

WHBX(FM), WWLD(FM), WGLF(FM), and WBZE(FM)
EEO PUBLIC FILE REPORT
October 1, 2023 – September 30, 2024

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
Market Account Executive	1 - 29, 33 - 37, 40 - 48	1
Market Account Executive	1 - 30, 35 - 37, 40 - 41, 48	30
Digital Account Executive	1 - 29, 33 - 37, 40 - 48	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	21
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
16	Diversity in Jobs www.diversityinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	1
31	Internal Transfer/Promotion	N	0
32	Cairo Career Center, Georgia Department of Labor 225 5th Street, N.E. Cairo, GA 39828 229-377-6526 charlene.brinson@gdol.ga.gov debbie.baird@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	Bainbridge Career Center, Georgia Department of Labor 310 South Scott Street Bainbridge, GA 39819 229-248-2618 Bainbridge_cc@gdol.ga.gov Kendrick.duncan@gdol.ga.gov	N	0
34	Capital Area Community Action 309 Office Plaza Drive Tallahassee, FL 32301 850-222-2043 melissa.watson@cacaainc.org	N	0
35	Tallahassee Community College Career Center 444 Appleyard Dr Tallahassee, FL 32304 (850) 201-6200 careercenter@tcc.fl.edu	N	0
36	Goodwill Industries Â– Big Bend, Inc. 300 Mabry Street Tallahassee, FL 32304 daustin@goodwillbigbend.com	N	0
37	Miami Dade Business Leadership Network C/O Wilson Resources Tallahassee, FL 32305 850-386-2022 lesliew@wilres.com	N	0
38	CareerSource Capital Region 2601 Blair Stone Road Building C, Suite 200 Tallahassee, FL 32301 850-922-0023 donna.shell@wfplus.org donna.washington@wfplus.org	N	0
39	CareerSource Capital Region 1140 W. Clark Street Quincy, FL 32351 850-875-4040 brenda.davis@careersourcecapitalregion.com info@careersourcecapitalregion.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	CareerSource Chipola One-Stop Career Center 4636 Highway 90 East, Suite E Marianna, FL 32446 850-718-0326 myra.rowe@careersourcechipola.com Renee.Day@careersourcenorthflorida.com christopher.bailey@careersourcechipola.com	N	0
41	Refuge House PO Box 20910 850-922-6062 info@refugehouse.com	N	0
42	Agency for Persons with Disabilities – Tallahassee 4030 Esplanade Way AP info@apdcares.org	N	0
43	Florida Agricultural and Mechanical University (FAMU) 1610 S. Martin Luther King Boulevard 850-599-3909 Kindrea.Hill@famuedu , Shereada.harrell@famuedu	N	0
44	Florida Agricultural and Mechanical University (FAMU) 640 Gamble Street 8 50.599-3180 deborah.sullivan@famuedu	N	0
45	Lighthouse of the Big Bend 3071 Highland Oaks Terrace 850-942-3658x210 wwarner@lighthousebigbend.org	N	0
46	The Able Trust 117 W. Duval Street, Suite 205 850-224-4493 guenevere@abletrust.org	N	0
47	US Dept Veteran Affairs - Vet Center 2002 Old St. Augustine Road 850-942-8810 tiffany.hill2@va.gov	N	0
48	Capital Area Community Action 309 Office Plaza Drive 850-222-2043	N	0
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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 months of October and 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.
2	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.
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 2024, 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 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Managing through the Lens of Inclusion . This session was designed as a Leadership Lab—a 60-minute session to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Empathetic Leadership. This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “Empathetic Leadership: Cultivating Trust & Inclusion,” and introduce tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.</p>
8	Management-level training regarding Diversity, Equity, and Inclusion	<p>Between August 12th and August 23rd, 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.</p>
9	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On August 14, 2024, our SEU’s 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 VP, Human Resources 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.</p>
10	Participate in and Promote Job Fair	<p>On January 9, 2024, our SEU participated in a Part-Time Job and Internship Fair sponsored by Florida State University which took place on its campus. This event was promoted on all SEU stations. Our Promotions Director and one of our Account Executives attended the Fair and spoke with students/attendees about career and internship opportunities in the radio/broadcasting industry. Interested candidates were directed to Cumulus.com to apply for available positions.</p>

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11	Participate in and Promote Job Fair	On January 16, 2024, our SEU participated in a STEM Resume Cafe sponsored by Florida A&M University and Florida State University (“FSU & FAMU”) which took place at the FSU & FAMU School of Engineering in Tallahassee. This event was promoted on all SEU stations. Members of our Sales & Marketing team set-up a vendor booth at the event and spoke with students/attendees about engineering opportunities within our SEU and in the radio/broadcasting industry.
12	Participate in and Promote Virtual Job Fair	Our SEU hosted a virtual job fair throughout this reporting period. Given the current environment, our SEU decided to use the powerful combination of radio, digital and a virtual hiring event to showcase local businesses and their open positions. This Fair was promoted on all five (5) of our stations.