

**WSYN(FM), WSEA(FM), WDAI(FM), WLFF(FM) and WAYS(AM)  
EEO PUBLIC FILE REPORT  
August 1, 2020 – July 31, 2021**

**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>
No Full-Time Positions Were Filled During this Reporting Period		

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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>
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in Job Fairs (2)	<p>On May 18, 2021, our SEU participated in the “Spring 2021 Job Fair” at HGTC’s Conway Campus. Our SEU was represented by the Director of Sales who met with potential candidates about career opportunities in broadcasting as well as job openings within the SEU.</p> <p>On March 16, 2021, our SEU participated in a Drive through Job Fair at the Myrtle Beach Pelicans’ ballpark.(estimated attendance was 1000+). The SEU was represented by a WDAI-FM manager who greeted potential candidates and provided them with documents on our open job opportunities within our SEU.</p>
2	Host and Participate in Online Job Fair	<p>From April 1, 2021 through June 30, 2021, our SEU hosted and participated in an online Job Fair powered through Infinite. The SEU solicited the participation of local employers, and organized all logistical aspects of the event and also participated as an exhibitor. Our Digital Sales Manager was directly involved in this event including planning and execution. .</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Mentoring Program	<p>Our SEU's Business Manager established a mentoring program for two employees: one to learn the SEU's accounting and company policies; and, the other instruction about business methodology to provide each employee an opportunity for advancement within the company. The Business Manager and these employees review and discuss accounting practices, accounts receivable, accounts payable, how to interact with Human Resources, and all other aspects of a business managers responsibilities on a daily basis to prepare them to eventually assume the position of business manager within the Company. These employees are also taught how to use the Company's software programs and learn how to: record Journal entries; work with Excel spreadsheets; handle trade and cash reconciliations; and prepare payroll and reports.</p>
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On July 29, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i>. During his presentation Mr. Scott emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged the Managers to hire, promote and acknowledge people who don't look, think, act, and problem solve like them.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Training Program	During this reporting period, members of our Sales staff received weekly training conducted by our SEU's Market Manager, Digital Sales Manager and/or Director of Sales as well as various corporate trainers, to prepare them for advancement within the Company. Each week instruction about a variety of programs used in radio sales, included but not limited to, Digital, WideOrbit, Simpli.fi, Google Certification, and Radio Marketing Professional was provided.