

WJCL-FM, WEAS-FM, WTYB (FM), WIXV (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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
MultiMedia Account Executive	1 – 31	31

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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	0
2	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
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	Savannah Career Center 5520 White Bluff Road Savannah, GA 31405 912-356-2773 sbadger@worksourcega.org derek.jackson@gdol.ga.gov	N	0
25	Savannah Technical College 5717 White Bluff Road Savannah, GA 31405 912-443-5700 jkeevy@savannahtech.edu	N	0
26	Fort Stewart ACAP Center 976 William H. Wilson Avenue Bldg. 621, Room 216 Fort Stewart, GA 31314 912-767-8810 michelle.y.gaines.ctr@mail.mil	N	0
27	Georgia Vocational Rehabilitation Agency - Savannah Oglethorpe Office Park 450 Mall Boulevard, Suite B Savannah, GA 31406 912-356-2226 john.cheek@gvs.ga.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Savannah State University 3219 College Street Savannah, GA 31404 912-358.3146 rilesj@savannahstate.edu	N	0
29	United Way Coastal Empire 428 Bull Street Savannah, GA 31401 912-651-7702 dthompson@uwce.org	N	0
30	Savannah One-Stop Center 7216 Skidaway Road Savannah, GA 31406 912-354-6174 ContactWSC@savannahga.gov Shawanda.Perry@savannahga.gov	N	0
31	Employee Referral	N	3
32	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 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</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.

	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	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.
7	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: Video Series, 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.
8	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On February 19, 2025, our SEU's Assistant Program Director ("APD")/On-Air Personality ("OAP") participated in the Real Men Read event at JHC Butler Elementary School in Savannah, GA. This annual event reinforces the importance of reading and introduces the students to role models from the community who are willing to share the significance of reading in their personal and professional lives. During the event, our APD/OAP read to the 5 th grade students and talked about his career in the radio industry, what it is like to work at a radio station, and the career opportunities available in radio broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On March 7, 2025, our SEU's Assistant Program Director/On Air Personality participated in Career Week at Hesse K-8 School in Savannah, GA, during which he spoke with 8th grade students about his radio career. He shared stories about what it is like to work at a radio station, explained that there are a variety of career opportunities available in radio broadcasting, and described some. He enjoyed addressing all the questions the students had about the business.
10	Participate in Job Fair	On September 25, 2025, our SEU participated in the Savannah Area Chamber of Commerce Job Fair. Our Programming Director, Digital Sales Manager, Account Executives, and Sales Assistant participated in this event, which took place at the Kehoe Ironworks Building in Savannah, GA. Our representatives talked with interested attendees about job openings within our SEU as well as the various career opportunities available in broadcasting and the education/skill set(s) necessary for success in the radio business.
11	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On September 30, 2025, our SEU's Program Director participated in Literacy Night at Garden City Elementary in Garden City, GA, during which he read to the students and talked about his career in the radio industry and what it is like to work at a radio station. He encouraged students interested in a career in broadcasting to begin now by just plain reading out loud every day.