

WSYN(FM), WSEA(FM), WDAI(FM), WLFF(FM) and WRWM(AM)
EEO PUBLIC FILE REPORT
August 1, 2018 – July 31, 2019¹

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 Hiree
Radio & Digital Account Executive	3, 8-10, 12, 15-16, 39	9
Account Executive	1-3, 7-10, 12, 14-21, 25-35, 37, 39	8

¹ This Report was revised in October 2019 to address reporting issues.

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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	Coastal Carolina University PO Box 261954 Conway, SC 29528 Contact: Lib Jackson, Career Services Center	No	0
2	Horry-Georgetown Technical College 2050 Highway 501 East Conway, South Carolina 29528-6066	No	0
3	Word-of-Mouth Referral	No	1
4	Internal Transfer/Promotion	No	0
5	SEU Job Fair	No	0
6	SEU Open House	No	0
7	Intercompany Posting BM@cumulus.com	No	0
8	Cumulus Media Website/HRM www.cumulus.com/careers	No	2
9	Indeed www.indeed.com	No	4
10	Glassdoor www.glassdoor.com	No	0
11	Linked In www.linkedin.com	No	0
12	ZipRecruiter www.ziprecruiter.com	No	0
13	Station On Air Announcements	No	0
14	Station Internal Posting	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	SEU Facebook pages	No	0
16	Link Up Website www.linkup.com	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 160 Calhoun St-Lightsey Center Room 116 Charleston, SC 29464	No	0
20	USC College of Information and Communications 800 Sumter St Columbia, SC 29208	No	0
21	Ohio Center of Broadcasting—Cincinnati Campus Career Services 4411 Montgomery Rd-Ste 200 Norwood OH 45212	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	Broadcasters Mentoring Group 22603 Pacific Coast Hwy – Ste 201 Malibu CA 90265	No	0
26	SC Department of Employment polnpro@dew.sc.gov www.sconestop.org	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	SC Information Highway www.scway.net/jobs/myrtlebeach.html	No	0
28	Conway NAACP PO Box 4197 Conway, SC 29502	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 300 College S NE Orangeburg SC 29117	No	0
34	Troy University 1322 Green St Columbia, SC 29208	No	0
35	University of South Carolina Thomas Cooper Library – Level 5 Columbia, SC 29208	No	0
36	Winthrop University 701 Oakland Ave Rock Hill, SC 29733 Eagle Link	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	Wofford College 427 N. Church St. Spartanburg, SC 29303	No	0
38	All Access Music Group www.allaccess.com	No	0
39	Monster www.monster.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			7

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Establish a Mentoring Program for SEU Personnel	The SEU’s 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, as well as all other aspects of the position to prepare them to take on a more involved role within the business department. Specifics of instruction 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. The Business Manager is also exposing the “mentees” to the company’s software programs for managers.
2	Management-level training regarding equal employment opportunity and preventing discrimination	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 of two hours of training on maintaining EEO standards within the SEU. Each manager was tested and had to pass an examination in order to receive certification.