

WYZB(FM), WFTW(AM), WKSM(FM), WNCV(FM), WZNS(FM)
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1 – 16	16
Multimedia Account Manager	1 – 15	2
Multimedia Account Manager	1 – 15	2

WYBZ(FM), WFTW(AM), WKSM(FM), WNCV(FM), WZNS(FM)
EEO PUBLIC FILE REPORT
October 1, 2025 – September 30, 2026

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	2
2	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	7
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 Job Seekers www.disabledjobseekers.com	N	0
7	Disabled Person www.disAbledperson.com	N	0
8	Diversity in Jobs www.diversityinjobs.com	N	0
9	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
10	US Diversity Job Search www.usdiversityjobsearch.com	N	0
11	Veteran Job Center www.veteranjobcenter.com	N	0
12	Andalusia Career Center 212 South Three Notch Street Andalusia, AL 36420 334-328-6739 enterprise@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
13	CareerSource Escarosa 5723 Highway 90 Milton, FL 32583 850-983-5325 ccopeland@escarosa.org gnelson@careersourceescarosa.com	N	0
14	CareerSource Okaloosa Walton 409 N.E. Racetrack Road Ft. Walton Beach, FL 32547-2503 850-833-7587 gleysath@jcareersourceow.com pmclemore@careersourceow.com	N	0
15	CareerSource Okaloosa Walton 109 8th Avenue Shalimar, FL 32579 8506512315 wdb02@careersourceow.com	N	0
16	Employee Referral	N	2
17	Internal Transfer/Promotion	N	0
			11

WYZB(FM), WFTW(AM), WKSM(FM), WNCV(FM), WZNS(FM)
EEO PUBLIC FILE REPORT
October 1, 2025 – September 30, 2026

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 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.
2	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 (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.
5	Host activity reasonably calculated to disseminate information about careers in broadcasting	On April 11 th and 12 th , 2026, our SEU hosted our annual Outdoor Adventure Expo, which was free to the public. The concept for this event was developed by our SEU to expand our outreach. Our SEU set-up and occupied a booth that served as a recruitment platform at the Emerald Coast Centre in an area that receives heavy foot traffic. SEU representatives welcomed interested visitors, highlighted and provided information about immediate openings within our SEU, and shared information about career opportunities with our company nationwide. Interested individuals were encouraged to log onto www.cumulusmedia.com and select "Work Here," or stop by our offices during regular business hours. This event was heavily promoted on all SEU stations and websites, social media, and a variety of other media sources.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Host activity reasonably calculated to disseminate information about careers in broadcasting	On September 12, 2026, our SEU hosted our annual Women’s Expo, which was free to the public. The concept for this event was developed by our SEU to expand our outreach. Our SEU set-up and occupied a booth that served as a recruitment platform at The Island Resort in an area that receives heavy foot traffic. SEU representatives welcomed interested visitors, highlighted and provided information about immediate openings within our SEU, and shared information about career opportunities with our company nationwide. Interested individuals were encouraged to log onto www.cumulusmedia.com and select “Work Here” or stop by our offices during regular business hours. This event was heavily promoted on all SEU stations and websites, social media, and a variety of other media sources.