

WMGB(FM), WLZN(FM), WDEN-FM, WMAC(AM), WPEZ(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
Account Executive	1 – 39	39

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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	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
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	Columbus Career Center, Georgia Department of Labor 700 Veterans Parkway Columbus, GA 31901 706-649-7423 Columbus_cc@gdol.ga.gov mdavis@tcsg.edu	N	0
25	Houston County Career Center, Georgia Department of Labor 96 Cohen Walker Drive Warner Robins, GA 31088 478-988-7130 Houston_CC@gdol.ga.gov Ricky.Manning@gdol.ga.gov	N	0
26	Macon Career Center, Georgia Department of Labor 3090 Mercer University Drive Macon, GA 31204 478-751-6164 Macon_CC@gdol.ga.gov bobby.cowart@gdol.ga.gov	N	0
27	Middle Georgia Consortium, Inc. 124 Osgian Boulevard, Suite A Warner Robins, GA 31095 478-953-4771 dmcrac@mgwis.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Georgia Department of Labor - Cobb - Cherokee 465 Big Shanty Road Marietta, GA 30066 770-590-6607 Eugene.Mincey@gdol.ga.gov	N	0
29	Goodwill Industries - The Job Connection 5171 Eisenhower Parkway Macon, GA 31206 478-475-9995 sbledsoe@goodwillworks.org	N	0
30	Chinmaya Mission Middle Georgia 129 Lake Front Drive Warner Robins, GA 31088 770-667-5258 atlanta@chinmayamission.org	N	0
31	Disabled American Veterans Dept of Georgia 4462 Houston Avenue Macon, GA 31206 478-781-7336 gadavdept@gmail.com	N	0
32	Fort Valley State University 1005 State University Drive Fort Valley, GA 31030 478-825-6350 barcado.styles@fvsu.edu	N	0
33	Georgia Veterans of Foreign Wars P.O. Box 3025 4952 Columbus Road Macon, GA 31201 478-474-3737 adj@vfwga.com	N	0
34	Georgia Vocational Rehabilitation Agency - Warner Robbins 103 Jim Mason Court Warner Robbins, GA 31088 478-953-1095 Sacajawea.Cooper@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
35	Georgia Vocational Rehabilitation Agency - Macon 3586 Riverside Drive, Suite B P.O. Box 7839 Macon, GA 31210 478-757-4080 Darreth.Roby@gvs.ga.gov	N	0
36	Mercer University - Walter F George School of Law 1021 Georgia Avenue Macon, GA 31201 478-301-2601 martin_hl@law.mercer.edu	N	0
37	Veterans of Foreign Wars - Department of GA - Macon P.O. Box 3025 Macon, GA 31206 487-474-3737 adjgavfw@yahoo.com	N	0
38	Georgia Veterans of Foreign Wars P.O. Box 3025 4952 Columbus Road Macon, GA 31205 478-474-3737 adj@vfwga.com	N	0
39	Employee Referral	N	1
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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, 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	Host Job Fair	On November 17, 2025, our SEU hosted an online job fair. 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 Market Manager was available to speak with attendees about the company, careers opportunities in radio broadcasting, and current job openings.
9	Host Open House	On November 25, 2025, our SEU hosted an open house at our facilities. Our Market Manager was available to welcome and talk with attendees about the company, careers opportunities in radio broadcasting, and current job openings. He also conducted a tour of the studios and answered questions about the operational and business aspects of broadcasting.