

**WBLX-FM, WXQW(AM), WDLT-FM, WABD(FM) and WGOK(AM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 – November 30, 2019**

**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> |
|------------------------|--|---------------------------|
| Asst. Program Director | 1-10, 12, 16, 22, 24-28                                | 8                         |
| Sales Assistant        | 1-10, 12, 15-16, 22, 24-28                             | 22                        |
| Account Executive      | 1-10, 12, 15-16, 22, 24-28                             | 22                        |
| Account Executive      | 1-10, 12, 15-16, 22, 24-28                             | 22                        |
| Account Executive      | 1-12, 15-16, 22, 24-28                                 | 11                        |
| Sales Manager          | 1-10, 12, 15-16, 22, 24-28                             | 9                         |

**WBLX-FM, WXQW(AM), WDLT-FM, WABD(FM) and WGOK(AM)  
EEO PUBLIC FILE REPORT  
December 1, 2018 – November 30, 2019**

**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>Ohio Center for Broadcasting</b><br>900 Sweet Valley Drive<br>Cleveland, OH 444125<br>Placement.columbus@beonair.com<br>216-447-9117  | No   | 0   |
| 2                | <b>Alabama Career Center – Employment Service</b><br>515 Springhill Plaza Court<br>Mobile, AL. 36608<br>John Russell - Phone 251-461-4449 / Fax 251-461-4443<br>John.Russell@ALCC.Alabama.gov              | No   | 0   |
| 3                | <b>Faulkner University – Career Service</b><br>3943 Airport Blvd<br>Mobile, AL. 36608<br>Mr. Fred Hughes Fhughes@Faulkner.edu<br>Phone 251-380-9090 / Fax 251-380-9066                                     | No   | 0   |
| 4                | <b>University of South Alabama – Career Service</b><br>Meisler Hall Suite #21<br>Mobile, AL. 36688<br>Rhonda Arnold - rarnold@usouthal.edu<br>Phone 251-460-6188 / Fax 251-460-6091                        | No   | 0   |
| 5                | <b>Springhill College – Career Services</b><br>4000 Dauphin Street<br>Mobile, AL. 36606<br>Mr. Luttman Phone 251-460-2187 / Fax 251-460-2185   | No   | 0   |
| 6                | <b>University of Mobile College</b><br>Student Success Center<br>Brenda Davis BDavis@umobile.edu /<br>Success@umobile.edu<br>5735 College Parkway<br>Mobile, AL. 36613-2842<br>251-442-2877 / 251-675-5990 | No   | 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> |
|---|---|--|---|
| 7   | <b>Bishop State Community College</b><br>414 Stanton Street<br>MSimis@bishop.edu<br>Mobile, AL.<br>251-405-7052 | No   | 0   |
| 8   | <b>Word-of-Mouth Referral</b>   | No   | 3   |
| 9   | <b>Cumulusjobs.com</b>  | No   | 2   |
| 10  | <b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )   | No   | 0   |
| 11  | <b>Internal Transfer / Promotion</b>  | No   | 1   |
| 12  | <b>Internal Posting</b>   | No   | 0   |
| 13  | <i>Intentionally Omitted</i>  | --   | --  |
| 14  | <i>Intentionally Omitted</i>  | --   | --  |
| 15  | <b>South Alabama Regional Business Expo – Job Fair</b>  | No   | 10  |
| 16  | <b>Linked-In</b>  | No   | 0   |
| 17  | <b>All Access, <a href="http://www.allaccess.com">www.allaccess.com</a></b>                                     | No   | 0   |
| 18  | <b>IHireSalesPeople.com</b><br>PO Box 3100<br>Frederick, MD 21705-3100<br>877-798-4854                          | No   | 0   |
| 19  | <b>Radio Advertising Bureau, Inc.</b><br>PO Box 972036<br>Dallas, TX. 75397-2036<br>RAB.com                     | No   | 0   |
| 20  | <b>Urban Insite <a href="http://www.urbaninsite.com">www.urbaninsite.com</a></b>                                | No   | 0   |
| 21  | <b>Urban Buzz <a href="http://www.theurbanbuzz.com">www.theurbanbuzz.com</a></b>                                | No   | 0   |
| 22  | <b>Indeed.com</b>   | No   | 15  |
| 23  | <b>Simply Hired, <a href="http://www.simplyhired.com">www.simplyhired.com</a></b>                               | No   | 0   |
| 24  | <b>Glass Door, <a href="http://www.glassdoor.com">www.glassdoor.com</a></b>                                     | No   | 0   |
| 25  | <b>LinkUp, <a href="http://www.linkup.com">www.linkup.com</a></b>   | No   | 0   |
| 26  | <b>Facebook, <a href="http://www.facebook.com">www.facebook.com</a></b>   | No   | 0   |
| 27  | <b>Monster, <a href="http://www.monster.com">www.monster.com</a></b>  | No   | 0   |
| 28  | <b>Zip Recruiter, <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a></b>                            | No   | 0   |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |   |  | <b>31</b>   |

**WBLX-FM, WXQW(AM), WDLT-FM, WABD(FM) and WGOK(AM)  
EEO PUBLIC FILE REPORT  
December 1, 2018 – November 30, 2019**

**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description of Activity</b>   |
|----------|--|--|
| <b>1</b> | Participate in Job Fair                                    | On February 2, 2019, our SEU participated in a Job Fair at the Gulf Coast Career Expo in Mobile, Alabama. SEU participants included the VP/Market Manager, Sales Manager, Promotions Director and two Account Executives. These individuals manned the Cumulus booth and presented information about careers in radio as well as job openings with the SEU. This event was promoted over-the-air on one or more of the SEU stations.   |
| <b>2</b> | Host Career Expo   | On February 2, 2019, our SEU hosted the Cumulus Mobile Career Expo at the Fairgrounds in Mobile. This event was promoted over-the-air on all SEU stations. Our SEU secured the space, solicited local employers, and organized all logistical aspects of this event, including arranging to have five popular on-air personalities on hand during the Expo. They interacted with attendees as well as their listening audiences, since they were broadcasting live from the Fairgrounds for the duration of the Expo. Our VP/Market Manager, General Sales Manager, and three Account Executives manned the Cumulus booth and presented information about careers opportunities in radio as well as job openings with the SEU. |

|   | Type of Recruitment Initiative<br>(Menu Selection)   | Brief Description of Activity   |
|---|--|---|
| 3 | Participate in Job Fair  | <p>On May 9, 2019, our SEU participated in the South Alabama Regional Planning Commission (“SARPC”) Business Expo &amp; Jobs Fair. This Expo was held at the Greater Gulf State Fairgrounds. The SEU’s VP/Market Manager, Sales Manager, Promotions Director and five (5) of the SEU’s Account Executives participated in this event and presented information about careers in radio advertising and job openings within the SEU. Literature about career opportunities with Cumulus was distributed to interested attendees and resumes were accepted. SARPC advertised this event on one or more of the SEU stations.</p>  |
| 4 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment | <p>Between April and July 2019, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, “Workplace Harassment Prevention,” designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.</p> |