

WMGU (FM), WQSM (FM), WRCQ (FM) & WFNC (AM)
EEO PUBLIC FILE REPORT
August 1, 2022 – July 31, 2023

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
Account Executive	1 - 29, 31 - 39	8
Morning Show Producer/Production Manager	1 - 29, 31 - 39	1
Account Executive	1 - 10, 30 - 47	30
Multi-Media Account Manager	10, 30	10

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	3
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	N	5
9	Glassdoor Website (<i>not directly contacted by SEU</i>) www.glassdoor.com/index.htm	N	0
10	LinkedIn Website (<i>not directly contacted by SEU</i>) www.linkedin.com/jobs/	N	3
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Word-of-Mouth Referral	N	3
31	Bladen County NCWorks Career Center 401 Mercer Mill Road Elizabethtown, NC 28337 910-862-3255 eric.redrick@nccommerce.com gabrilla.garrett@nccommerce.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Cumberland County Workforce Career Center 414 Ray Avenue Fayetteville, NC 28301 910-486-1010 Adrian.Lowery@lumberrivercog.org andrea.quirindongo@ncmail.net	N	0
33	Lee County NCWorks Career Center 1909 Lee Avenue Sanford, NC 27330 919-775-2241 esc.jobs.sanford@nccommerce.com kevin.hunt@nccommerce.com	N	0
34	Sampson County NCWorks Career Center 115 North Boulevard Clinton, NC 28328 910-592-5756 peggy.h.davis@ncmail.net renee.deramus@nccommerce.com	N	0
35	Hoke County NCWorks Career Center 304 Birch Street Raeford, NC 28376 james.parker@nccommerce.com	N	0
36	Division of Vocational Rehabilitation Services 805 Ruggles Drive Raleigh, NC 27603 919-855-3553 kenny.gibbs@dhhs.nc.gov	N	0
37	WCHS Cornerstone 220 Snow Avenue Raleigh, NC 27603 919-508-0720 michael.yonk@wakegov.com	N	0
38	Veterans Administration P.O. Box 71258 Fort Bragg, NC 28310 greggrey.flood2@va.gov	N	0
39	Transition Employment Liaison (TEL) Fort Bragg, NC 910-908-4834 mark.r.adkins4.ctr@mail.mil	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Cumberland County Association for Indian People 2173 Downing Road Fayetteville, NC 28312 910-483-8442 ccaip@netzero.net	N	0
41	Fayetteville State University Ruldolph Jones Student Center, Room #227 1200 Murchison Road Fayetteville, NC 28301 (910) 672-2345 mmclean1@uncfsu.edu	N	0
42	Hartnett County Workforce Center 101 Hunt Valley Drive Dunn, NC 28334 dave.taylor@ncmail.net truett.underhill@ncmail.net	N	0
43	North Carolina Military Business Center PO Box 1748 Fayetteville, NC (910) 678-0193 courtney@ncmbc.us	N	0
44	Onward to Opportunity 2801 Old Stable Lane, Room 710 Fort Bragg, NC 28310 910-725-8790 kmayes@syr.edu	N	0
45	Wounded Warrior Project 1990 Fordham Drive, Ste. 100 Fayetteville, NC 28304 (910) 487-0116 tjacobs@woundedwarriorproject.org	N	0
46	Social Media (Facebook, Instagram, Twitter)	N	1
47	Department of Labor https://www.labor.nc.gov/	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	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 online 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.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of November/December 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 Think Mineral course online titled: <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.
3	Management-level training regarding Diversity, Equity, and Inclusion	On January 25, 2023, our SEU's Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a refresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	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, “Understanding Harassment” and “Anti-Harassment – Managers” (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.
5	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 (HIS) online course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
6	Management-level training regarding Diversity, Equity, and Inclusion	On April 21, 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.
7	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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting	On March 15, 2023, one of our SEU's On-Air Personalities attended Career Day at Rockfish Elementary School in Hope Mills, NC, to talk with students about how radio stations operate, what her job as an on-air personality entails, and the variety of opportunities available for a future career in broadcasting.