors at the University of South Carolina. During this event they spoke with students about their careers as well as employment opportunities in radio broadcasting.
14	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On April 3, 2024, our SEU's General Sales Manager spoke to the School of Journalism and Mass Communications Department at the University of South Carolina, during which she spoke with students about her career, media sales, and employment opportunities in radio broadcasting.
15	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 Cumulus SEUs in the Florence and Charleston.