

**WLWI-FM, WHHY-FM, WAFX(FM), WLWI(AM),
WMXS(FM), and WMSP(AM)
EEO PUBLIC FILE REPORT
December 1, 2020 – November 30, 2021**

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, 3, 4-10, 12, 22-26	7
Account Executive	1, 3, 4-10, 12, 22-26	26
Chief Engineer	1, 3, 4-10, 12, 22-26	26

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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	0
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	1
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	4
8	Adzuna www.adzuna.com	No	0
9	Zip Recruiter www.ZipRecruiter.com	No	0
10	All Access www.allaccess.com	No	0
11	Radio and Music Pros www.Ramp247.com	No	0
12	Linkedin www.linkedin.com	No	6
13	Alabama State University Ayoleke David Okeowo, Professor & Chair Department of Communications dokeowo@alasu.edu (334) 229-4493	No	0
14	Auburn University Career Services Shae Robinson Auburn, AL 36104 (334) 844-4744	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	Jobisjob www.jobisjob.com	No	0
22	The Job Spider www.thejobspider.com	No	0
23	My Job Helper www.myjobhelper.com	No	0
24	Oodle www.oodle.com	No	0
25	Trovit www.trovit.com	No	0
26	Word-of-Mouth Referral	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host Job Fair	Throughout the month of June 2021, we hosted a Virtual Hiring Event, where we sold virtual booths to local advertisers to post their open positions. This event consisted of 16 participants. SEU participants consisted of Market Manager, Digital Sales Manager and Promotions Director.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 29, 2021, our SEU’s Market Manager took part in an presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
3	Participate in Events Sponsored by Community Groups Interested in Broadcast Employment Issues	On October 4, 2021 our SEU participated in a College and Career Day hosted by Alabama Christian Academy-Counseling Department. SEU representative attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry. SEU participant included our Operations Manager.