

**WGRF(FM), WEDG(FM), WHTT-FM, WBBF(AM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2025 – January 31, 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
Sr. Account Executive	1-24	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	1
2	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.indeed.com">www.indeed.com</a>	N	0
3	<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
4	<b>LinkedIn Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	3
5	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
6	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
7	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFAV.com">www.JOFAV.com</a>	N	0
8	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
9	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
10	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
11	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.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
16	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
18	<b>Hire Black</b> <a href="http://www.hireblack.com">www.hireblack.com</a>	N	0
19	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
20	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
21	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
22	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
23	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
24	<b>ZipRecruiter</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	N	2
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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	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 and 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.
2	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, and 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.
3	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 (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>4</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>5</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>6</b>	Host Job Fair	On March 6, 2025, our SEU hosted the Cumulus Career Expo at Buffalo Riverworks in Buffalo, New York. Our SEU organized this event, solicited local employers, was involved in all aspects of this Fair, and participated as one of the local employers. Our Digital Sales Manager and Promotions Director were available to speak with attendees about the company, careers opportunities in radio broadcasting, and current job openings. This event was promoted on all SEU stations and websites as well as on social media.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
7	Host Job Fair	<p>On November 12, 2025, our SEU hosted the 716 Job Fair at the Marriott in Buffalo, New York. Our SEU organized this event, solicited local employers, was involved in all aspects of this Fair, and participated as one of the local employers. Our Digital Sales Manager and Promotions Director were available to speak with attendees about the company, careers opportunities in radio broadcasting, and current job openings. This event was promoted on all SEU stations and websites as well as on social media.</p>