

**WUHT(FM), WJQX(FM), WJOX-FM, WAPI(FM), WZRR(FM),
WJOX(AM)**

**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
Market Account Executive	1 – 47	47
Market Account Executive	1 – 47, 49	4
Account Executive	1 – 46	1
Market Account Executive	1 – 46	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	16
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	2
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
16	Seniors in Jobs www.seniorsinjobs.com	N	0
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	Lawson State Community College 3060 Wilson Road SW Birmingham, AL 35221 205-929-6384 ahaley@lawsonstate.edu	N	0
25	United Way of Central Alabama, Inc 3600 8th Avenue South Birmingham, AL 35222 205-458-2021 tcavert@uwca.org	N	0
26	Hispanic Interest Coalition of Alabama 260 F West Valley Avenue Birmingham, AL 35209 205-942-5505 info@hispanicinterest.org	N	0
27	Camp Fire USA 106 Oxmoor Road Birmingham, AL 35209 205-324-2434 sdozier@campfire-al.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Disability Rights & Resources 1418 6th Avenue N. Birmingham, AL 35203 205-815-6152 dan.kessler@dradvocates.org	N	0
29	UAB Disability Support Services 9th Avenue Office Building Birmingham, AL 35224 asolomon@uab.edu	N	0
30	Alabama Dept of Rehabilitation Services 236 Goodwin Crest Drive Homewood, AL 35209 205- 290-4458 Leslie.dawson@rehab.alabama.gov	N	0
31	Alabama Goodwill Industries 2350 Green Springs Highway Birmingham, AL 35205 205-323-6331 nfo@alabamagoodwill.org	N	0
32	Jefferson State Community College - Birmingham East 2601 Carson Road Birmingham, AL 35215 205-856-8538 birmingham.careercenter@alcc.alabama.gov Roderick.Royal@alcc.alabama.gov	N	0
33	Birmingham Career Center 3440 3rd Avenue South Birmingham, AL 35222 205-254-1300 birmingham@alcc.alabama.gov Roderick.Royal@alcc.alabama.gov	N	0
34	Alabaster Career Center 109 Plaza Circle 205-663-2542 Alan.Hahn@alcc.alabama.gov alabaster@alcc.alabama.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Birmingham Urban League 1229 3rd Avenue North Birmingham, AL 35203 205-326-0162 info@birminghamul.org	N	0
36	University of Alabama – Tuscaloosa 2nd Street at Ridgecrest Drive Tuscaloosa, AL 35401 (205) 348-7501 career@ua.edu	N	0
37	Aletheia House 201 Finley Avenue West Birmingham, AL 35204 2053246502 kkennedy@specialkindofcaring.org	N	0
38	Hispanic Interest Coalition of Alabama (HICAÓ) 117 Southcrest Drive Birmingham, AL 35209 205.942.5505 Ksmith@hicaalabama.org	N	0
39	Jefferson State Community College 2601 Carson Road Birmingham, AL 35215 (205) 856-8588 tlpayne@jeffersonstate.edu	N	0
40	Southern AIDS Coalition (SAC) 3521 7th Avenue S, #100 Birmingham, AL 35222 205-918-8230 admin@southernaidscoalition.org	N	0
41	The Horizons School 2018 15th Avenue South Birmingham, AL 35205 205-322-6606 mlatulipe@horizonsschool.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	The University of Alabama at Birmingham Disability Services 1720 2nd Avenue South OB9A Ste. 100 Birmingham, AL 35294 205-934-4205 asolomon@uab.edu	N	0
43	University of Alabama in Birmingham 1720 2nd Avenue South Birmingham, AL 35294 2059348221 btwright@uab.edu	N	0
44	Veterans Affairs, Dept. of VA Vocational Rehabilitation & Employment 950 22nd Street North, Suite 777 (205) 731-0037 Alma.Burroughs@VA.gov	N	0
45	Oneonta Career Center 1720 2nd Avenue South Birmingham, AL 35294 2059348221 btwright@uab.edu	N	0
46	ABLE Network 236 Goodwin Crest Drive Birmingham, AL 35219 205- 907-5920 alabamablndiversity@yahoo.com	N	0
47	Employee Referral	N	2
48	Internal Transfer/Promotion	N	0
49	University of Alabama Broadcasting Connections Mixer <i>(See Section III)</i>	N	2
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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: 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
8	Participate in event sponsored by or on behalf of an educational institution regarding careers in broadcasting	On September 16, 2025, our SEU's Market Manager was invited to participate in the University of Alabama's Career Fair Connections Mixer, during which he shared information with students and alumni about the company, open positions within the organization, and what it takes to be successful in media.
9	Participate in event sponsored by or on behalf of an educational institution regarding careers in broadcasting	On October 22, 2025, our SEU's Market and Sales Managers were invited to speak to attendees at the Broadcaster's at Bama: Career Roundtable which convened in the University of Alabama's Gorgas Library Room. They spoke with students and alumni about careers in broadcasting and changes the industry is experiencing in hiring patterns.