

WHBX(FM), WWLD(FM), WGLF(FM), and WBZE(FM)
EEO PUBLIC FILE REPORT
October 1, 2025 – September 30, 2026

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
Sales Assistant	1-4, 27	27
Market Account Executive	1-4, 12, 26-27	27

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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	1
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 Job Seekers www.disabledjobseekers.com	N	0
7	Disabled Person www.disAbledperson.com	N	0
8	Diversity in Jobs www.diversityinjobs.com	N	0
9	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
10	US Diversity Job Search www.usdiversityjobsearch.com	N	0
11	Veteran Job Center www.veteranjobcenter.com	N	0
12	Miami Dade Business Leadership Network C/O Wilson Resources Tallahassee, FL 32305 850-386-2022 lesliew@wilres.com	N	0
13	Goodwill Industries Â– Big Bend, Inc. 300 Mabry Street Tallahassee, FL 32304 daustin@goodwillbigbend.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Tallahassee Community College Career Center 444 Appleyard Drive Tallahassee, FL 32304 8502016200 careercenter@tcc.fl.edu	N	0
15	Refuge House PO Box 20910 Tallahassee, FL 32304 850-922-6062 info@refugehouse.com	N	0
16	Bainbridge Career Center 310 South Scott Street Bainbridge, GA 39819 229-248-2618 Bainbridge_cc@gdol.ga.gov Kendrick.duncan@gdol.ga.gov	N	0
17	Agency for Persons with Disabilities - Tallahassee 4030 Esplanade Way Tallahassee, FL 32399 APD.info@apdcares.org	N	0
18	CareerSource Capital Region 3278 Crawfordville Highway Crawfordville, FL 32327 850-926-0980 brenda.davis@careersourcecapitalregion.com info@careersourcecapitalregion.com	N	0
19	Florida Agricultural and Mechanical University (FAMU) The C.C. Cunningham Career and Professional Development Center, The Commons, Room 104 610 S. Martin Luther King Boulevard Tallahassee, FL 32307 850-599-3909 Kindrea.Hill@famuedu Shereada.harrell@famuedu	N	0
20	Florida Agricultural and Mechanical University (FAMU) 640 Gamble Street Tallahassee, FL 32307 850.599-3180 deborah.sullivan@famuedu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Lighthouse of the Big Bend 3071 Highland Oaks Terrace Tallahassee, FL 32301 850-942-3658x210 wwarner@lighthousebigbend.org	N	0
22	The Able Trust 117 W. Duval Street, Suite 205 Tallahassee, FL 32308 850-224-4493 guenevere@abletrust.org	N	0
23	US Dept Veteran Affairs - Vet Center 2002 Old St. Augustine Road Tallahassee, FL 32301 850-942-8810 tiffany.hill2@va.gov	N	0
24	CareerSource Capital Region 2601 Blair Stone Road Tallahassee, FL 32301 850-922-0023 info@careersourcecapitalregion.com	N	0
25	CareerSource Capital Region 1140 W. Clark Street Quincy, FL 32351 850-875-4040 info@careersourcecapitalregion.com	N	0
26	The Able Trust 3320 Thomasville Road, Suite 200 Tallahassee, FL 32308 guenevere@abletrust.org	N	0
27	Employee Referral	N	2
28	Internal Transfer/Promotion	N	0
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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 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, <i>Where Every Voice Matters: Inclusivity Series – Volume Two</i> , which was presented in three (3) segments: <i>The Powerful Force of Empathy</i> ; <i>Listening to Understand</i> ; and <i>the Benefits of Small Kindness: Using Micro-Affirmations</i> . These sessions explored the difference between empathy and sympathy, emphasizing how empathetic listening can strengthen trust in relationships. They 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.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	During the months of May and June of 2026, this SEU participated in additional training. Certain hiring managers as well as certain staff members completed the Health & Safety Institute (HSI) on-line course, <i>Importance of Trust and Integrity</i> . These segments explored the core components of trust—integrity, follow-through, consistency, loyalty, and openness—and highlighted why integrity sits at the heart of effective organizations. They also explained how trust drives better everyday decisions, stronger collaboration, and healthier, more productive teams.

	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 May and June of 2026, our SEU participated in harassment prevention training. Certain hiring managers as well as certain staff members completed a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Harassment Prevention and the Respectful Workplace</i> . These sessions helped employees at all levels understand workplace harassment and explained how to build a stronger, more respectful, work environment through concise overviews and reflection opportunities that deepened knowledge and awareness. By empowering employees to recognize, prevent, and address harassment, the course supported the creation of a workplace that is not only harassment-free, but also collaborative, supportive, and engaging. 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 concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 13, 2026, our SEU's 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 & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were re-examined and reinforced, after which questions were entertained. Our Market Manager viewed this recorded session and associated Power Point presentation on September 25, 2026.
5	Participate in Job Fair	On September 24, 2026, our SEU participated in the Seminole Futures Job and Internship Fair sponsored by the Florida State University Career Center at the Donald Tucker Civic Center. Our SEU's Market Manager and Sales Assistant attended the Fair and spoke with attendees about career and internship opportunities in the radio/broadcasting industry. Interested candidates were directed to Cumulus.com to apply for available positions.