

**WUHT(FM), WJQX(FM), WJOX-FM, WAPI(FM), WZRR(FM),  
WJOX(AM)**

**EEO PUBLIC FILE REPORT  
December 1, 2021 – November 30, 2022**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-10, 30, 51	51
Account Executive	1-10	8
Account Executive	1-10, 30, 32-50, 52	52
Account Executive	1-10, 32-50	8
Account Executive	1-29, 30, 32-50, 52	52
Producer (Morning Show Producer & On-Air Personality)	1-29, 32-50, 52	52

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	7
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	2
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	3
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	10
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Dawson Family of Faith</b> 1114 Oxmoor Road Birmingham, AL 35209 205-871-7324 bill.johnston@dawsonchurch.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Career Transitions - Shades Mountain Baptist Church</b> 2017 Columbiana Road Birmingham, AL 35216 205-822-1670 ct.smbc@gmail.com	N	0
34	<b>Lawson State Community College One Stop Career Center</b> 3060 Wilson Road SW Birmingham, AL 35221 205-929-6384 dhenry@lawsonstate.edu	N	0
35	<b>Lawson State Community College - Bessemer</b> 1100 Ninth Avenue SW Bessemer, AL 35022 rjohnson-agee@lawsonstate.edu	N	0
36	<b>Alabama Business Leadership Network</b> 236 Goodwin Crest Drive Birmingham, AL 35209 205- 907-5920 leslie.dawson@rehab.alabama.gov	N	0
37	<b>Tuscaloosa VA Center</b> 3701 Loop East Road Tuscaloosa, AL 35404 (205) 554-2000 damon.stevenson@va.gov	N	0
38	<b>United Way of Central Alabama, Inc.</b> 3600 8th Avenue South Birmingham, AL 35222 205-458-2021 tcalvert@uwca.org	N	0
39	<b>Hispanic Interest Coalition of Alabama</b> 260 F West Valley Avenue Birmingham, AL 35209 205-942-5505 info@hispanicinterest.org	N	0
40	<b>Camp Fire USA</b> 106 Oxmoor Road Birmingham, AL 35209 205-324-2434 sdozier@campfire-al.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	<b>NAACP - Birmingham</b> PO Box 1268 Birmingham, AL 205-516-9806	N	0
42	<b>Disability Rights &amp; Resources</b> 1418 6th Avenue N. Birmingham, AL 35203 dan.kessler@drradvocates.org	N	0
43	<b>Alabama Institute for the Deaf and Blind</b> 205 East South Street Talladega, AL 35160 256-761-3214 mascia.john@aidb.state.al.us	N	0
44	<b>UAB Disability Support Services</b> 9th Ave. Office Building Birmingham, AL 35224 asolomon@uab.edu	N	0
45	<b>Alabama Dept. of Rehabilitation Services Voc. Rehab.</b> 236 Goodwin Crest Drive Homewood, AL 35209 205- 290-4457 Leslie.dawson@rehab.alabama.gov	N	0
46	<b>Alabama Goodwill Industries</b> 2350 Green Springs Highway Birmingham, AL 35205 205-323-6331 vtolleyjobs@yahoo.com	N	0
47	<b>Talladega Career Center</b> 1005 South Street Talladega, AL 35160 256-480-2109 gwen.taylor@alcc.alabama.gov Talladega@alcc.alabama.gov	N	0
48	<b>Cullman/Hanceville Career Center</b> 801 Main Street Hanceville, AL 35077 256-734-4911 Cullman@alcc.alabama.gov Hanceville@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
49	<b>Jefferson State Community College One Stop Career Center - Birmingham East</b> 2601 Carson Road Birmingham, AL 35215 205-856-8538 birmingham.careercenter@alcc.alabama.gov tlpayne@jeffstateonline.com	N	0
50	<b>Birmingham Career Center</b> 3440 3rd Avenue South Birmingham, AL 35222 205-254-1300 charolette.garner@alcc.alabama.gov cheryl.williams@alcc.alabama.gov	N	0
51	<b>Former Employee (Re-hire)</b>	N	1
52	<b>On-Air Announcements (one or more SEU stations)</b>	N	8
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			31

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers 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, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.</p>
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.</p>
6	Participate in Job Fair	<p>On November 9, 2022, our SEU’s Promotions Director attended the job fair hosted by the Birmingham Department of Human Resources entitled “Ready, Aim, Hire!,” which took place at 2001 12<sup>th</sup> Avenue in North Birmingham. He spoke with attendees about career opportunities in radio with an emphasis on sales and actively recruited to fill open Account Executive positions within our SEU.</p>