

**WAPI(AM), WJOX(AM), WJOX-FM, WJQX(FM),
WUHT(FM), and WZRR(FM)
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020¹**

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
Digital Sales Manager	23-29	24
Digital Sales Manager	23-24, 27, 31-37	37
Producer	23-24, 27, 31-36	23

¹ This Report provides recruitment data collected from November 22, 2019 through November 21, 2020.

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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	AWARE 3600 8 th Avenue South, Suite 200 Birmingham, AL 35222 Contact: Peggy A. Clarke pmpac@bellsouth.net Phone; 205.251.4773 Fax: 205.251.0298	No	0
2	Alabama State Employment Services 3440 3 rd Avenue South Birmingham, AL 35222 Contact: Barbara Thompson Phone: 205.254.1300 Fax: 205.254.1387(8)	No	0
3	Alabama Department of Rehabilitation Services 3830 Ridgeway Drive Birmingham, AL 35229 Contact: Cynthia Nelson Phone: 800.441.7609 Fax: 205.220.0486	No	0
4	Alabama State Department of Education Adult Vocation Rehab P. O. Box 19880 Birmingham, AL 35219 Attn.: Debbie Clemons Phone: 205290.4550 Fax: 205.290.4560	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
5	NAACP P. O. Box 1268 Birmingham, AL 35203 Contact: Hezekiah Jackson Phone: 205.516.9806 Fax: 205.320.1448	No	0
6	Miles College Placement Office 5500 Myron Massey Boulevard Fairfield, AL 35221 Contact: Darlene Mitchell Phone: 205.929.1000 Fax: 205.929.1614	No	0
7	Tuskegee University Career Development and Placement Services Center Carnegie Hall, 3 rd Floor Tuskegee, AL 36088 Contact: Phyllis Stringer sstringer@tuskegee.edu Phone: 334.727.8255 Fax: 334.727.8258	No	0
8	Firehouse Ministries 1501 3 rd Avenue N Birmingham, AL 35203 Contact: Anita Yarbrough Phone: 205.252.9571 Fax: 205.252.9578	No	0
9	Aletheia House (United Way) 2717 Ensley Avenue Birmingham, AL 35218 Contact: Leanne Portera/Michelle Figureroa Phone: 205.781.0190 Fax: 205.324.6502	No	0
10	The Arc of Central Alabama 6001 Crestwood Boulevard Birmingham, AL 35212 Contact: Norman Williams Phone: 205.323.6383 Fax: 205.933.0280	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Alabama Broadcasters Association 2180 Parkway Lake Drive Hoover, AL 35244 Contact: Cindi McGee Phone: 205.982.5001 Fax: 205.982.0015	No	0
12	City of Lights T. S. Boyd Community Center 23 Austin Circle Dora, AL 35062 Contact: Pastor Massey Phone: 205.648.3257 Fax: 205.6486021	No	0
13	Alabama Job Link/Alabama Career Center 3440 3 rd Avenue South Birmingham., AL 35222 Contact: Yvette Fields Birmingham.ESO@diralabama.gov Phone: 205.254.1300 Fax: 205.254.1387	No	0
14	University of Alabama Career Services 1400 University Boulevard, Sutie 516 Birmingham, AL 35294 Contact: Todd String tdstring@uab.edu Phone: 205.934.4324	No	0
15	University of Alabama Job Placement Office P. O. Box 870293 Tuscaloosa, AL 35487 Contact: Evelyn Hendon Phone: 205.348.5848 Fax: 205.348.5852	No	0
16	Jefferson State Job Placement Office 2601 Carson Road Birmingham, AL 35215 Contact: Nancy Beauchamp nbeau@jeffstateonline.com Phone: 205.856.8588 Fax: 205.856.6033	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Bevill State Community College 1411 Indiana Avenue Jasper, AL 35501 Contact: Robeana Green Phone: 205.387.0511 Fax: 205.387.5191	No	0
18	Station Website Postings (<i>one or more SEU stations</i>)	No	0
19	Word-of-Mouth Referral	No	0
20	Walk-In/Self-Referral	No	0
21	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
22	Inside Radio Website www.insideradio.com	No	0
23	Cumulus Careers Website www.cumulusmedia.com/careers	No	2
24	Indeed Website (<i>as of 2/15/2020 not directly contacted by SEU</i>) www.indeed.com	No	1
25	ZipRecruiter Website www.ziprecruiter.com	No	0
26	Monster Website www.monster.com	No	0
27	Glassdoor Website www.glassdoor.com	No	0
28	LinkUp Website www.linkup.com	No	0
29	Cumulus Facebook www.cumulus.facebook.com/	No	0
30	Job Fairs(s)/Open Houses (<i>see Section III</i>)	No	0
31	Adzuna Website https://adzuna.com	No	0
32	Job Is Job Website www.jobisjob.com	No	0
33	MyJobHelper Website https://myjobhelper.com	No	0
34	Oodle Website www.oodle.com	No	0
35	The Job Spider Website www.jobspider.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Trovit Website www.trovit.com	No	0
37	Internal Transfer/Promotion	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020 our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media, Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.