

**WWFF-FM, WUMP(AM), WHRP(FM), WVNN-FM, WVNN(AM),
WZYP(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
Promotions Director	1 – 42	42
Local Marketing Account Executive	1 – 41, 44	44
Local Marketing Account Executive	1 – 42	42

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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	7
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

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	Still Serving Veterans 224 Spragins Street NW Huntsville, AL 35801 256-883-7054 wkoch@stillservingveterans.org	N	0
25	Alabama Career Center – Huntsville 2535 Sparkman Drive Huntsville, AL 35810 256-851-0537 huntsville.careercenter@alcc.alabama.gov johnny.merriweather@alcc.alabama.gov	N	0
26	Decatur Career Center 1819 Bassett Avenue, SE Decatur, AL 35601 256-355-0142 victor.cordier@alcc.alabama.gov decatur@alcc.alabama.gov	N	0
27	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Albertville Career Center 5920 U S Highway 431 N Albertville, AL 35950 256-878-3031 Albertville@alcc.alabama.gov tina.rogers@alcc.alabama.gov	N	0
29	The ARC of Madison County, Inc 1100 Washington Street Huntsville, AL 35801 256-539-2266 rbridges@hsvarc.org	N	0
30	Florida Institute of Technology 6767 Old Madison Pike Huntsville, AL 35806 256-971-9353 twhite@fit.edu	N	0
31	Alabama A&M University Carver Complex South, Room 106 Normal, AL 35811 256-372-4263 sanoyia.williams@aamu.edu	N	0
32	Alabama Career Center 2535 Sparkman Drive NW Huntsville, AL 35810 256-851-0537 terris.tatum@alcc.alabama.gov	N	0
33	Alabama Department of Rehabilitation Services 621 Cherry Street, N.E. Decatur, AL 35601 256-552-0744 omar.smith@rehab.alabama.gov	N	0
34	Alabama Department of Rehabilitation Services 3000 Johnson Road SW Huntsville, AL 35805 256-650-1744 cassie.shropshire@rehab.alabama.gov	N	0
35	Department of Veterans Affairs VR&E - Huntsville 400 Meridian Street, Suite 101 Huntsville, AL 35801 256-533-2507, Ext. 225 Rosalind.Burrell@va.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Huntsville Career Center 2535 Sparkman Drive Huntsville, AL 35810 256-851-0537 Huntsville.ESO@dir.alabama.gov	N	0
37	J. F. Drake State Technical College 3421 Meridian Street N Huntsville, AL 35811 256-551-5227 karen.ray@drakestate.edu	N	0
38	John C Calhoun Community College 6250 Highway 31 North Tanner, AL 35671 256-306-2993 CareerServices@calhoun.edu	N	0
39	Oakwood University 7000 Adventist Boulevard NW Huntsville, AL 35896 256-726-7135 jbartholomew@oakwood.edu	N	0
40	Oakwood University, Disability Office 7000 Adventist Boulevard NW Huntsville, AL 35896 256-726-7668 dss@oakwood.edu	N	0
41	University of Alabama in Huntsville Career Services 301 Sparkman Drive NW, Madison Hall 111 Huntsville, AL 35805 256-.824-3297 candace.phillips@uah.edu	N	0
42	Employee Referral	N	2
43	Internal Transfer/Promotion	N	0
44	Job Fairs (see Section III)	N	1
			10

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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	Participate in Job Fair	On February 27, 2025, our SEU participated in the Spring Job Fair hosted by Calhoun Community College's Career Services department. This event took place in the Advanced Technology Center on its Decatur campus, during which our General Sales Manager spoke with students and other attendees about the company, career opportunities in broadcasting, and job openings within the SEU.
9	Participate in Job Fair	On September 25, 2025, our SEU participated in the Fall Job Fair hosted by Calhoun Community College's Career Services department. This event took place in the Sparkman Building on the Huntsville campus, during which our General Sales Manager spoke with students and other attendees about the company, career opportunities in broadcasting, and job openings within the SEU.