

WMGB(FM), WLZN(FM), WDEN-FM, WMAC(AM), WPEZ(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022

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	1-44	30

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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	0
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	0
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	0
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	Employee Referral	N	2
31	Georgia Vocational Rehabilitation Agency - Macon 3586 Riverside Drive, Suite B, P.O. Box 7839 Macon, GA 31210 (478) 757-4080	N	0
32	Georgia Vocational Rehabilitation Agency - Warner Robbins 103 Jim Mason Court Warner Robbins, GA 31088 478-953-1095	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Georgia Veterans of Foreign Wars P.O. Box 30254952 Columbus Road Macon, GA (478) 474-3737 adj@vfwga.com	N	0
34	Fort Valley State University 1005 State University Drive Fort Valley, GA 31030 478-825-6211 murphyw@fvsu.edu parksl0@fvsu.edu barcado.styles@fvsu.edu	N	0
35	Central Georgia Technical College 3300 Macon Tech Drive Macon, GA 31206 478-757-3400 tmclure@centralgatech.edu	N	0
36	Vietnam Veterans of America P.O. Box 26638 Macon, GA 912-285-9553 huxtres@aol.com	N	0
37	Disabled American Veterans Dept of Georgia 4462 Houston Avenue Macon, GA 31206 478-781-7336 gadav1@outlook.com	N	0
38	Chinmaya Mission Middle Georgia 129 Lake Front Drive Warner Robins, GA 31088 770-667-5258 atlanta@chinmayamission.org	N	0
39	Goodwill Industries - The Job Connection 5171 Eisenhower Parkway Macon, GA 31206 (478) 475-9995 sbledsoe@goodwillworks.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Georgia Department of Labor - Cobb - Cherokee 465 Big Shanty Road Marietta, GA 30066 770-590-6607 Eugene.Mincey@gdol.ga.gov	N	0
41	Middle Georgia Consortium, Inc. 124 Osigian Boulevard, Suite A Warner Robins, GA 31088 478-953-4771 dstillings@mgwib.com mail@mgwib.com	N	0
42	Macon Career Center, Georgia Department of Labor 3090 Mercer University Drive Macon, GA 31204 478-751-6164 bob.thompson@dol.state.ga.us bobby.cowart@dol.state.ga.us	N	0
43	Houston County Career Center, Georgia Department of Labor 96 Cohen Walker Drive Warner Robins, GA 31047 478-988-7130 Brandon.Miller@gdol.ga.gov Houston_CC@gdol.ga.gov	N	0
44	Columbus Career Center, Georgia Department of Labor 700 Veterans Parkway Columbus, GA 31901 706-649-7423 cynthia.pobbig@dol.state.ga.us maurice.marshall@gdol.ga.gov	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, 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 courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers 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 Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business 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
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of April and May of 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 courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.</p>
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>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 on-line 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.</p>
6	Host Job Fair	<p>During the month of September 2022, our SEU conducted its first-ever online job fair and welcomed six local businesses to participate in the event along with our SEU. Our Market Manager was available to speak with participants about career opportunities in radio broadcasting, with an emphasis on job vacancies within our SEU. This event was heavily promoted over the air on all our Stations as well as on our social media sites.</p>