

**WFTW (AM) / WKSM (FM) / WNCV (FM) / WYZB (FM) / WZNS (FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 – September 30, 2020**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	2, 15, 18-21, 26	2
Account Executive	2, 15, 18-21, 26	26
Engineer	2, 15, 8-21	2

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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	Career Source Okaloosa Walton 409 Racetrack Rd Ft Walton Beach, FL 32547 gleysath@jobsplus02.com	N	0
2	www.cumulus.com	N	3
3	Inside Radio (e-mail and website) 365 Union Street Littleton, NH 03561 (800) 640-8852	N	0
4	American Business Women's Assoc Emerald Coast Chapter #1579 P O Box 731 Ft Walton Beach, FL 32549 (850) 864-7697	N	0
5	Eglin AFB Military Spouse Advancement Initiative Family Support Center 502 Van Matre Avenue Eglin AFB, FL 32542 (850) 882-3097	N	0
6	Talent Network/Word of Mouth Referrals	N	0
7	Walk-in/Self-Referral	N	0
8	Hurlburt AFB Military Spouse Career Advancement Family Support Center 220 Lukasik Avenue Hurlburt AFB, 32544 (850) 884-2600	N	0
9	FAMU Career Center Student Union Plaza MLK Blvd Suite 118 Tallahassee, FL 32307	N	0
10	NAACP/Ft Walton Beach Chapter Attn: Sabu Williams P O Box 58 Ft Walton Beach, FL 32549	N	0

<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>
11	Northwest FL State College Career Resource Center 100 East College Blvd Niceville, FL 32578	N	0
12	Troy University Career Opportunities 81 SE Beal Parkway Ft Walton Beach, FL 32548 www.campusrecruiter.com/troy/	N	0
13	University of W FL/Emerald Coast Career Opportunities 1170 Martin Luther King Blvd Ft Walton Beach, FL 32548 (850) 833-3743	N	0
14	LinkedIn	N	0
15	Indeed.com	N	4
16	Florida State University/College of Business Dir of Internships and Career Services Rovetta Business Bldg, Rm 327 821 Academic Way P O Box 3061110 Tallahassee, FL 32306 www.career.fsu.edu/recruit/	N	0
17	Chamber Business Expo	N	0
18	Glassdoor	N	0
19	Linkup	N	0
20	Ziprecruiter	N	0
21	Monster	N	0
22	Facebook	N	0
23	Mobile	N	0
24	Ladders	N	0
25	What Women Want Promotional Event	N	0
26	Employee Referral	N	5
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>12</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Sponsored event in the community designed to inform and educate the public concerning employment opportunities in broadcasting.	October 26, 2019: The SEU hosted the “What Women Want” annual event, and as the name implies its main focus is the needs and concerns of women. This event was free to the public. Our SEU had a prominent display, manned at all times by at least two managers and uses this as a recruitment platform to highlight the various career opportunities available in multiple departments in our company. Interested individuals were encouraged to log onto <a href="http://www.cumulus.com">www.cumulus.com</a> and select “Work Here” or stop by our offices during regular business hours.
<b>2</b>	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.