

WKHX(FM), WNNX(FM), WWWQ(FM), WYAY(FM)
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
1. Media Presentation Designer	1, 5-6, 8-10	5
2. 2 Senior Account Managers	1, 3-5, 7-10	7, 8
3. Receptionist	1, 4-5, 7-8, 10-17	1
4. Promotions Event Coordinator	1, 4-6, 8-17	8
5. Senior Account Manager	1-2, 4, 7-9, 18-23	7

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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	WKHX/WYAY/WNNX/WWWQ Internal Job Posting	No	3
2	WKHX/WYAY/WNNX/WWWQ/WWWQ-HD2/WWWQ-HD3 On Air Advertising	No	0
3	Non-Employee Referral	No	0
4	Cumulus Business Managers BM@cumulus.com	No	0
5	Indeed www.indeed.com	No	8
6	Link Up www.linkup.com	No	0
7	Linkedin www.linkedin.com	No	7
8	Cumulus.com www.cumulus.com/Careers	No	8
9	GlassDoor www.glassdoor.com	No	2
10	ZipRecruiter www.ziprecruiter.com	No	2
11	Assistance League of Atlanta info@assistanceleagueATL.org	No	0
12	Atlanta Assn of Black Journalists aabj.org@gmail.com	No	0
13	Atlanta School of Broadcasting info@broadcastingschool.com	No	0
14	Clark Atlanta University cppc@cau.edu	No	0
15	Connecticut School of Broadcasting	No	0
16	First Step Staffing Barbara Peters, barbara@first-step.us	No	0
17	Morris Brown University Maxine.wright@morrisbrown.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Adzuna www.adzuna.com	No	0
19	Job is Job www.jobisjob.com	No	0
20	The Job Spider www.jobspider.com	No	0
21	MyJobHelper www.myjobhelper.com	No	0
22	Oodle www.oodle.com	No	0
23	Trovit www.trovit.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			30

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Mentoring Program	<p>Our SEU conducts a Sales Mentoring Program for all new Account Executives. Each new Account Executive is assigned a senior Account Executive as their mentor. Each Mentor assists its Account Executive with job training, information on key station departments/personnel, goal setting, and establishing open communications and a supportive communications environment and provides constructive feedback daily. Two Account Executives participated in the Sales Mentoring Program during this reporting period.</p>
2	Internship Program: Programming	<p>This SEU also conducts a Morning Show Internship Program. These Programming Internships are open to any college student with the ability to earn college credit toward their degree. Student interns are recruited each semester from: Clayton State University; Connecticut School of Broadcasting; Clemson; Georgia State University; Kennesaw State University; University of South Carolina; University of West Georgia; and, University of Georgia. During this reporting period, we hosted a total of two (2). Programming interns to work with the WNNX Morning Show. They learned show schedules, preparation, story writing, board operation work, web posting, organizational skills, and were able to go on the air occasionally to play bit parts in these Programs.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	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.
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 4, 2020, our Afternoon Drive Personality was invited to participate in the Department of Mass Communications' Media Day at the University of West Georgia. As a guest panelist, he talked about his broadcasting career, the education/skill sets necessary for success in radio, and the ever-increasing role technology plays in the industry, after which he met with prospective interns.
5	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	During the second week of March 2020, our Afternoon Drive Personality was a guest speaker at St. Jude the Apostle Catholic School in Atlanta, during which he talked with the students about how radio stations operate, his role at the radio station, and the opportunities available for a future career in broadcasting.