

WDLT-FM, WXQW(AM), WABD(FM), WGOK(AM), WBLX-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
Program Director & On-Air Personality	1-30, 32-42	30
Account Executive	1-30, 32 -42	30
Sales Assistant	1-30, 32-42	30

WDLT-FM, WXQW(AM), WABD(FM), WGOK(AM), WBLX-FM
EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023

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	12
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	3
31	Internal Transfer/Promotion	N	0
32	Bay Minette Career Center 201 Faulkner Drive 251-937-4161 Bayminette@alcc.alabama.gov Stephanie.Megie@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	Bishop State 351 North Broad Street 251-405-7000 lmccane@bishop.edu	N	0
35	Fairhope United Methodist Church 155 South Section Street 251-928-1148 office@fairhopeumc.org	N	0
36	CareerSource Escarosa 3670-A North L Street 850-607-8700 kkarshna@escarosa.org	N	0
37	Gulf Coast Career Network Ministry - Ministry Village at Olive 850-475-1104 groberts@ministryvillage.org	N	0
38	Alabama Dept of Rehabilitation Services 2419 Gordon Smith Drive 251-479-8611 jacquelyn.creagh@rehab.alabama.gov	N	0
39	Bishop State Community College Main Campus, 351 North Broad Street Mobile, Alabama 36603-5898 251-405-7005 wbryant@bishop.edu dfelton@bishop.edu	N	0
40	Bishop State Community College 351 North Broad Street 251-405-7052 agreggs@bishop.edu	N	0
41	Goodwill Easter Seals of the Gulf Coast 2448 Gordon Smith Drive 251-471-1581 jean@gesgc.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Mobile Career Center 515 Springhill Plaza Court 251-461-4146 eric.marshall@alcc.alabama.gov Derrick.turner@alcc.alabama.gov	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

WDLT-FM, WXQW(AM), WABD(FM), WGOK(AM), WBLX-FM
EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023

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 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 December 7, 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.
10	Host event reasonably calculated to disseminate information about careers in broadcasting	On September 23, 2023, our SEU hosted the Pet Fest of the Gulf Coast event at Medal of Honor Park in Mobile. Our Market, Digital Sales, and Operations Managers as well as our Program Director, and Account Executives all attended and spoke with interested attendees about the company and employment opportunities within the Mobile SEU. Those interested were offered a QR code to directly apply for a position via our online careers website.
11	Participate in event sponsored by a community organization relating to careers in broadcasting	On November 3, 2023, our Program and Promotions Directors as well as our Account Executives attended the Sister II Sister Women’s Expo, during which they spoke with interested attendees about the company and employment opportunities within the Mobile SEU. Those interested were offered a QR code to directly apply for a position via our online careers website.