

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

**EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022**

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 - 29, 32 - 45	1
Account Executive	1 – 29, 30, 32 - 45	30
VP/Market Manager	1-29, 31-45	31

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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	2
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	Employee Referral	N	1
31	Internal Transfer/Promotion	N	1
32	Columbus Career Center, Georgia Department of Labor 700 Veterans Parkway Columbus, GA 31901 706-649-7423 cynthia.pobbig@dol.state.ga.us maurice.marshall@gdol.ga.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Prattville First Baptist Church 138 S Washington Street Prattville, AL 36067 334-365-0606 joebaker1@charter.net	N	0
34	CC Bisbee & Associates 484 Farmington Lane Pike Road, AL 36064 334-281-8344 cbisbee@aol.com	N	0
35	Central Alabama Opportunities Industrialization Center, Inc 2035 Mobile Road Montgomery, AL 36108 (334) 265-1600 sharper@centralalabamaoic.com	N	0
36	Montgomery Job Corps Center 1145 Air Base Boulevard Montgomery, AL 36108 (334) 262-8883 morris.jerry@jobcorps.org	N	0
37	Huntingdon College 1500 E Fairview Avenue Montgomery, AL 36106 (334) 833-4497 ccv@huntingdon.edu	N	0
38	Alabama Indian Affairs 777 S Lawrence Street Montgomery, AL 36104 (334) 242-2831 aicc@att.net	N	0
39	Alabama Department of Veteran Affairs 770 Washington Avenue, #470 Montgomery, AL 36104 rosalind.burrell@va.gov	N	0
40	Still Serving Vets Smiths Station Base Montgomery, AL 36109 334-759-9600 jellis@stillservingveterans.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Goodwill Career Services 5318 Atlanta Highway Montgomery, AL 36109 334-263-4633 cpalmer@algoodwill.org jrichardson@algoodwill.org	N	0
42	Alexander City Career Center 1375 Junior College Drive Alexander City, AL 35010 alexandercity@alcc.alabama.gov julie.wood@alcc.alabama.gov	N	0
43	Montgomery Career Center 1060 East South Boulevard Montgomery, AL 36116 334-286-1746 Apinya.curtis@alcc.alabama.gov cpalmer@algoodwill.org michael.watson@alcc.alabama.gov	N	0
44	Jefferson State Community College One Stop Career Center - Birmingham East 2601 Carson Road Birmingham, AL 35215 205-856-8538 birmingham.careercenter@alcc.alabama.gov tlpayne@jeffstateonline.com	N	0
45	Andalusia Career Center 1000 Dannelly Avenue, LBW Community College Andalusia, AL 36420 334-881-2304 donna.fulford@alcc.alabama.gov james.mitchell@alcc.alabama.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 methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained. Our Market Manager was unable to attend the presentation on May 24 th ; however, watched the recording of the presentation on November 13, 2022.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.</p>
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.</p>
6	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	<p>On June 17, 2022, our SEU’s Operations Manager participated in an Audio and Video Storytelling Camp on the campus of Auburn University-Montgomery. High school and college students from the area were invited to attend and obtain hands-on experience regarding podcasting as well as video and audio production. Prior to attending the Camp on campus, our Operations Manager greeted these students at our radio station studios, gave them a tour of the facilities, provided some audio instruction, and showed them how to record and edit a phone call using Cumulus’s digital software. Once this portion of the “story” concluded, he drove the SEU van to the campus to set up and teach them how to conduct a live broadcast.</p>