

**WRRX(FM), WXBM-FM, WJTQ(FM), WMEZ(FM), WCOA(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2025 – September 30, 2026**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| <b>Job Title</b>         | <b>Recruitment Sources (“RS”) Used to Fill Vacancy</b> | <b>RS Referring Hiree</b> |
|--------------------------|--------------------------------------------------------|---------------------------|
| Senior Account Executive | 1 – 18                                                 | 4                         |

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

| <b>RS<br/>Number</b> | <b>RS Information</b>                                                                                                                           | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 1                    | <b>Cumulus Careers Website</b><br><a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>                        | N                                                                    | 3                                                                           |
| 2                    | <b>Indeed Website</b> <i>(not directly contacted by SEU)</i><br><a href="http://www.indeed.com">www.indeed.com</a>                              | N                                                                    | 0                                                                           |
| 3                    | <b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i><br><a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a> | N                                                                    | 0                                                                           |
| 4                    | <b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i><br><a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>            | N                                                                    | 1                                                                           |
| 5                    | <b>Abilities in Jobs</b><br><a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>                                                | N                                                                    | 0                                                                           |
| 6                    | <b>Disabled Job Seekers</b><br><a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>                                       | N                                                                    | 0                                                                           |
| 7                    | <b>Disabled Person</b><br><a href="http://www.disAbledperson.com">www.disAbledperson.com</a>                                                    | N                                                                    | 0                                                                           |
| 8                    | <b>Diversity in Jobs</b><br><a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>                                                | N                                                                    | 0                                                                           |
| 9                    | <b>Job Opportunities for Disabled Veterans</b><br><a href="http://www.JOFDAV.com">www.JOFDAV.com</a>                                            | N                                                                    | 0                                                                           |
| 10                   | <b>US Diversity Job Search</b><br><a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>                                | N                                                                    | 0                                                                           |
| 11                   | <b>Veteran Job Center</b><br><a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>                                             | N                                                                    | 0                                                                           |
| 12                   | <b>Andalusia Career Center</b><br>212 South Three Notch Street<br>Andalusia, AL 36420<br>334-328-6739<br>enterprise@alcc.alabama.gov            | N                                                                    | 0                                                                           |

| <b>RS Number</b> | <b>RS Information</b>                                                                                                                                              | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------------------------------|
| 13               | <b>Bay Minette Career Center</b><br>201 Faulkner Drive<br>Bay Minette, AL 36507<br>251-937-4161<br>Bayminette@alcc.alabama.gov<br>Stephanie.Megie@alcc.alabama.gov | N                                                        | 0                                                               |
| 14               | <b>Brewton Career Center</b><br>1023 Douglas Avenue<br>Brewton, AL 36426<br>251-867-4376<br>brewton@alcc.alabama.gov<br>Marion.Harrison@alcc.alabama.gov           | N                                                        | 0                                                               |
| 15               | <b>CareerSource Escarosa</b><br>5723 Highway 90<br>Milton, FL 32583<br>850-983-5325<br>ccopeland@escarosa.org<br>gnelson@careersourceescarosa.com                  | N                                                        | 0                                                               |
| 16               | <b>Catholic Charities of Northwest Florida</b><br>1000 W Garden Street<br>Pensacola, FL 32501<br>8504353516<br>dufvam@cc.ptdiocese.org                             | N                                                        | 0                                                               |
| 17               | <b>Center For Independent Living of Northwest Florida, Inc</b><br>3600 N Pace Boulevard<br>Pensacola, FL 32505<br>8505955566<br>sherrim@cil-drc.org                | N                                                        | 0                                                               |
| 18               | <b>Department of Veterans Affairs VR&amp;E - Pensacola</b><br>1009 North 12th Avenue<br>Pensacola, FL 32501<br>850-432-0740 Ext. 19<br>Daniel.King3@va.gov         | N                                                        | 0                                                               |
| 19               | <b>Employee Referral</b>                                                                                                                                           | N                                                        | 0                                                               |
| 20               | <b>Internal Transfer/Promotion</b>                                                                                                                                 | N                                                        | 0                                                               |
|                  |                                                                                                                                                                    |                                                          | 4                                                               |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b>                                                            | <b>Brief Description of Activity</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|----------|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1</b> | 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, <i>Where Every Voice Matters: Inclusivity Series – Volume Two</i> , which was presented in three (3) segments: <i>The Powerful Force of Empathy</i> ; <i>Listening to Understand</i> ; and <i>the Benefits of Small Kindness: Using Micro-Affirmations</i> . These sessions explored the difference between empathy and sympathy, emphasizing how empathetic listening can strengthen trust in relationships. They 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. |
| <b>2</b> | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination   | During the months of May and June of 2026, this SEU participated in additional training. Certain hiring managers as well as certain staff members completed the Health & Safety Institute (HSI) on-line course, <i>Importance of Trust and Integrity</i> . These segments explored the core components of trust—integrity, follow-through, consistency, loyalty, and openness—and highlighted why integrity sits at the heart of effective organizations. They also explained how trust drives better everyday decisions, stronger collaboration, and healthier, more productive teams.                                                                                                                                                                                                                                                                                                                          |

|   | Type of Recruitment Initiative<br>(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 May and June of 2026, our SEU participated in harassment prevention training. Certain hiring managers as well as certain staff members completed a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Harassment Prevention and the Respectful Workplace</i> . These sessions helped employees at all levels understand workplace harassment and explained how to build a stronger, more respectful, work environment through concise overviews and reflection opportunities that deepen knowledge and awareness. By empowering employees to recognize, prevent, and address harassment, the course supported the creation of a workplace that is not only harassment-free, but also collaborative, supportive, and engaging. 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 concerning methods of ensuring equal employment opportunity and preventing discrimination                  | On August 13, 2026, 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 Vice President, 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.                                                                                                                                                                                                                                                                                                                                                                                       |