

**W (AM), WDLT-FM, WABD (FM) and WGOK (AM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2019 – November 30, 2020**

## I. VACANCY LIST

SEE SECTION II, THE “MASTER RECRUITMENT SOURCE LIST” (“MRSL”) FOR RECRUITMENT SOURCE DATA

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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>Ohio Center for Broadcasting</b> 900 Sweet Valley Drive Cleveland, OH 444125 Placement.columbus@beonair.com 216-447-9117	No	0
2	<b>Alabama Career Center – Employment Service</b> 515 Springhill Plaza Court Mobile, AL. 36608 John Russell - Phone 251-461-4449 / Fax 251-461-4443 John.Russell@ALCC.Alabama.gov	No	0
3	<b>Faulkner University – Career Service</b> 3943 Airport Blvd Mobile, AL. 36608 Mr. Fred Hughes Fhughes@Faulkner.edu Phone 251-380-9090 / Fax 251-380-9066	No	0
4	<b>University of South Alabama – Career Service</b> Meisler Hall Suite #21 Mobile, AL. 36688 Rhonda Arnold - rarnold@usouthal.edu Phone 251-460-6188 / Fax 251-460-6091	No	0
5	<b>Springhill College – Career Services</b> 4000 Dauphin Street Mobile, AL. 36606 Mr. Luttman Phone 251-460-2187 / Fax 251-460-2185	No	0
6	<b>University of Mobile College</b> Student Success Center Brenda Davis BDavis@umobile.edu / Success@umobile.edu 5735 College Parkway Mobile, AL. 36613-2842 251-442-2877 / 251-675-5990	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>Bishop State Community College</b> 414 Stanton Street MSimis@bishop.edu Mobile, AL. 251-405-7052	No	0
8	<b>Word-of-Mouth Referral</b>	No	2
9	<b>Cumulusjobs.com</b>	No	0
10	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
11	<b>Internal Transfer / Promotion</b>	No	0
12	<b>Internal Posting</b>	No	0
13	<b>Baldwin County Job Fair</b>	No	0
14	<b>South Alabama Regional Business Expo – Job Fair</b>	No	0
15	<b>Linked-In</b>	No	0
16	<b>All Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
17	<b>IHireSalesPeople.com</b> PO Box 3100 Frederick, MD 21705-3100 877-798-4854	No	0
18	<b>Radio Advertising Bureau, Inc.</b> PO Box 972036 Dallas, TX. 75397-2036 RAB.com	No	0
19	<b>Urban Insite</b> <a href="http://www.urbaninsite.com">www.urbaninsite.com</a>	No	0
20	<b>Urban Buzz</b> <a href="http://www.theurbanbuzz.com">www.theurbanbuzz.com</a>	No	0
21	<b>Indeed.com</b>	No	21
22	<b>Simply Hired</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	No	0
23	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
24	<b>Link Up</b> <a href="http://www.likup.com">www.likup.com</a>	No	0
25	<b>Facebook –</b> <a href="http://www.facebook.com">www.facebook.com</a>	No	0
26	<b>Monster</b> <a href="http://www.monster.com">www.monster.com</a>	No	0
27	<b>Zip Recruiter</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			23

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	<b>Participate in Job Fair</b>	On March 3, 2020, this 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>3</b>	<b>Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination</b>	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.