

**WUHT(FM), WJQX(FM), WJOX-FM, WAPI(FM), WZRR(FM),
WJOX(AM)**

**EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023**

I. 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
On-Air Personality	1 – 10, 30, 32 – 60	30
Account Executive	1 – 10, 30, 32 – 60	1
Account Executive	1 – 29, 32 – 34, 36 – 39, 41 – 43, 45 – 47, 49, 51 – 59, 61 – 63	1
Account Executive	1 – 10, 30, 32 – 60	30
Program Director/On-Air Personality	1 – 10, 30, 32 – 60	1

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	18
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	3
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Word-of-Mouth Referral	N	2
31	Internal Transfer/Promotion	N	0
32	Lawson State Community College 3060 Wilson Road SW Birmingham, AL 35221 205-929-6384 dhenry@lawsonstate.edu	N	0
33	Lawson State Community College - Bessemer 1100 Ninth Avenue SW Bessemer, AL 35022 rjohnson-agee@lawsonstate.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Alabama Business Leadership Network 236 Goodwin Crest Drive Birmingham, AL 35209 205- 907-5920 leslie.dawson@rehab.alabama.gov	N	0
35	Tuscaloosa VA Center 3701 Loop East Road Tuscaloosa, AL 35404 (205) 554-2000 damon.stevenson@va.gov	N	0
36	United Way of Central Alabama, Inc 3600 8th Avenue South Birmingham, AL 35222 205-458-2021 tcalvert@uwca.org	N	0
37	Hispanic Interest Coalition of Alabama 260 F West Valley Avenue Birmingham, AL 35209 205-942-5505 info@hispanicinterest.org	N	0
38	Camp Fire USA 106 Oxmoor Road Birmingham, AL 35209 205-324-2434 sdozier@campfire-al.org	N	0
39	Disability Rights & Resources 1418 6th Avenue N Birmingham, AL 35203 205-815-6152 dan.kessler@drradvocates.org	N	0
40	Alabama Institute for the Deaf and Blind 205 East South Street Talladega, AL 35160 256-761-3214 mascia.john@aidb.state.al.us	N	0
41	UAB Disability Support Services 9th Avenue Office Building Birmingham, AL 35224 asolomon@uab.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Alabama Dept of Rehabilitation Services 236 Goodwin Crest Drive Homewood, AL 35209 205- 290-4457 Leslie.dawson@rehab.alabama.gov	N	0
43	Alabama Goodwill Industries 2350 Green Springs Highway Birmingham, AL 35205 205-323-6331 nfo@alabamagoodwill.org	N	0
44	Talladega Career Center 1005 South Street Talladega, AL 35160 256-521-0500 Talladega@alcc.alabama.gov	N	0
45	Jefferson State Community College - Birmingham East 2601 Carson Road Birmingham, AL 35215 205-856-8538 birmingham.careercenter@alcc.alabama.gov Roderick.Royal@alcc.alabama.gov	N	0
46	Birmingham Career Center 3440 3rd Avenue South Birmingham, AL 35222 205-254-1300 birmingham@alcc.alabama.gov Roderick.Royal@alcc.alabama.gov	N	0
47	Alabaster Career Center 109 Plaza Circle 205-663-2542 Alan.Hahn@alcc.alabama.gov alabaster@alcc.alabama.gov	N	0
48	Tuscaloosa Area Career Center 202 Skyland Drive 205-758-7591 tuscaloosa@alcc.alabama.gov	N	0
49	Birmingham Urban League - Workforce Development 1229 3rd Avenue North 205-326-0162 info@birminghamul.org hgermany@birminghamurbanleague.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	University of Alabama – Tuscaloosa 2nd Street at Ridgecrest Drive (205) 348-7501 career@ua.edu	N	0
51	Aletheia House 201 Finley Avenue West (205) 324-6502 kkennedy@specialkindofcaring.org	N	0
52	Hispanic Interest Coalition of Alabama (ÒHICAÓ) 117 Southcrest Drive 205.942.5505 Ksmith@hicaalabama.org	N	0
53	Jefferson State Community College 2601 Carson Road (205) 856-8588 tlpayne@jeffersonstate.edu	N	0
54	Miles College 5500 Myron Massey Boulevard 205-929-1890 cstallworth@miles.edu	N	0
55	Southern AIDS Coalition (SAC) 3521 7th Avenue S, #100 205-918-8230 admin@southernaidscoalition.org	N	0
56	The Horizons School 2018 15th Avenue South 205-322-6606 mlatulipe@horizonsschool.org	N	0
57	The University of Alabama at Birmingham Disability Services OB9A, Ste. 100 1720 2nd Avenue South 205-934-4205 asolomon@uab.edu	N	0
58	University Of Alabama in Birmingham 1720 2nd Avenue South (205) 934-8221 btwright@uab.edu aclemon@uab.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
59	Veterans Affairs, Dept. of VA Vocational Rehabilitation & Employment 950 22nd Street North Suite 777 (205) 731-0037 Alma.Burroughs@VA.gov dell.mccaslin@va.gov merri.busch@va.gov	N	0
60	Oneonta Career Center 728 2nd Avenue E, Suite B 205-687-9140 oneonta@alcc.alabama.gov dolores.traylor@alcc.alabama.gov	N	0
61	Dawson Family of Faith 1114 Oxmoor Road 205-871-7324 bill.johnston@dawsonchurch.org	N	0
62	Birmingham AIDS Outreach 205 32nd Street, South 205-322-4197 ex. 108 karen@birminghamaidsoutreach.org	N	0
63	Faulkner University - Birmingham 4524 Southlake Parkway 334-386-7512 mottinger@faulkner.edu	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2022, certain members of this SEU participated in Diversity, Equity, and Inclusion training. SEU participants were required to complete a Think Mineral course on-line entitled, <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
2	Management-level training regarding Diversity, Equity, and Inclusion	On January 26, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a refresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>Microaggressions</i> and <i>Tokenism</i> . The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
5	Management-level training regarding Diversity, Equity, and Inclusion	On April 20, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.
6	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Director of Centralized HR Operations & Talent Acquisition entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
7	Management-level training regarding Diversity, Equity, and Inclusion	On July 28, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Privilege & Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Privilege and Access.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October/November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
9	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
10	Participate in job fair	On July 11, 2023, our SEU’s Operations Manager participated in the Lawson State Community College Career Fair, which took place on its campus, during which he spoke with interested students and other attendees about career opportunities in radio, as well as job openings within our SEU.
11	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On February 28, 2023, our SEU’s Chief Engineer taught a developmental training class for engineers across the nation interested in transitioning to a career in Broadcast Engineering. This Class was sponsored by the Alabama Association of Broadcasters.
12	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On May 17, 2023, our SEU’s Chief Engineer taught a developmental training class for engineers across the nation interested in transitioning to a career in Broadcast Engineering. This Class was sponsored by the Alabama Association of Broadcasters.
13	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On September 9, 2023, our SEU’s Chief Engineer taught a developmental training class for engineers across the nation interested in transitioning to a career in Broadcast Engineering. This Class was sponsored by the Alabama Association of Broadcasters.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
14	Participate in job fair	On February 15, 2023, our SEU's Market Manager participated in the University of Alabama-Birmingham All Majors Career Fair, which took place on its campus, during which he spoke with interested students about career opportunities in radio, as well as job openings within our SEU.
15	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	Weekly from August 24 th , 2023-November 10 th , 2023, our SEU's Operations Manager donated his time and skills to help Helena High School students interested in broadcasting prepare for and conduct play-by-play commentary of the School's football games. From set-up, to running a control board/mixer, to producing audio, and anything else that goes into such a broadcast each week, he was there to teach and support the students. This experience and these skills will serve the students well if they choose a career in radio broadcasting.