



I. VACANCY LIST

[illegible]

WIWF(FM), WMGL(FM), WSSX-FM, WWWZ(FM) and WTMA(AM)
EEO PUBLIC FILE REPORT
August 1, 2018 – July 31, 2019

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	Contact: Vivian Staples Wider Opportunities for Women 1001 Connecticut Avenue, NW, Suite 930 Washington, DC 20036 202-464-1596 info@wowonline.org	N	0
2	Contact: Nakiya Lee National Council of Negro Women 633 Pennsylvania Ave NW Washington, DC 20004 202-737-0120 membership@ncnw.org	N	0
3	Contact: Dot Scott NAACP 93 Spring Street Charleston, SC 29403 843-805-8030 info@naacpcharlestonbranch.org	N	0
4	Contact: James McLawhorn Columbia Urban League 1400 Barnwell Street Columbia, SC 29201 803-799-8150 Info.cul@columbiaurbanleague.org	N	0
5	Contact: Thomas Halasz University of South Carolina Close Building, 6 th Floor Columbia, SC 29208 803-777-7280 halaszti@mailbox.sc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Contact: Joseph Thomas South Carolina State University P.O. Box 7068 300 College Street Orangeburg, SC 29117 1-800-260-5956 careercenter@scsu.edu	N	0
7	Contact: Karen Rutherford Benedict College 1600 Harden Street Columbia, SC 29204 803-253-5153 rutherfordk@benedict.edu	N	0
8	Contact: Paula Beecher Clemson University 316 Hendrix Center Clemson, SC 29634 864-656-3311 Career.clemson.edu	N	0
9	Contact: James Johnson NAACP 2676 Tillman Street N. Charleston, SC 29405	N	0
10	Contact: Terika Brown-Redden Station Websites Postings www.95sx.com, www.magic1073fm.com, www.nashfm969.com, www.z93jamz.com, www.wtma.com, & cumulus.hrmdirect.com	N	0
11	Contact: Christie Savage NAACP of South Carolina 6111 Main Street Columbia, SC 29203 803-754-4584	N	0
12	Contact: Lonnie Randolph NAACP of Columbia 1114 Blanding Street Columbia, SC 29201 803-256-8771	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Contact: Karen Nettles South Carolina Broadcasters Association One Harbison Way, Suite 112 Columbia, SC 29212 803-732-1186 jobbank@scba.net	N	0
14	Contact: Charleston Workforce Center South Carolina Employment Security Commission 176 Lockwood Dr Charleston, SC 29403 843-953-8400	N	0
15	Contact: Amanda Morgan Lander University 320 Stanley Avenue Greenwood, SC 29649 864-388-8000 asmorgan@lander.edu	N	0
16	Contact: Alzen Smith Allen University 1530 Harden Street Columbia, SC 29209 803-376-5706 asmith@allenuniversity.edu	N	0
17	Contact: Student Services Trident Technical College PO Box 118067 Charleston, SC 29423-8067 stuemploy@tridenttech.edu	N	0
18	Contact: Janice Smith Francis Marion University PO Box 100547 Florence, SC 29501 1-800-368-7551 jsmith@fmarion.edu	N	0
19	Contact: Hester Young Charleston Southern University 9200 University Boulevard Charleston, SC 29401 1-800-947-7474 hyoung@csuniv.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Contact: Career Center Winthrop University 701 Oakland Ave Rock Hill, SC 29733 803-323-2211 gildehausg@winthrop.edu	N	0
21	Contact: Ted Gladden Employment Security Commission P.O. Box 995 Columbia, SC 29202 803-737-2588	N	0
22	Contact: Felicia Maloney Columbia Housing Authority 1917 Harden Street Columbia, SC 29204 803-254-3886 cha@chasc.org	N	0
23	Contact: Lauren Thompson The Citadel 171 Moultrie St Charleston, SC 29409 843-225-3294 Lauren.thompson@citadel.edu	N	0
24	Contact: P. C. Jenkins Veterans Affairs – Vocational Rehabilitation & Employment 1801 Assembly Street Columbia SC, 29201 1-800-827-1000 va@oepp.sc.gov	N	0
25	Contact: Roberta Carver Columbia College 1301 Columbia College Drive Columbia, SC 29203 800-277-1301	N	0
26	College of Charleston Attn: Career Center 66 George Street Charleston, SC 29424-0001 843-953-5692	N	0
27	SEU Job Fairs (see Section III)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Word of Mouth/Internal Referral	N	0
29	Cumulus Business Managers BM@cumulus.com	N	0
30	Linked In Website www.linkedin.com	N	0
31	Walk-In/Self-Referral	N	0
32	SEU Facebook Pages	N	0
33	Glass Door (www.glassdoor.com)	N	0
34	Link Up (www.linkup.com)	N	0
35	Indeed (www.indeed.com)	N	4
36	Cumulus Website www.cumulus.hrmdirect.com	N	9
37	Zip Recruiter	N	0
38	Monster.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>Our SEU has an established internship program through which students earn academic credit for their participation. During this reporting period, our SEU hosted one (1) student intern from Trident Technical College, one (1) student from University of South Carolina, and one (1) Student from Claflin University.</p> <p>Our intern is supervised by our Operations Manager/Program Director. A few examples include, “shadowing” and assisting our on-air personalities both on and off the air, working with production to learn the process of voicing commercials for clients, assisting our promotions technician with remote broadcast set-ups, and learning how to properly award prizes won on-air.</p>
2	Sponsor Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting.	<p>Our SEU’s Operations Manager hosted on August 10th a joint military group, The Balance Careers, to facilitate a training exercise regarding the operation of a radio broadcast station and how it relates to emergency and disaster preparedness.</p>
3	Participate in a Career Fair	<p>On March 21, 2019 the SEU participated in a college and career symposium sponsored by Garrett Academy of Technology held at 2731 Gordon Street in Charleston. An SEU representative spoke with attendees about career opportunities in radio broadcasting as well as the internship program within the SEU. SEU participants included the SEU’s Business Manager.</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Participate in Career Fair	On April 3, 2019, our SEU's Operations Manager participated in a career fair sponsored by South Carolina Broadcasters Association. The Operations Manager conducted on site interviews, accepted applications, and discussed with attendees career opportunities in radio broadcasting, including college internships.
5	Participate in Career Fair	On April 11, 2019, our SEU's Business Manager participated in a career fair located at Ashly Ridge High School. The Business Manager conducted on site interviews, accepted applications, and discussed with attendees career opportunities in radio broadcasting, including internships.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
6	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On February 7, 2019, the SEU's On Air Personality participated in the 2019 R.B. Stall High School Career Fair to discuss career opportunities in radio broadcasting.
7	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On February 26, 2019, the SEU's On Air Personality participated in the 2019 Greg Mathis Charter High School Career Fair to discuss career opportunities in radio broadcasting.
8	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On December 21, 2018, the SEU's On Air Personality participated in the Jerry Zucker Middle School Career Symposium to discuss career opportunities in radio broadcasting.
9	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	On February 4, 2019, the SEU's On Air Personality hosted a 7 th Grade Student attending Camp Road Middle School for a shadow day to highlight careers in radio broadcasting.
10	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	On February 15, 2019, the SEU's Marketing Director hosted two students attending St. George Middle School for a shadow day to highlight careers in radio broadcasting.
11	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	On February 27, 2019, the SEU's Operation Manager hosted a student attending Marrington Middle School of Arts for a shadow day to highlight careers in radio broadcasting.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
12	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	June 28, 2019, the SEU's Operations Manager participated in the Trident Technical College Film and Media Arts Advisory Committee meeting. The purpose of the meeting was to discuss current college programs and receive input on various opportunities for the program to remain current with the industry.
13	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On April 26, 2019 the SEU's On Air Personality participated in the W. B. Goodwin Elementary School Wild About Careers Fair to discuss career opportunities in radio broadcasting.
14	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	On Friday May 10, 2019 the entire SEU hosted 156 students at our broadcasting facility from Deer Park Middle School where they were taken through the radio station operations department by department and given activities to experience a day in radio broadcasting. Each department covered with the students a broad range of career opportunities in radio broadcasting.