**WCMG (FM), WQPD (FM), WMXT (FM), WWFN-FM, WBZF (FM), WYNN-FM, WYNN (AM), WYMB (AM)**

**EEO PUBLIC FILE REPORT**

**August 1, 2019-July 31, 2020**

**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 Hire** |
| Account Executive | 3, 12-13, 23, 25-26, 30, 32-33, 35-36 | 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 | **CBC Jobs Website**  [www.cbcjobs.com](http://www.cbcjobs.com) | N | 1 |
| 2 | **Resume Bucket Website**  [www.resumebucket.com](http://www.resumebucket.com) | N | 0 |
| 3 | **Cumulus Corporate Website**  <http://cumulus.com/careers> | N | 0 |
| 4 | **South Carolina Broadcasters Association**  [www.SCBA.net](http://www.SCBA.net) | N | 0 |
| 5 | **South Carolina Employment Security Commission**  [www.jobs.scworks.org](http://www.jobs.scworks.org) | N | 0 |
| 6 | **Horry-Georgetown Technical College**  Placement Office  PO Box 261966  Conway, SC 29528-6066  P: 843-347-3186  F: 843-347-4207 | N | 0 |
| 7 | **University of South Carolina–Sumter**  Placement Office  200 Miller Rd.  Sumter, SC 29150-2498  P: 803-775-8727  F: 803-775-2180 | N | 0 |
| 8 | **University of North Carolina–Pembroke**  Career Services Center – [C](mailto:CS@UCP.edu)[S@UCP.edu](mailto:S@UCP.edu)  PO Box 1510  Pembroke, NC 28372-1510  P: 910-521-6270  F: 910-521-6166 | N | 0 |

|  |  |  |  |
| --- | --- | --- | --- |
| **RS Number** | **RS Information** | **Source Entitled to Vacancy Notification? (Yes/No)** | **No. of**  **Interviewees Referred by RS Over**  **Reporting**  **Period** |
| 9 | **Northeast Technical College**  Placement Office  P.O. Box 1007  Cheraw, SC  P: 843-921-6900  F: 843-537-6148 | N | 0 |
| 10 | **Francis Marion University**  Placement Office  PO Box 100547  Florence, SC 29501  P: 843-661-1231  F: 843-661-1373 | N | 0 |
| 11 | **Williamsburg Technical College**  Attn: Placement Office  601 Martin Luther King Avenue  Kingstree, SC 29556  P: 843-355-4162  F: 843-355-4289 | N | 0 |
| 12 | **On-Air Announcements** *(one or more stations)* | N | 0 |
| 13 | **Word-of-Mouth Referral** | N | 1 |
| 14 | **Central Carolina Technical College**  Attn: Placement Office  506 N. Guignard Drive  Sumter, SC 29150  P: 803-778-1961 | N | 0 |
| 15 | **TV and Radio Jobs Website**  [www.tvandradiojobs.com](http://www.tvandradiojobs.com) | N | 0 |
| 16 | **South Carolina Job Link**  [www.jobs.scworks.org](http://www.jobs.scworks.org) | N | 0 |
| 17 | **Coastal Carolina University** Office of Human Resources PO Box 261954  Conway, SC 29528 (843)349-2036  Fax (843)349-6432 [jobs@coastal.edu](mailto:jobs@coastal.edu) | N | 0 |

| **RS Number** | **RS Information** | **Source Entitled to Vacancy Notification? (Yes/No)** | **No. of**  **Interviewees Referred by RS Over**  **Reporting**  **Period** |
| --- | --- | --- | --- |
| 18 | **Coker College** *(not directly contacted by SEU)*  300 E College Avenue  Hartsville, SC 29550  Attn: Darlene Smalls  (843)383-8058  F:(843) 383-8047 | N | 0 |
| 19 | **Post Free Jobs Website**  [www.postjobfree.com](http://www.postjobfree.com) | N | 0 |
| 20 | **Smart Recruiters Website**  [www.smartrecruiter.com](http://www.smartrecruiter.com) | N | 0 |
| 21 | **Lucky Dog Jobs Website**  [www.luckydogjobs.com](http://www.luckydogjobs.com) | N | 0 |
| 22 | **College of Charleston**  Attn: Career Center  66 George Street Charleston, SC<http://www.cofc.edu/careercenter/cisternonline> | N | 0 |
| 23 | **Walk-In/Self-Referral** | N | 2 |
| 24 | **Cumulus Business Managers**  [BM@cumulus.com](mailto:BM@cumulus.com) | N | 0 |
| 25 | **SEU Facebook Pages** | N | 0 |
| 26 | **Indeed Website**  [www.indeed.com](http://www.indeed.com) | N | 0 |
| 27 | **Job Spider Website**  [www.thejobspider.com](http://www.thejobspider.com) | N | 0 |
| 28 | **Florence Darlington Tech**  Placement Office  P.O. 100548  Florence, SC 29501-0548  P: 843-661-8324  F: (843) 661-8371 [www.FDTC.edu/student](http://www.FDTC.edu/student) | N | 0 |
| 29 | **R/O**  Jobs/radio-online.com | N | 0 |
| 30 | **Glassdoor Website**  [www.glassdoor.com](http://www.glassdoor.com) | N | 0 |
| 32 | **Link Up Website**  [www.linkup.com](http://www.linkup.com) | N | 0 |
| 33 | **Career Builder Website**  [www.careerbuilder.com](http://www.careerbuilder.com) | N | 0 |
| 34 | **SEU Job Fair** | N | 0 |
| 35 | **ZipRecruiter**  [www.ziprecruiter.com](http://www.ziprecruiter.com) | N | 0 |
| 36 | **Monster**  [www.monster.com](http://www.monster.com) | N | 0 |
| **TOTAL INTERVIEWEES OVER REPORTING PERIOD** | | | 4 |

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**III. RECRUITMENT INITIATIVES**

|  |  |  |
| --- | --- | --- |
|  | **Type of Recruitment Initiative** | **Brief Description of Activity** |
| **1** | Host Open | On August 23, 2019, our SEU hosted an open house at our business office location. Market Manager, Sales Managers, Operations Manager and on-air staff greeted and spoke with interested attendees about career opportunities in broadcasting sales and programming. Our DJs publicized this event on all SEU stations as well as on their social media accounts. |
| **2** | Participate in Job Fair | On January 22, 2020, our SEU participated in the MLK Job Fair sponsored by the South Carolina Department of Commerce, which took place at the HGTC Conference Center in Myrtle Beach.  Market Manager, Sales Managers, Operations Manager and on-air staff greeted and spoke with interested attendees about career opportunities in broadcasting, with an emphasis on sales and programming. |
| **3** | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination | On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.”  The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after whichquestions were entertained. |