

**WWFF-FM, WUMP(AM), WHRP(FM), WVNN-FM, WVNN(AM),  
WZYP(FM)**

**EEO PUBLIC FILE REPORT  
December 1, 2022 – November 30, 2023**

**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>
Chief Engineer	1 – 30, 32 – 52	30
Account Executive	1 – 29, 32 – 53	1
Account Executive	1 – 29, 32 – 53	1
Account Executive	1 – 29, 32 – 53	1

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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	14
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	0
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	1
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
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

<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>
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>Word-of-Mouth Referral</b>	N	3
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Athens Career Center</b> 406 South Jefferson Street Athens, AL 35611 256-230-0880 <a href="mailto:huntsville@alcc.alabama.gov">huntsville@alcc.alabama.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Still Serving Veterans</b> 224 Spragins Street NW Huntsville, AL 35801 256-883-7054 wkoch@stillservingveterans.org	N	0
34	<b>Alabama Career Center - Huntsville</b> 2535 Sparkman Drive Huntsville, AL 35810 256-851-0537 huntsville.careercenter@alcc.alabama.gov johnny.merriweather@alcc.alabama.gov	N	0
35	<b>Decatur Career Center</b> 1819 Bassett Avenue, SE Decatur, AL 35601 256-355-0142 victor.cordier@alcc.alabama.gov decatur@alcc.alabama.gov	N	0
36	<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 Roderick.Royal@alcc.alabama.gov	N	0
37	<b>Albertville Career Center</b> 5920 U S Highway 431 N Albertville, AL 35950 256-878-3031 Albertville@alcc.alabama.gov tina.rogers@alcc.alabama.gov	N	0
38	<b>The ARC of Madison County, Inc</b> 1100 Washington Street 256-539-2266 rbridges@hsvarc.org	N	0
39	<b>Florida Institute of Technology</b> 6767 Old Madison Pike 256-971-9353 twhite@fit.edu	N	0

<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>
40	<b>Alabama A&amp;M University</b> Carver Complex South, Room 106 256-372-4263 sanoyia.williams@aamu.edu	N	0
41	<b>Alabama Career Center</b> 2535 Sparkman Drive NW 256-851-0537 terris.tatum@alcc.alabama.gov	N	0
42	<b>Alabama Department of Rehabilitation Services</b> 621 Cherry Street, N.E. (256) 552-0744 omar.smith@rehab.alabama.gov	N	0
43	<b>Alabama Department of Rehabilitation Services</b> 3000 Johnson Road SW (256) 650-1744 cassie.shropshire@rehab.alabama.gov	N	0
44	<b>Department of Veterans Affairs VR&amp;E - Huntsville</b> 400 Meridian Street, Suite 101 256-533-2507 Ext. 225 Rosalind.Burrell@va.gov	N	0
45	<b>Faulkner University - Huntsville</b> 420 Wynn Drive NW (888) 816-2775 mottinger@faulkner.edu	N	0
46	<b>Huntsville Career Center</b> 2535 Sparkman Drive (256) 851-0537 Huntsville.ESO@dir.alabama.gov	N	0
47	<b>J. F. Drake State Technical College</b> 3421 Meridian Street N. 256-551-5227 karen.ray@drakestate.edu	N	0
48	<b>John C Calhoun Community College</b> 6250 Highway 31 North 256-306-2993 CareerServices@calhoun.edu	N	0
49	<b>Oakwood University</b> 7000 Adventist Boulevard NW 256-726-7135 jbartholomew@oakwood.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	<b>Oakwood University, Disability Office</b> 7000 Adventist Boulevard NW (256) 726-7668 dss@oakwood.edu	N	0
51	<b>Still Serving Veterans</b> 626 Clinton Avenue SW 866-778-4645 bmcquerry@ssv.org	N	0
52	<b>University of Alabama in Huntsville</b> Career Services 301 Sparkman Drive NW, Madison Hall 111 256.824.3297 candace.phillips@uah.edu	N	0
53	<b>Handshake Website</b> <a href="https://joinhandshake.com">https://joinhandshake.com</a>	N	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			21

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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 Diversity, Equity, and Inclusion	During the month of December 2022, certain members of this SEU participated in Diversity, Equity, and Inclusion training. SEU participants were required to complete a Think Mineral course on-line entitled, <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
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 2023, 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 (HIS) 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 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>Microaggressions</i> and <i>Tokenism</i> . The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding Diversity, Equity, and Inclusion	On April 20, 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>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.
5	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our 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 Director of Centralized HR Operations & Talent Acquisition 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.
6	Management-level training regarding Diversity, Equity, and Inclusion	On July 28, 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>Privilege &amp; Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Privilege and Access.
7	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October/November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.



	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, 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 &amp; 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.
<b>9</b>	Participate in Job Fair	On January 19, 2023, our SEU’s General Sales Manager participated in a Career Fair hosted by Calhoun College. This event took place on its campus, during which he spoke with attendees about the company, career opportunities in broadcasting, and job openings within the SEU.
<b>10</b>	Participate in Job Fair	On February 22, 2023, our SEU’s General Sales Manager participated in a Career Fair hosted by the University of Alabama Birmingham on its campus, during which he spoke with attendees about the company, career opportunities in broadcasting, and job openings within the SEU.
<b>11</b>	Participate in Job Fair	On February 28, 2023, our SEU’s General Sales Manager participated in a Career Fair hosted by Middle Tennessee University on its campus, during which he spoke with attendees about the company, career opportunities in broadcasting, and job openings within the SEU.
<b>12</b>	Participate in Job Fair	On March 30, 2023, our SEU’s General Sales Manager participated in a Career Fair hosted by Athens State University on its campus, during which he spoke with attendees about the company career opportunities in broadcasting and job openings within the SEU.