

WROK-FM, WHKR(FM), WLZR(AM), WAOA-FM
EEO PUBLIC FILE REPORT
October 1, 2024 – September 30, 2025

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 |
|----------------------------|--|-------------------------------|
| Multimedia Account Manager | 1-32 | 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 | 1 |
| 2 | Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com | N | 2 |
| 3 | Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm | N | 0 |
| 4 | LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/ | N | 0 |
| 5 | Abilities in Jobs www.abilitiesinjobs.com | N | 0 |
| 6 | Disabled Person www.disAbledperson.com | N | 0 |
| 7 | Job Opportunities for Disabled Veterans www.JOFDAV.com | N | 0 |
| 8 | Veteran Job Center www.veteranjobcenter.com | N | 0 |
| 9 | Disabled Job Seekers www.disabledjobseekers.com | N | 0 |
| 10 | Diversity in Jobs www.diversityinjobs.com | N | 0 |
| 11 | US Diversity Job Search www.usdiversityjobsearch.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 | Seniors in Jobs www.seniorsinjobs.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|--|--|---|
| 17 | Women in Jobs www.womeninjobs.com | N | 0 |
| 18 | Hire Black www.hireblack.com | N | 0 |
| 19 | African American Job Search www.africanamericanjobsearch.com | N | 0 |
| 20 | Asian Job Search www.asianjobsearch.com | N | 0 |
| 21 | Hispanic Job Exchange www.hispanicjobexchange.com | N | 0 |
| 22 | LGBT Job Search www.lgbtjobsearch.com | N | 0 |
| 23 | Seniors to Work www.seniorstowork.com | N | 0 |
| 24 | Veterans Memorial Center 400 S Sykes Creek Parkway Merritt Island, FL 32922 3214531776 forestbvc@bellsouth.net | N | 0 |
| 25 | Space Coast Center For Independent Living 803 N Fiske Boulevard Cocoa Beach, FL 32922 321-784-9008 llfowler@bellsouth.net | N | 0 |
| 26 | Brevard Achievement Center Inc. 1845 Cogswell Street Rockledge, FL 32955 321-632-8610 jnederhoed@bacbrevard.com | N | 0 |
| 27 | Brevard Achievement Center 1845 Cogswell Street Rockledge, FL 32955 321-632-8610 ext. 228 rgramolini@bacbrevard.com | N | 0 |
| 28 | Bridges BTC, Inc. 1694 Cedar Street Rockledge, FL 32955 321-690-3464 ext 21 dcooke@mybridges.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|---|--|---|
| 29 | Promise Inc. 4105 Norfolk Parkway Melbourne, FL 32904 321-536-7062 betsy@promiseinbrevard.com | N | 0 |
| 30 | DOD SkillBridge Remote, FL 00000 (866)-755-2734 dodskillbridgeac@astoncarter.com | N | 0 |
| 31 | CareerSource Brevard - One-Stop Career Center Country Club Plaza, 5275 Babcock Street Northeast Palm Bay, FL 32905 321-504-7600 jlasser@careersourcebrevard.com dgonzales@careersourcebrevard.com | N | 0 |
| 32 | Employee Referral | N | 2 |
| 33 | Internal Transfer/Promotion | N | 0 |
| | | | 5 |

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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 | During the first half of December 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, Perpetuating Allyship . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ Perpetuating Allyship ” and introduced tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do's and don'ts about allyship. |
| 2 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination | Between December 16 th and 20 th , 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 Perpetuating Allyship session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December 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 |
|---|--|---|
| 3 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment | During the months of April and May of 2025, 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. |
| 4 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination | During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging, Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else’s point of view, and the benefits of seeking common ground for the sake of unity. |
| 5 | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination | On August 20, 2025, 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. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|---|---|
| 6 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination | During the months of August and September 2025, our SEU's Market Manager and HR Business Partner were required to participate in a facilitated session and presentation conducted by CultureAlly, entitled, Emotional Safety & Inclusive Workspaces. This 90-minute session explored the essential role of emotional safety in creating healthy workplace relationships and inclusive environments. Participants learned how emotional safety impacts team dynamics and gained practical tools to improve communication, navigate challenges, and foster collaboration. The session empowered participants to build a culture where everyone feels valued and able to contribute. |
| 7 | Participate in event sponsored by an educational institution related to careers in broadcasting | On September 5, 2025, our WROK Program Director was invited by Full Sail University to address students in its Dan Patrick School of Sportscasting. During his presentation he discussed what he does day-to-day as a Program Director, what is involved in performing a radio show, how to be a versatile broadcaster on and off the air, and shared ideas about how to break into the broadcasting business. His talk concluded with a question-and-answer session. |