

**WVNN(AM), WVNN-FM, WZYP(FM), WUMP(AM), WWFF-FM &
WHRP(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
On Air Talent	1-5	5
Assistant Business Manager	1-2, 4	1

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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 Job Board Cumulus.com/careers	No	4
2	LinkedIn	No	1
3	On-Air Announcements (one or more SEU stations) 1717 Highway 72 Attn: Cumulus.com/careers Phone: (256)830-8300	No	0
4	Walk-In/Self-Referral/Employee-Referral	No	2
5	Word-of-Mouth Referral	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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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.
2	Training program to enable station personnel to acquire skills to qualify them for higher level positions	Our SEU’s Sales Assistant received training to acquire the knowledge and skills necessary to be considered for a promotion to Assistant Business Manager. Training was provided by program/subject matter experts in our Corporate Training Department as well as our Business Manager over a period of months. On March 16, 2020, our Sales Assistant was promoted to Assistant Business Manager.