

WIXV(FM), WJCL(FM), WEAS(FM), WTYB (FM)
EEO PUBLIC FILE REPORT
December 1, 2020-November 30, 2021

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	On Air Announcements	N	0
2	Email to Cumulus Business Managers BM@cumulus.com	N	0
3	Disabilities in Jobs www.abilitiesinjobs.com	N	0
4	Asians Inclusion Jobs www.asianinjobs.com	N	0
5	Georgia Southern University www.handshake.com	N	0
6	Georgia Department of Labor https://employgeorgia.com/employers/	N	0
7	NAACP Job Placement SAVNAACP@bellsouth.net	N	0
8	Ohio Center for Broadcasting gary@beonair.com	Y	0
9	Savannah State University Career Counselor www.handshake.com	N	0
10	Word-Of-Mouth referral, Corporate Referral/ Transfer	N	0
11	Cumulus open house and job fairs	N	0
12	Savannah Tech cellis@savannahtech.edu	N	0
13	South University kpahno@southuniversity.edu	N	0
14	AllAccess www.allaccess.com	N	0
15	Cumulus Media Jobs https://cumulusmedia.jobs.net/	N	10
16	Black In Jobs www.blackinjobs.com	N	0
17	University of Phoenix Ed Hood, Fax #: 912-232-6922	N	0
18	Savannah College of Art and Design stemploy@scad.edu	N	0
19	www.ZipRecruiter.com	N	0
20	www.Monster.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Columbia College Gail Burghy, Fax #: 912-767-1939	N	0
22	www.facebook.com	N	0
23	LinkedIn.com	N	0
24	Indeed.com	N	4
25	www.simplyhired.com	N	0
26	www.glassdoor.com	N	0
27	www.linkup.com	N	0
28	Hispanic in Jobs www.hispanicinjobs.com	N	0
29	LGBTQ in Jobs www.lgbtqinjobs.com	N	0
30	Diversity Inclusion Jobs www.diversityinjobs.com	N	0
31	Seniors In Jobs www.seniorsinjobs.com	N	0
32	Women In Jobs www.womeninjobs.com	N	0
33	Job Openings for disABLED Veterans www.jofdav.com	N	0
34	disabledperson www.disabledperson.com	N	0
35	#hireblack www.hireblacknow.com	N	0
36	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
37	African American Job Search www.africanamericanjobsearch.com	N	0
38	Asian Job Search www.asianjobsearch.com	N	0
39	LGBT Job Search www.lgbtjobsearch.com	N	0
40	disabledjobseekers www.disabledjobseekers.com	N	0
41	US Diversity Job Search www.usdiversityjobsearch.com	N	0
42	Veteran Career Center http://veterancareercenter.com	N	0
43	Seniors To Work https://www.seniorstowork.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period	
44	Georgia College & State University www.handshake.com	N		0
45	Georgia State University www.handshake.com	N		0
46	Jacksonville State University www.handshake.com	N		0
47	University of South Carolina Aiken www.handshake.com	N		0
48	University of South Carolina Upstate www.handshake.com	N		0
49	University of West Georgia www.handshake.com	N		0
50	University of Georgia www.handshake.com	N		0
51	University of North Georgia www.handshake.com	N		0
52	Georgia Institute of Technology - College of Computing www.handshake.com	N		0
53	Middle Georgia State University www.handshake.com	N		0
54	Georgia Gwinnett College www.handshake.com	N		0
55	University of South Carolina www.handshake.com	N		0
56	The Citadel, The Military College of South Carolina www.handshake.com	N		0
57	South Carolina State University www.handshake.com	N		0
58	University of South Carolina Lancaster www.handshake.com	N		0
TOTAL INTERVIEWEES OVER REPORTING PERIOD				14

WIXV(FM), WJCL(FM), WEAS(FM), WTYB (FM)
EEO PUBLIC FILE REPORT
December 1, 2020-November 30, 2021

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in event/program sponsored by an educational institution relating to careers in broadcasting.	<p>On May 27, 2021, our SEU participated in the career day/fair sponsored by St. Leo University from 11 am to 2 pm at Savannah Center.</p> <p>Employers included in the job fair were Horizon Staffing, Domino’s Pizza, Ideal Hospitality, FEDEX, Park Place Outreach and St. Joseph’s/Candler African American Health Information and Resource Center. Listeners would go online to see positions the employers posted in hopes to get a job with that employer. This event was promoted on Station WEAS-FM, WJCL-FM, WIXV-FM, WTYB-FM</p>
2	Hosted a Job Fair	<p>From June 10, 2021 until September 30, 2021, our SEU organized and hosted a virtual job fair on the website, 43JOBFAIR.com. This event was promoted on all SEU stations. Local employers were solicited between June 10th and July 14th, and job seekers were and able to be sought between July 22nd and July 31st. This site is managed by our Director of Sales, who is available to engage with job seekers who express interest in job openings within our SEU.</p>
3	Hosted a Job Fair	<p>From October 15, 2021 until November 30, 2021, our SEU hosted a virtual job fair on its station websites.</p> <p>www.e93fm.com; www.magic1039fm.com; www.kix96.com; www.i95savannah.com. Links were</p>

		posted by local employers seeking job applicants. The site was managed by the SEU's stations informing listeners about the virtual career fair and directing them to the websites.
4	Internship Program	Our SEU has an established internship program through which students earn academic credit for this participation. Unfortunately, our Program had to be curtailed/suspended during this reporting period due to Covid 19 pandemic.
5	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 29, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he 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 attendees to hire, promote and acknowledge people who don't look, think, act, and problem solving like them.
5	Participate in event/program sponsored by an educational institution relating to careers in broadcasting.	On February 19, 2021, our SEU participated in the career day/fair sponsored by Savannah State University and the Southern Regional Press Institute, which took place on/at Savannah State University campus. SEU participants included our Marketing Director and a WEAS-FM On-Air Personality, who spoke with attendees about career opportunities in broadcasting and job openings (and internships) within our SEU. This event was promoted on Station WEAS-FM.