

**WLWI-FM, WHHY-FM, WAFX(FM), WLWI(AM),
WMXS(FM), and WMSP(AM)
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020**

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, 5-7, 9, 12, 22	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	CMI Business Managers <i>Companywide distribution open positions posted in all CMLS Markets</i> BM@cumulus.com ;	No	3
2	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
3	Station Website Postings (<i>one or more SEU stations</i>)	No	0
4	Simply Hired www.simplyhired.com	No	0
5	Link Up www.linkup.com	No	0
6	Glassdoor www.glassdoor.com	No	0
7	Indeed www.indeed.com	No	3
8	MediaRecruiter www.mediarecruiter.com	No	0
9	Zip Recruiter www.ZipRecruiter.com	No	2
10	All Access www.allaccess.com	No	0
11	Radio and Music Pros www.Ramp247.com	No	0
12	Linkedin www.linkedin.com	No	4
13	Alabama State University Ayoleke David Okeowo, Professor & Chair Department of Communications dokeowo@alasu.edu (334) 229-4493	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Auburn University Career Services Shae Robinson Auburn, AL 36104 (334) 844-4744	No	0
15	Montgomery Independent Newspaper 1810 West 5 th Street Montgomery, AL 36106 (334) 265-7323	No	0
16	Alabama Broadcasters Association 1316 Alford Avenue, Ste 201 Birmingham, AL 35226 (205) 979-1690	No	0
17	Auburn University-Montgomery Agnes Shipma Montgomery, AL 36117 (334) 244-3792	No	0
18	Troy State University, Career Services, Janice Patrick Troy, AL 36092 (334) 670-3217	No	0
19	Huntingdon College Fran Taylor, Career Services Montgomery, AL 36106 (334) 833-4222	No	0
20	Faulkner University Marie C. Ottinger, Director of Career Services Montgomery, AL 36109 mottinger@faulkner.edu	No	0
21	The Campus Special, LLC Allyson Chandler, Director of Product (770) 807-7474 Allyson@campusspecial.com	No	0
22	Monster www.monster.com	No	0
23	Ladders www.TheLadders.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			12

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	During this reporting year, our SEU hosted an internship program. One from Alabama State University. The intern worked in the programming department and were supervised by the station Program Director.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
3	Participate and Promote Job Fair	On October 20, 2020 our SEU participated in a Job Fair hosted by Auburn University Montgomery-College of Business Virtual Career Fair. SEU representative attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. SEU participant included our Promotions Director.