

**WMXS(FM), WLWI-FM, WMSP(AM), WAFX(FM),
and WHHY-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
Market Account Executive	1 – 39, 42	42
Market Account Executive	1 – 39	2

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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	2
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Andalusia Career Center 212 South Three Notch Street Andalusia, AL 36420 334-328-6739 enterprise@alcc.alabama.gov	N	0
25	Jefferson State Community College One Stop Career Center - Birmingham East 2601 Carson Road Birmingham, AL 35215 205-856-8538 birmingham.careercenter@alcc.alabama.gov Roderick.Royal@alcc.alabama.gov	N	0
26	Montgomery Career Center 1060 East South Boulevard Montgomery, AL 36116 334-286-1746 montgomery@alcc.alabama.gov michael.watson@alcc.alabama.gov	N	0
27	Selma Career Center 1112 Water Avenue Selma, AL 36703 334-872-0471 selma@alcc.alabama.gov clifford.hunter@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
28	Alexander City Career Center 1375 Junior College Drive Alexander City, AL 35010 256-414-6146 AlexanderCity@alcc.alabama.gov julie.wood@alcc.alabama.gov	N	0
29	Goodwill Career Services 5318 Atlanta Highway Montgomery, AL 36109 334-215-1708 cpalmer@algoodwill.org jrichardson@algoodwill.org	N	0
30	Huntingdon College 1500 E Fairview Avenue Montgomery, AL 36106 334-833-4497 ccv@huntingdon.edu	N	0
31	Montgomery Job Corps Center 1145 Air Base Boulevard Montgomery, AL 36108 334-262-8883 morris.jerry@jobcorps.org	N	0
32	Central Alabama Opportunities Industrialization Center, Inc 2035 Mobile Road Montgomery, AL 36108 334-265-1600 sharper@centralalabamaoic.com	N	0
33	Trenholm State Technical College PO Box 10048 Montgomery, AL 36108 334-420-4200 btedwards@trenholmstate.edu mrichardson@trenholmstate.edu	N	0
34	Columbus Career Center, Georgia Department of Labor 700 Veterans Parkway Columbus, GA 31901 706-649-7423 Columbus_cc@gdol.ga.gov mdavis@tcsge.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Alabama Department of Rehabilitation Services 602 South Lawrence Street Montgomery, AL 36104 334-293-7156 anna.taylor@rehab.alabama.gov	N	0
36	Alabama State University PO Box 271 Montgomery, AL 36116 334-229-5134 mjudkins@alasu.edu	N	0
37	Tuskegee - College of Veterinary Medicine 201 Frederick D Patterson Drive Tuskegee, AL 36083 334-727-8436 vmth@tuskegee.edu	N	0
38	Department of Veterans Affairs - Montgomery VA Regional 345 Perry Hill Road Montgomery, AL 36109 334- 213-3523 Jamie.wilder@va.gov	N	0
39	Hayneville Career Center 22 Washington Street N Hayneville, AL 36040 334-548-6307 Montgomery@alcc.alabama.gov	N	0
40	Employee Referral	N	0
41	Internal Transfer/Promotion	N	0
42	On-Air Announcements (<i>all SEU stations</i>)		1
			3

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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 relating to career opportunities in broadcasting	On July 8, 2025, our SEU's Operations Manager participated in an Audio and Video Storytelling Camp sponsored by Auburn University-Montgomery. He was enlisted by the University to provide instruction about podcasting as well as video and audio production to a group of high school students from the area. Our Operations Manager greeted these students, gave them a tour of our facilities, and provided podcasting and video/audio production instruction which included hands-on experience. He showed them how to record and edit a phone call using Cumulus's digital software.
9	Participate in event sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On October 13, 2025, our SEU welcomed members from a local Girl Scout Troop for a tour of our facilities. Our Operations Manager conducted the tour, during which he talked about how radio stations operate and the opportunities available for a future career in broadcasting.