

WMGB(FM), WLZN(FM), WDEN-FM, WMAC(AM), WPEZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2023 – November 30, 2024

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
On-Air Host	1 - 47	30
Account Executive	1, 8 - 39, 42, 44 - 47	30

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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	5
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	2
31	Columbus Career Center, Georgia Department of Labor 700 Veterans Parkway 706-649-7423 cynthia.pobbig@dol.state.ga.us maurice.marshall@gdol.ga.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Houston County Career Center, Georgia Department of Labor 96 Cohen Walker Drive 478-988-7130 Brandon.Miller@gdol.ga.gov Houston_CC@gdol.ga.gov	N	0
33	Macon Career Center, Georgia Department of Labor 3090 Mercer University Drive 478-751-6164 bob.thompson@dol.state.ga.us bobby.cowart@dol.state.ga.us	N	0
34	Middle Georgia Consortium, Inc. 124 Osigian Boulevard, Suite A 478-953-4771 dstillings@mgwib.com mail@mgwib.com dmcrac@mgwis.com	N	0
35	Georgia Department of Labor - Cobb - Cherokee 465 Big Shanty Road 770-590-660 Eugene.Mincey@gdol.ga.gov	N	0
36	Goodwill Industries - The Job Connection 5171 Eisenhower Parkway (478) 475-9995 sbledsoe@goodwillworks.org	N	0
37	Chinmaya Mission Middle Georgia 129 Lake Front Drive 770-667-5258 atlanta@chinmayamission.org	N	0
38	Disabled American Veterans Dept of Georgia 4462 Houston Avenue 478-781-7336 gadav1@outlook.com	N	0
39	Vietnam Veterans of America P.O. Box 26638 912-285-9553 huxtres@aol.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Central Georgia Technical College 3300 Macon Tech Drive 478-757-3400 tmccclure@centralgatech.edu	N	0
41	Fort Valley State University 1005 State University Drive 478-825-6211 murphyw@fvsu.edu parks10@fvsu.edu barcado.styles@fvsu.edu	N	0
42	Wounded Warrior Project Veterans Center 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
43	Georgia Veterans of Foreign Wars P.O. Box 3025 4952 Columbus Road (478) 474-3737 adj@vfwga.com	N	0
44	Georgia Vocational Rehabilitation Agency - Warner Robbins 103 Jim Mason Court 478-953-1095 Sacajawea.Cooper@gvs.ga.gov	N	0
45	Georgia Vocational Rehabilitation Agency - Macon 3586 Riverside Drive, Suite B P.O. Box 7839 (478) 757-4080 Darreth.Roby@gvs.ga.gov	N	0
46	Mercer University - Walter F George School of Law 1021 Georgia Avenue (478) 301-2601 martin_hl@law.mercer.edu	N	0
47	Veterans of Foreign Wars - Department of GA - Macon P.O. Box 3025 (487) 474-3737 adjgavfw@yahoo.com	N	0
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	On December 7, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment and Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Managing through the Lens of Inclusion. This session was designed as a Leadership Lab—a 60-minute session to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.</p>
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.</p>
6	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Empathetic Leadership. This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “Empathetic Leadership: Cultivating Trust & Inclusion,” and introduced tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding Diversity, Equity, and Inclusion	Between August 12 th and August 23 rd , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
8	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, 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.
9	On-Air Recruitment Ads	During the month of December 2023, the SEU aired recruitment advertisements on an ongoing basis that highlighted current openings in the Market.
10	Participate in Job Fair	On October 24, 2024, our SEU's Market Manager attended 41NBC/WMGJ job fair hosted by WMGT at the Houston County Galleria, during which he spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.