

**WDLT-FM, WXQW(AM), WABD(FM), WGOK(AM), WBLX-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2024 – November 30, 2025**

**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> |
|---------------------------------|--------------------------------------------------------|---------------------------|
| Market Account Executive        | 1 – 30                                                 | 4                         |
| Market Account Executive        | 1 – 30                                                 | 1                         |
| Market Account Executive        | 1 – 31                                                 | 31                        |
| Market Account Executive        | 1 – 30                                                 | 2                         |
| Senior Market Account Executive | 1 – 30                                                 | 2                         |

**WDLT-FM, WXQW(AM), WABD(FM), WGOK(AM), WBLX-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2024 – November 30, 2025**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

| <b>RS<br/>Number</b> | <b>RS Information</b>                                                                                                                           | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 1                    | <b>Cumulus Careers Website</b><br><a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>                        | N                                                                    | 16                                                                          |
| 2                    | <b>Indeed Website</b> <i>(not directly contacted by SEU)</i><br><a href="http://www.indeed.com">www.indeed.com</a>                              | N                                                                    | 2                                                                           |
| 3                    | <b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i><br><a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a> | N                                                                    | 0                                                                           |
| 4                    | <b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i><br><a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>            | N                                                                    | 1                                                                           |
| 5                    | <b>Abilities in Jobs</b><br><a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>                                                | N                                                                    | 0                                                                           |
| 6                    | <b>Disabled Person</b><br><a href="http://www.disAbledperson.com">www.disAbledperson.com</a>                                                    | N                                                                    | 0                                                                           |
| 7                    | <b>Job Opportunities for Disabled Veterans</b><br><a href="http://www.JOFDAV.com">www.JOFDAV.com</a>                                            | N                                                                    | 0                                                                           |
| 8                    | <b>Veteran Job Center</b><br><a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>                                             | N                                                                    | 0                                                                           |
| 9                    | <b>Disabled Job Seekers</b><br><a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>                                       | N                                                                    | 0                                                                           |
| 10                   | <b>Diversity in Jobs</b><br><a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>                                                | N                                                                    | 0                                                                           |
| 11                   | <b>US Diversity Job Search</b><br><a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>                                | N                                                                    | 0                                                                           |
| 12                   | <b>Asian in Jobs</b><br><a href="http://www.asianinjobs.com">www.asianinjobs.com</a>                                                            | N                                                                    | 0                                                                           |
| 13                   | <b>Black In Jobs</b><br><a href="http://www.blackinjobs.com">www.blackinjobs.com</a>                                                            | N                                                                    | 0                                                                           |
| 14                   | <b>Hispanic In Jobs</b><br><a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>                                                   | N                                                                    | 0                                                                           |
| 15                   | <b>LGBTQ In Jobs</b><br><a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>                                                            | N                                                                    | 0                                                                           |
| 16                   | <b>Seniors in Jobs</b><br><a href="http://www.seniorsinjobs.com">www.seniorsinjobs.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> |
|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 17               | <b>Women in Jobs</b><br><a href="http://www.womeninjobs.com">www.womeninjobs.com</a>                                                                                                                                         | N                                                        | 0                                                               |
| 18               | <b>Hire Black</b><br><a href="http://www.hireblack.com">www.hireblack.com</a>                                                                                                                                                | N                                                        | 0                                                               |
| 19               | <b>African American Job Search</b><br><a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>                                                                                                 | N                                                        | 0                                                               |
| 20               | <b>Asian Job Search</b><br><a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>                                                                                                                                | N                                                        | 0                                                               |
| 21               | <b>Hispanic Job Exchange</b><br><a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>                                                                                                                 | N                                                        | 0                                                               |
| 22               | <b>LGBT Job Search</b><br><a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>                                                                                                                                   | N                                                        | 0                                                               |
| 23               | <b>Seniors to Work</b><br><a href="http://www.seniorstowork.com">www.seniorstowork.com</a>                                                                                                                                   | N                                                        | 0                                                               |
| 24               | <b>Andalusia Career Center</b><br>212 South Three Notch Street<br>Andalusia, AL 36420<br>334-328-6739<br>enterprise@alcc.alabama.gov                                                                                         | N                                                        | 0                                                               |
| 25               | <b>Bay Minette Career Center</b><br>201 Faulkner Drive<br>Bay Minette, AL 36507<br>251-937-4161<br>Bayminette@alcc.alabama.gov<br>Stephanie.Megie@alcc.alabama.gov                                                           | N                                                        | 0                                                               |
| 26               | <b>Jefferson State Community College One Stop Career Center - Birmingham East</b><br>2601 Carson Road<br>Birmingham, AL 35215<br>205-856-8538<br>birmingham.careercenter@alcc.alabama.gov<br>Roderick.Royal@alcc.alabama.gov | 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> |
|------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 27               | <b>Bishop State Community College</b><br>351 North Broad Street<br>Mobile, AL 36603-5898<br>251-405-7000<br>lmccane@bishop.edu<br>251-405-7005<br>wbryant@bishop.edu<br>dfelton@bishop.edu<br>251-405-7052<br>agreggs@bishop.edu | N                                                        | 0                                                               |
| 28               | <b>Fairhope United Methodist Church</b><br>155 South Section Street<br>Fairhope, AL 36532<br>251-928-1148<br>office@fairhopeumc.org                                                                                              | N                                                        | 0                                                               |
| 29               | <b>Alabama Dept of Rehabilitation Services Voc Rehab</b><br>2419 Gordon Smith Drive<br>Mobile, AL 36617<br>251-479-8611<br>jacquelyn.creagh@rehab.alabama.gov                                                                    | N                                                        | 0                                                               |
| 30               | <b>Goodwill Easter Seals of the Gulf Coast</b><br>2448 Gordon Smith Drive<br>Mobile, AL 36617<br>251-471-1581<br>jean@gesgc.org                                                                                                  | N                                                        | 0                                                               |
| 31               | <b>Employee Referral</b>                                                                                                                                                                                                         | N                                                        | 1                                                               |
| 32               | <b>Internal Transfer/Promotion</b>                                                                                                                                                                                               | N                                                        | 0                                                               |
|                  |                                                                                                                                                                                                                                  |                                                          | 20                                                              |

**WDLT-FM, WXQW(AM), WABD(FM), WGOK(AM), WBLX-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2024 – November 30, 2025**

**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(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 | 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, <b>Perpetuating Allyship</b> . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ <b>Perpetuating Allyship</b> ” 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. |
| <b>2</b> | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination | Between December 16 <sup>th</sup> and 20 <sup>th</sup> , 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 <b>Perpetuating Allyship</b> 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<br>(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</i> , <i>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.                                                                                                                                                                                                                                                                                                                                                                                                                                         |

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>                                                            | <b>Brief Description of Activity</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|----------|-----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>6</b> | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination | On August 27, 2025, or September 17, 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.                                                                                                                                                                                                   |
| <b>7</b> | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination | During the months of November and December 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, Where Every Voice Matters: Inclusivity Series – Volume Two, which was presented in three (3) segments: The Powerful Force of Empathy; Listening to Understand; and the Benefits of Small Kindness: Using Micro-Affirmations. These sessions explored the difference between empathy and sympathy, emphasizing how empathetic listening can strengthen trust in relationships. It introduced micro-affirmations—small, consistent acts of kindness—as a practical way to build inclusive communities. Participants learned how to listen more effectively and incorporate these tools into daily routines for personal and professional growth. |
| <b>8</b> | Host event reasonably calculated to disseminate information about careers in broadcasting                             | On March 22, 2025, our SEU hosted a Pet Adoption Event at the Mobile County Animal Shelter in Mobile. Our Market 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 apply for a position via our online careers website.                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>9</b> | Host event reasonably calculated to disseminate information about careers in broadcasting                             | On October 11, 2025, our SEU hosted a Pet Adoption Event at the Mobile County Animal Shelter in Mobile. Our Market Manager, 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 apply for a position via our online careers website.                                                                                                                                                                                                                                                                                                                                                                                                                                                 |