

**WNKT (FM), WISW (AM), WTCB (FM), WLXC (FM) & WOMG (FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2024 – July 31, 2025**

**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>
Local Marketing Account Executive	1 – 51	50
Local Marketing Account Executive	1 – 49, 51	4
Local Marketing Account Executive	1 – 49, 51	2
Chief Engineer	1 – 49, 51	51
Local Marketing Account Executive	1 – 49, 51	2

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	0
2	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	10
3	<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
4	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	3
5	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
6	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
7	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
8	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
9	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
10	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
11	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
12	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
13	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
14	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
15	<b>Hire Black</b> <a href="http://www.hireblack.com">www.hireblack.com</a>	N	0
16	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0

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17	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
18	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
19	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
20	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
21	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
22	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
23	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
24	<b>SC Works Center Columbia Midlands</b> 700 Taylor Street Columbia, SC 29201 803-737-0253 <a href="mailto:asims@dew.sc.gov">asims@dew.sc.gov</a>	N	0
25	<b>Disabled American Veterans of South Carolina</b> 511 Violet Street (POB 5317) West Columbia, SC 29169 <a href="mailto:evanshlsgm@att.net">evanshlsgm@att.net</a>	N	0
26	<b>Fort Jackson Employment Readiness Program</b> 5450 Strom Thurmond Boulevard Columbia, SC 29206 803-751-5256 <a href="mailto:barbara.martin@us.army.mil">barbara.martin@us.army.mil</a>	N	0
27	<b>University Of South Carolina</b> Carolina Coliseum Columbia, SC 29201 803-777-5113 <a href="mailto:byrdac@mailbox.sc.edu">byrdac@mailbox.sc.edu</a> <a href="mailto:waughe@mailbox.sc.edu">waughe@mailbox.sc.edu</a> <a href="mailto:hogueam@mailbox.sc.edu">hogueam@mailbox.sc.edu</a>	N	0
28	<b>SC Works Lexington Center</b> 671 Main Street West Columbia, SC 29170 803-359-6131 <a href="mailto:Elizabeth.Cook@EquusWorks.com">Elizabeth.Cook@EquusWorks.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>
29	<b>ABLE South Carolina</b> 720 Gracern Road, Suite 106 Columbia, SC 29210 803-779-5121 ktissot@able-sc.org	N	0
30	<b>Allen University</b> 1530 Harden Street Columbia, SC 29204 (803) 255-4742 feldemire@allenuniversity.edu	N	0
31	<b>Benedict College</b> 1600 Harden Street Columbia, SC 29204 (803) 705-4815 sonya.johnson@benedict.edu	N	0
32	<b>Columbia International University</b> 7435 Monticello Road Columbia, SC (803) 754-4100 careerservices@ciu.edu	N	0
33	<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
34	<b>ECPI University</b> 250 Berryhill Road # 300 Columbia, SC 29210 (803) 695-2309 bhall@ecpi.edu	N	0
35	<b>Lenoir-Rhyne University</b> 4201 North Main Street Columbia, SC 29203 803-461-3257 Janelle.robinson@lr.edu	N	0
36	<b>Midlands Technical College Disability Services</b> PO Box 2408 Columbia, SC 29202 803-822-3204 macleani@midlandstech.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>
37	<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
38	<b>SC Dept of Employment and Workforce</b> 1550 Gadsden Street Columbia, SC 29201 803-737-2400 cfallaw@dew.sc.gov	N	0
39	<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
40	<b>South Carolina Department of Employment &amp; Workforce</b> 1550 Gadsden Street Columbia, SC 29201 (803) 737-9936 MBodison@dew.sc.gov	N	0
41	<b>South Carolina Vocational Rehabilitation Department (SCVRD)</b> 1410 Boston Avenue West Columbia, SC 29170 803-896-6668 Dgraham@SCVRD.NET	N	0
42	<b>South Carolina Women in Business</b> PO Box 50074 Columbia, SC 803-896-6668 scwib2@yahoo.com	N	0
43	<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

<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>
44	<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
45	<b>VR &amp; E VetSuccess</b> 6437 Garners Ferry Road Columbia, SC 29209 803-647-2397 donna.glazer@va.gov lori.ehlers@va.gov	N	0
46	<b>Women in Construction</b> PO Box 7531 Columbia, SC 803-251-8130 nkopenhaver@mccroryconstruction.com	N	0
47	<b>ABLE SC</b> 1115 Belleview Avenue Columbia, SC 29201 864-235-1421 sjordan@able-sc.org csandel@able-sc.org	N	0
48	<b>Georgia Department of Labor Rehabilitation Services</b> 3112-A Washington Road Augusta, GA 30907 706-650-5655 Alana.Amaro@ablegeorgia.ga.gov crystal.bradford@gvra.ga.gov	N	0
49	<b>Calhoun Center One-Stop Career Center</b> 101 Courthouse Drive St. Matthews, SC 29135 803-874-2443 smfischer@dew.sc.gov	N	0
50	<b>Career Fair – University of South Carolina</b>	N	1
51	<b>Employee Referral</b>	N	6
52	<b>Internal Transfer/Promotion</b>	N	0
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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between August 12 <sup>th</sup> and August 23 <sup>rd</sup> , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Empathetic Leadership</b> session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU's 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 VP, Human Resources 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.
<b>3</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the first half of December 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, <b>Perpetuating Allyship</b> . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of " <b>Perpetuating Allyship</b> " and introduced tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do's and don'ts about allyship.

	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	Between December 16 <sup>th</sup> and 20 <sup>th</sup> , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Perpetuating Allyship</b> session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, 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.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging, Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else's point of view, and the benefits of seeking common ground for the sake of unity.
7	Participate in Job Fair	On February 25, 2025, our SEU participated in the University of South Carolina's College of Information and Communications Career and Internship Fair - Spring 2025, 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 SEU in Florence, South Carolina.



	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in Job Fair	On March 31, 2025, our SEU participated in the University of South Carolina's College of Information and Communications Career and Internship Fair, 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 SEU in Florence, South Carolina.
<b>9</b>	Participate in Job Fair	On April 16, 2025, 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, Event/Promotions Managers and Program Director/On Air Host 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 SEU in Florence, South Carolina.