

**WDLT-FM, WXQW(AM), WABD(FM), WGOK(AM), WBLX-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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Operations Manager	1-29, 32-38	1
Account Executive	1-30, 32-38	1
Account Executive	1-29, 32-38	8
Sales Assistant	1-29, 32-38	1
Account Executive	1-29, 32-38	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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	6
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	2
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	1
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>CareerSource Escarosa</b> 3670-A North L Street Pensacola, FL 32505 850-607-8700 <a href="mailto:kkarshna@escarosa.org">kkarshna@escarosa.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>CareerSource Escarosa</b> 5723 Highway 90 Milton, FL 32583 850-983-5325 gnelson@careersourceescarosa.com	N	0
34	<b>Fairhope United Methodist Church</b> 155 South Section Street Fairhope, AL 36532 251-928-1148 fairhopecan@gmail.com	N	0
35	<b>Southwest Alabama Partnership for Training and Employment (SWAPTE)</b> 515 Springhill Plaza Court Mobile, AL 36608 (251) 432-0909	N	0
36	<b>Jefferson State Community College One Stop Career Center - Birmingham East</b> 2601 Carson Road Birmingham, AL 35215 205-856-8538 birmingham.careercenter@alcc.alabama.gov tlpayne@jeffstateonline.com	N	0
37	<b>Bay Minette Career Center</b> 201 Faulkner Drive Bay Minette, AL 36507 251-937-4161 Bayminette@alcc.alabama.gov chanda.willis@alcc.alabama.gov	N	0
38	<b>Alabaster Career Center</b> 109 Plaza Circle Alabaster, AL 35007 205-663-2542 ricky.littleton@dir.alabama.gov william.collins@alcc.alabama.gov	N	0
39	<b>Mobile Career Center</b> 515 Springhill Plaza Court Mobile, AL 36608 (251) 461-4447 eric.marshall@alcc.alabama.gov Derrick.turner@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
40	<b>Goodwill Easter Seals of the Gulf Coast</b> 2448 Gordon Smith Drive Mobile, AL 36617 251-471-1581 <a href="mailto:jean@gesgc.org">jean@gesgc.org</a>	N	0
41	<b>Bishop State Community College</b> 351 North Broad Street Mobile, AL 36603 251-405-7052 <a href="mailto:agreggs@bishop.edu">agreggs@bishop.edu</a>	N	0
42	<b>Alabama Dept. of Rehabilitation Services Voc. Rehab.</b> 2419 Gordon Smith Drive Mobile, AL 36617 251-479-8611 <a href="mailto:jacquelyn.creagh@rehab.alabama.gov">jacquelyn.creagh@rehab.alabama.gov</a>	N	0
43	<b>Bay Minette Career Center</b> 201 Faulkner Drive Bay Minette, AL 36507 251-937-4161 <a href="mailto:Bayminette@alcc.alabama.gov">Bayminette@alcc.alabama.gov</a> <a href="mailto:chanda.willis@alcc.alabama.gov">chanda.willis@alcc.alabama.gov</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			9

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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.
<b>2</b>	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.
<b>3</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers 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 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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding Diversity, Equity, and Inclusion	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, what are the types of Unconscious Bias and how do we overcome it.
5	Management-level training regarding Diversity, Equity, and Inclusion	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.
6	Participate in event sponsored by a community organization relating to careers in broadcasting	On February 23, 2022, our SEU’s Promotions Director and an Account Executive attended the Public Relations Council of Alabama Media Panel luncheon which took place at the Heron Lakes Country Club. They spoke to those in attendance about the Company, the radio business, and employment opportunities within the Mobile SEU as well as with Cumulus Media throughout the country.
7	Participate in event reasonably calculated to disseminate information about careers in broadcasting	On October 28, 2022, our SEU’s Operations Manager and Promotions Director attend the Greater Gulf State Fair. They set up and occupied SEU vehicles at the Fair and talked with interested attendees about the Company and the opportunities available for a future career in broadcasting, emphasizing the availability of sales, promotions, and programming positions within the Mobile SEU.
8	Participate in event sponsored by a community organization relating to careers in broadcasting	On September 3 and 4, 2022, our Market Manager, Operations Manager, Promotions Director, On Air Personalities, and Account Executives attended the Sister II Sister Women’s Expo, during which they spoke with interested attendees about employment opportunities within the Mobile SEU.