WIXO (FM), WGLO (FM), WFYR (FM), WZPW (FM) & WVEL (AM)
EEO PUBLIC FILE REPORT
August 1, 2025 – July 31, 2026[1]

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 – 26	26
Account Executive	1 – 11, 24 – 26	26
Account Executive	1 – 11, 24 – 26	26

[1] This Report was revised in October 2026 to address reporting issues.

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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	2
2	**Indeed Website** *(not directly contacted by SEU)* www.indeed.com	N	5
3	**Glassdoor Website** *(not directly contacted by SEU)* www.glassdoor.com/index.htm	N	0
4	**LinkedIn Website** *(not directly contacted by SEU)* www.linkedin.com/jobs/	N	5
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
16	**Seniors in Jobs** www.seniorsinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	**Career Link - Woodford County (Satellite Office)** 1950 S. Main Street Eureka, IL 61530 309-467-4445 BBeenders@careerlink16.com	N	0
25	**Career Link - Peoria County** 406 Elm Street Peoria, IL 61605 309-321-0260 kburkhart@careerlink16.com Chris.Burton@illinois.gov	N	0
26	**Employee Referral**	N	4
27	**Internal Transfer/Promotion**	N	0
			16

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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 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.
2	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.
3	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. 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	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, *Importance of Trust and Integrity.* 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.
5	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, *Harassment Prevention and the Respectful Workplace*. These sessions are designed to help employees at all levels understand workplace harassment and to explain 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 workplace will hopefully not only become 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.