

WHBX(FM), WWLD(FM), WGLF(FM), and WBZE(FM)
EEO PUBLIC FILE REPORT
October 1, 2024 – September 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	1-44	44
Account Executive	1-43	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	5
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Disabled Person www.disAbledperson.com	N	0
13	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
14	Veteran Job Center www.veteranjobcenter.com	N	0
15	Disabled Job Seekers www.disabledjobseekers.com	N	0
16	Diversity in Jobs www.diversityinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	US Diversity Job Search www.usdiversityjobsearch.com	N	0
18	Asian in Jobs www.asianinjobs.com	N	0
19	Black In Jobs www.blackinjobs.com	N	0
20	Hispanic In Jobs www.hispanicinjobs.com	N	0
21	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
22	Seniors in Jobs www.seniorsinjobs.com	N	0
23	Women in Jobs www.womeninjobs.com	N	0
24	Hire Black www.hireblack.com	N	0
25	African American Job Search www.africanamericanjobsearch.com	N	0
26	Asian Job Search www.asianjobsearch.com	N	0
27	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
28	LGBT Job Search www.lgbtjobsearch.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Miami Dade Business Leadership Network C/O Wilson Resources Tallahassee, FL 32305 850-386-2022 lesliew@wilres.com	N	0
31	Goodwill Industries Â– Big Bend, Inc. 300 Mabry Street Tallahassee, FL 32304 daustin@goodwillbigbend.com	N	0
32	Tallahassee Community College Career Center 444 Appleyard Drive Tallahassee, FL 32304 8502016200 careercenter@tcc.fl.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Refuge House PO Box 20910 Tallahassee, FL 32304 850-922-6062 info@refugehouse.com	N	0
34	Bainbridge Career Center 310 South Scott Street Bainbridge, GA 39819 229-248-2618 Bainbridge_cc@gdol.ga.gov Kendrick.duncan@gdol.ga.gov	N	0
35	Agency for Persons with Disabilities - Tallahassee 4030 Esplanade Way Tallahassee, FL 32399 APD.info@apdcares.org	N	0
36	CareerSource Capital Region 3278 Crawfordville Highway Crawfordville, FL 32327 850-926-0980 brenda.davis@careersourcecapitalregion.com info@careersourcecapitalregion.com	N	0
37	Florida Agricultural and Mechanical University (FAMU) The C.C. Cunningham Career and Professional Development Center, The Commons, Room 104 1610 S. Martin Luther King Boulevard Tallahassee, FL 32307 850-599-3909 Kindrea.Hill@famuedu Shereada.harrell@famuedu	N	0
38	Florida Agricultural and Mechanical University (FAMU) 640 Gamble Street Tallahassee, FL 32307 850.599-3180 deborah.sullivan@famuedu	N	0
39	Lighthouse of the Big Bend 3071 Highland Oaks Terrace Tallahassee, FL 32301 850-942-3658x210 wwarner@lighthousebigbend.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	The Able Trust 117 W. Duval Street, Suite 205 Tallahassee, FL 32308 850-224-4493 guenevere@abletrust.org	N	0
41	US Dept Veteran Affairs - Vet Center 2002 Old St. Augustine Road Tallahassee, FL 32301 850-942-8810 tiffany.hill2@va.gov	N	0
42	CareerSource Capital Region 2601 Blair Stone Road Tallahassee, FL 32301 850-922-0023 info@careersourcecapitalregion.com	N	0
43	CareerSource Capital Region 1140 W. Clark Street Quincy, FL 32351 850-875-4040 info@careersourcecapitalregion.com	N	0
44	Employee Referral	N	1
45	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, 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	During the months of August and September 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 will learn how emotional safety impacts team dynamics and gain practical tools to improve communication, navigate challenges, and foster collaboration. The session empowers participants to build a culture where everyone feels valued and able to contribute.
7	Participate in Job Fair	On August 23, 2025, our SEU participated in a Community Job & Resource Job Fair sponsored by Gadsen County Probation which took place at the Joe Ferolito Recreation Center. Our Program Director/On Air Personality attended the Fair and spoke with attendees about career and internship opportunities in the radio/broadcasting industry. Interested candidates were directed to Cumulus.com to apply for available positions.