

**WSYN(FM), WSEA(FM), WDAI(FM), WLFF(FM) and WRWM(AM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2018 – July 31, 2019**

**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>
Account Executive	1-3,7-11, 14-22, 26-37,39	9
Account Executive	1-3, 7-11, 14-22, 26-37, 39	8

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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	<b>Coastal Carolina University</b> PO Box 261954 Conway, SC 29528 Contact: Yvonne Lasane, Career Services Center	No	0
2	<b>Horry-Georgetown Technical College</b> 2050 Highway 501 East Conway, South Carolina 29528-6066	No	0
3	<b>Word-of-Mouth Referral</b>	No	2
4	<b>Internal Transfer/Promotion</b>	No	0
5	<b>SEU Job Fair</b>	No	0
6	<b>SEU Open House</b>	No	0
7	<b>Intercompany Posting</b> BM@cumulus.com	No	0
8	<b>Cumulus Media Website/HRM</b> <a href="http://www.cumulus.com/careers">www.cumulus.com/careers</a>	No	4
9	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	1
10	<b>Glassdoor</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
11	<b>Linked In</b> <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
12	<b>ZipRecruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
13	<b>Station On Air Announcements</b>	No	0
14	<b>Station Internal Posting</b>	No	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>
15	SEU Facebook pages	No	0
16	Link Up Website <a href="http://www.linkup.com">www.linkup.com</a>	No	0
17	SC Association of Broadcasters One Harbison Way, Suite 112 Columbia, SC 29212 Scba.net/jobbank	No	0
18	Myrtle Beach NAACP PO Box 3112 Myrtle Beach, SC 29578	No	0
19	College of Charleston Career Center 65 George Street Charleston, SC 29524	No	0
20	USC School of Journalism 600 Assembly Street Columbia, SC 29201	No	0
21	Ohio Center of Broadcasting 5330 East Main St., Suite 200 Columbus, OH 43213	No	0
22	Coastal Workforce Center 200-A Victory Lane Conway, SC 29526	No	0
23	Nacelink.com	No	0
24	SEU Station Websites	No	0
25	Tvandradiojobs.com	No	0
26	SC Department of Employment <a href="http://www.sconestop.org">www.sconestop.org</a>	No	0
27	SC Information Highway <a href="http://www.scway.net/jobs/myrtlebeach.html">www.scway.net/jobs/myrtlebeach.html</a>	No	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>
28	Conway NAACP PO Box 135 Conway, SC 29526	No	0
29	Clemson University 109 Riggs Hall Clemson, SC 29634	No	0
30	Coker College 300 E. College Ave Hartsville, SC 29550	No	0
31	Francis Marion University 4822 E Palmetto St. Florence, SC 29508	No	0
32	Furman University 3300 Poinsett Highway Greenville, SC 29613	No	0
33	SC State University 10564 Gardner Rd. Charleston, SC 29407	No	0
34	Troy University 1300 Green St Columbia, SC 29208	No	0
35	University of South Carolina 1300 Green St Columbia, SC 29208	No	0
36	Winthrop University 701 Oakland Ave Rock Hill, SC 29733	No	0
37	Wofford College 427 N. Church St. Spartanburg, SC 29303	No	0
38	All Access Music Group <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	<b>Monster</b> <a href="http://www.monster.com">www.monster.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			7

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Establish a Mentoring Program for SEU Personnel	The new Business Manager has instituted a mentoring program for two employees: One for the SEU's accounting and company policies and the other in business methodology to provide an opportunity for advancement within the company. The Business Manager works daily with these two employees on accounting practices, accounts receivable, accounts payable, Human Resources, and all other aspects of working in that position to prepare them to take on a more involved role within the business department plus business skills involving usage of the company's software programs. The skills sets include working with Journal entries, excel spreadsheets, trade and cash reconciliations, payroll and reports and integration through a variety of software programs utilized by the SEU.
	Employee Training Program	All managers in the SEU participated in EEO training in April 2019. This training was provided by Think HR and required each manager to participate in a minimum two hours of training on maintaining EEO standards within the SEU. Each manager was tested and had to pass the examinations in order to receive certification.