

WNKT (FM), WISW (AM), WTCB (FM), WLXC (FM) & WOMG (FM)
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
Program Director & On-Air Personality	1 - 30, 32 - 68 - 70	30
Market Account Executive	1 - 29, 32 - 68 - 70	1
Market Account Executive	1 - 29, 32 - 68 - 70	1
Local Marketing Account Executive	1 - 29, 32 - 68 - 70	1
Continuity Director	1 - 30, 32 - 68 - 70	30
On-Air Personality	1 - 30, 32 - 68	30
On-Air Personality & Show Producer	1 - 29, 32 - 56	1
Local Marketing Account Executive	1 - 29, 32 - 68 - 70	1
Local Marketing Account Executive	1 - 29, 32 - 68 - 70	8
Program Director & On-Air Personality	1 - 30, 32 - 66, 69 - 70	30

WNKT (FM), WISW (AM), WTCB (FM), WLXC (FM) & WOMG (FM)
EEO PUBLIC FILE REPORT
August 1, 2022 – July 31, 2023

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	23
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	8
31	Internal Transfer/Promotion	N	0
32	Midlands Workforce Center (Columbia) 700 Taylor Street Columbia, SC 29201 803-737-0253 bjackson@dew.sc.gov sbostick@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	Iglesia Biblica Latino America 1406 Gregg Street Columbia, SC 29201 803-738-9110 iblarp@gmail.com	N	0
34	SC-South Carolina Association of Community Action Partnerships 2700 Middleburg Drive, Suite 213 Columbia, SC 29204 (803) 771-9404 jmsccapa@bellsouth.net	N	0
35	Southern Wesleyan University 1801 Charleston Highway Cayce, SC 29033 (864) 644-5150 yduckett@swu.edu	N	0
36	Strayer University - Columbia Campus 200 Center Point Circle, # 300 Columbia, SC 29210 (803) 750-2531 mary.rhue@strayer.edu	N	0
37	Webster University 8911 Farrow Road Columbia, SC 29203 (803) 699-0900 jonesa@webster.edu	N	0
38	New Covenant Women Ministries PO Box 24381 Columbia, SC goodsfa@aol.com	N	0
39	SC Vocational Rehabilitation 1330 Boston Avenue West Columbia, SC 29170 (803) 896-6341 kalston@scvrd.state.sc.us	N	0
40	AARP - South Carolina 1201 Main Street Columbia, SC 29201 (866) 389-5655 scaarp@aarp.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Job Corp 1518 Pickens Street Columbia, SC 29201 803-256-9675 davis.fredrickb@jobcorps.org	N	0
42	National Association of University Women PO Box 50474 Columbia, SC muffin@sc.rr.com	N	0
43	Disabled American Veterans of South Carolina 511 Violet Street (POB 5317) West Columbia, SC 29169 evanshlgm@att.net	N	0
44	Dorn VAMC 6439 Garners Ferry Road Columbia, SC 29209 803.776.4000 margaret.battle@va.gov patricia.bradford@va.gov	N	0
45	Fort Jackson Employment Readiness Program 5450 Strom Thurmond Boulevard Columbia, SC 29206 803-751-5256 barbara.martin@us.army.mil	N	0
46	University Of South Carolina Carolina Coliseum Columbia, SC 29201 803-777-5113 byrdac@mailbox.sc.edu waughe@mailbox.sc.edu hogueam@mailbox.sc.edu	N	0
47	Lexington SC Works Center - South Congaree 671 Main Street West Columbia, SC 29170 803-359-6131 fsavage@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
48	ABLE South Carolina 720 Gracern Road, Suite 106 Columbia, SC 29210 803-779-5121 sjordan@able-sc.org csandel@able-sc.org	N	0
49	Allen University 1530 Harden Street Columbia, SC 29204 (803) 255-4742 feldemire@allenuniversity.edu myoung@allenuniversity.edu alzen43@aol.com	N	0
50	Benedict College 1600 Harden Street Columbia, SC 29204 (803) 705-4815 sonya.johnson@benedict.edu	N	0
51	Columbia International University PO Box 3122 Columbia, SC (803) 754-4100 careerservices@ciu.edu	N	0
52	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
53	ECPI College-Technology 250 Berryhill Road, # 300 Columbia, SC 29210 (803) 695-2309 bhall@ecpi.edu	N	0
54	Lenoir-Rhyne University 4201 North Main Street Columbia, SC 29203 803-461-3257 Janelle.robinson@lr.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	Lexington One Stop Workforce Center 201 Duffie Drive Lexington, SC 29072 803-359-6131 pthomas@dew.sc.gov	N	0
56	Midlands Technical College Disability Services PO Box 2408 Columbia, SC 803-822-3204 macleani@midlandstech.edu	N	0
57	SC Department of Disabilities and Special Needs 3440 Harden Street Ext., Box 4706 Columbia, SC 29207 (803) 898-9605 elemmond@ddsn.sc.net	N	0
58	SC Dept of Employment and Workforce 1550 Gadsden Street Columbia, SC 29201 803-737-2400 cfallaw@dew.sc.gov	N	0
59	SC Veterans Administration Regional Office – Foreign Wars 534 Beltline Boulevard Columbia, SC 29205 803-647-2442 or 803-647-2443 martin.snowden@va.gov	N	0
60	South Carolina Department of Employment & Workforce 1550 Gadsden Street Columbia, SC 29201 (803) 737-9936 MBodison@dew.sc.gov	N	0
61	South Carolina Vocational Rehabilitation Department (SCVRD) 1410 Boston Avenue West Columbia, SC 29170 803-896-6668 Dgraham@SCVRD.NET	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
62	South Carolina Women in Business PO Box 50074 Columbia, SC 803-896-6668 scwib2@yahoo.com	N	0
63	United Way Association of South Carolina 914 Richland Street, Suite A200 Columbia, SC 29201 803-609-2437 brent.kossick@uwasc.org	N	0
64	University of South Carolina Student Disability Resource Center 1705 College Street Close-Hipp, Suite 102 Columbia, SC 29208 803-777-6142 karen@mailbox.sc.edu	N	0
65	VR & E VetSuccess 6437 Garners Ferry Road Columbia, SC 29209 803-647-2397 lori.ehlers@va.gov	N	0
66	Women in Construction PO Box 7531 Columbia, SC 803-251-8130 nkopenhaver@mccroryconstruction.com	N	0
67	ABLE SC 1115 Belleview Avenue Columbia, SC 29201 864-235-1421 sjordan@able-sc.org csandel@able-sc.org	N	0
68	SC Commission for the Blind 1430 Confederate Avenue Columbia, SC 29201 803-898-8799 csandel@sccb.sc.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
69	South Carolina Broadcasters Association 2711 Middleburg Drive, Suite 201 Columbia, SC 29204 margaret@scba.net paula@scba.net 803-732-1186	N	0
70	University of South Carolina Career Services 800 Sumter Street SJMC 118, Student Services Suite Columbia, SC 29208 mudunuri@mailbox.sc.edu 803-777-3347	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			32

**WNKT (FM), WISW (AM), WTCB (FM), WLXC (FM)
& WOMG (FM)**

EEO PUBLIC FILE REPORT

August 1, 2022 – July 31, 2023

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> . 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 24, 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 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 regarding Diversity, Equity, and Inclusion	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 a group discussion, activities, new tools/techniques, and a “DEI Practice Lab” around Privilege and Access.
9	Participate in Career Fair	On February 23, 2023, our SEU participated in the career fair sponsored by the University of South Carolina’s Department of Communications, which took place on its campus. Our Market and Sales Managers occupied the Cumulus booth, and engaged with interested students about the company, careers in radio broadcasting, and job opportunities within our SEU. Further, our SEU’s Program Director coupled with one of our On-Air Personalities conducted a live show from this event.
10	Participate in Job Fair	On April 12, 2023, our SEU participated in the South Carolina Broadcasters Association’s Job Fair, which took place at the South Carolina National Guard Armory. Our Market, Sales and Promotions Managers occupied the Cumulus booth and engaged with interested attendees about the company, careers in radio broadcasting, and job opportunities within our SEU.