

**WMXS(FM), WLWI(AM), WLWI-FM, WMSP(AM), WAFX(FM),
WHHY-FM**

**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
Account Executive	1-30, 32-36, 38-49	30
Digital Account Executive	1-30, 32-36, 39-49	30
Account Executive	1-30, 32-49	30
Digital Sales Manager	1-30, 32-36, 38-49	30

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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	0
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	0
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	4
31	Internal Transfer/Promotion	N	0
32	Andalusia Career Center 212 South Three Notch Street 334-328-6739 enterprise@alcc.alabama.gov kelli.nichols@alcc.alabama.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Jefferson State Community College One Stop Career Center - Birmingham East 2601 Carson Road 205-856-8538 birmingham.careercenter@alcc.alabama.gov Roderick.Royal@alcc.alabama.gov	N	0
34	Montgomery Career Center 1060 East South Boulevard 334-286-1746 montgomery@alcc.alabama.gov michael.watson@alcc.alabama.gov	N	0
35	Alexander City Career Center 1375 Junior College Drive 256-414-6146 AlexanderCity@alcc.alabama.gov julie.wood@alcc.alabama.gov	N	0
36	Goodwill Career Services 5318 Atlanta Highway (334) 215-1708 cpalmer@algoodwill.org jrichardson@algoodwill.org	N	0
37	Alabama Department of Veteran Affairs 100 N Union Street, Ste. 850 (334) 242-5077 brandon.miller@va.alabama.gov.	N	0
38	Alabama Indian Affairs 777 S Lawrence Street (334) 242-2831 aicc@att.net	N	0
39	Huntingdon College 1500 E Fairview Avenue (334) 833-4497 ccv@huntingdon.edu	N	0
40	Montgomery Job Corps Center 1145 Air Base Boulevard (334) 262-8883 morris.jerry@jobcorps.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Central Alabama Opportunities Industrialization Center, Inc 2035 Mobile Road (334) 265-1600 sharper@centralalabamaoic.com	N	0
42	Trenholm State Technical College PO Box 10048 334-420-4200 btowards@trenholmstate.edu mrichardson@trenholmstate.edu	N	0
43	Prattville First Baptist Church 138 S Washington Street 334-365-0606 joebaker1@charter.net	N	0
44	Alabama Department of Rehabilitation Services 602 South Lawrence Street (334) 293-7156 anna.taylor@rehab.alabama.gov	N	0
45	Alabama State University PO Box 271 334-229-5134 mjudkins@alasu.edu	N	0
46	Department of Veterans Affairs VR&E - Montgomery Regional Office Veteran 346 Perry Hill Road 334-213-3383 Coretta.Bozeman@va.gov Jamie.wilder@va.gov	N	0
47	Selma Career Center 1112 Water Avenue (334) 872-0471 selma.careercenter@alcc.alabama.gov clifford.hunter@alcc.alabama.gov	N	0
48	Tuskegee - College of Veterinary Medicine 201 Frederick D Patterson Drive 334-727-8436 vmth@tuskegee.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Columbus Career Center, Georgia Department of Labor 700 Veterans Parkway 706-649-7423 cynthia.pobbig@dol.state.ga.us maurice.marshall@gdol.ga.gov	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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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 24, 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 (HIS) entitled, <i>Understanding Harassment and 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 21, 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 August 10, 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>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	<p>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.</p>
9	Management-level training regarding Diversity, Equity, and Inclusion	<p>On November 29, 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>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.</p>