

**WIWF(FM), WMGL(FM), WSSX-FM, WWWZ(FM) & WTMA(AM)**  
**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>
Multimedia Account Executive	1-42	41
Asst. Program Director & Music Director	1-40	1

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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	7
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	1
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>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
20	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
21	<b>Hire Black</b> <a href="http://www.hireblack.com">www.hireblack.com</a>	N	0
22	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
23	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
24	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
25	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
26	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
27	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
28	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
29	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
30	<b>College of Charleston</b> 66 George Street Charleston, SC 29424 843-805-5507 wingertcl@cofc.edu bradleycl@cofc.edu	N	0
31	<b>ABLE SC</b> 1115 Bellevue Avenue Columbia, SC 29201 864-235-1421 sjordan@able-sc.org csandel@able-sc.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>
32	<b>SC Works Charleston</b> 1930 Hanahan Road North Charleston, SC 29406 843-574-1800 wcourson@dew.sc.gov	N	0
33	<b>AccessAbility Resource Center</b> 7944 Dorchester Road North Charleston, SC 29418 843-225-5080 jmartinelli@abilitysc.org	N	0
34	<b>College of Charleston Center for Disability Services</b> 160 Calhoun Street Charleston, SC 29401 843-953-1431 mihaldf@cofc.edu snap@cofc.edu	N	0
35	<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
36	<b>Dorchester Board of Disabilities and Special Needs</b> 995 Morrison Drive, Suite 100 Charleston, SC 29403 843-805-5800 eturner@dsncc.com	N	0
37	<b>Goodwill Industries of Lower SC</b> 2150 Eagle Drive, Bldg. 100 North Charleston, SC 29406 (843) 377-2854 Respy@palmettogoodwill.org	N	0
37	<b>MUSC Gay Straight Alliance</b> 45 Courtenay Drive SW #213 Charleston, SC 29403 843-792-2146 alliance@musc.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>
38	<b>South Carolina Vocational Rehabilitation Department</b> 4360 Dorchester Road North Charleston, SC 29405 843-826-7621 (cell) 843-740-1600 Main cclower@scvrd.net	N	0
39	<b>Trident Technical College – Workforce Training</b> 1930 Hannahan Road, Ste. 200 N Charleston, SC 29406 843-574-1824 <a href="mailto:ce.reg@tridenttech.edu">ce.reg@tridenttech.edu</a> <a href="mailto:dsmalls@eckerd.org">dsmalls@eckerd.org</a>	N	0
40	<b>Trident Technical College</b> PO Box 118067 Charleston, SC 843-574-6111 <a href="mailto:brian.almquist@tridenttech.edu">brian.almquist@tridenttech.edu</a>	N	0
41	<b>Employee Referral</b>	N	1
42	<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	Sponsor event for or on behalf of an educational institution relating to career opportunities in broadcasting	On October 3, 2024, our SEU welcomed a group of students from Trident Technical College for a tour of the Charleston facilities. Our Operations Manager conducted the tour, during which 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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Sponsor event for or on behalf of an educational institution relating to career opportunities in broadcasting	On January 10, 2025, our SEU welcomed a group of students from Woodland High School's Media & Technology class for a tour of the Charleston facilities. During the tour our Director of Sales, Operations Manager, Programming Director, and Marketing & Promotions Director talked with the students about their careers and shared information about the education/skill sets necessary for success in the radio business.
<b>9</b>	Participate in Job Fair	On February 27, 2025, our SEU participated in the Charleston Southern University Career Fair. Our Director of Sales represented our SEU at this event and talked with interested students and other attendees about the company, career opportunities in radio broadcasting, and job openings within our SEU, as well as in Cumulus's Columbia, SC, and Savannah, GA, SEUs.
<b>10</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, and Event/Promotions Managers occupied the Cumulus booth and engaged with interested attendees to share information about the company, careers in radio broadcasting, and job opportunities within our SEU, as well as those in Cumulus's Columbia and Florence, SC, SEUs.
<b>11</b>	Participate in Job Fair	On April 24, 2025, our SEU participated in the North Charleston High School Career & College Fair. One of our Account Executives occupied the Cumulus booth and engaged with interested students and other attendees to share information about the company, careers in radio broadcasting, and job opportunities within our SEU and the company.
<b>12</b>	Participate in other activity reasonably calculated to disseminate information about careers 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.