

**WMAC(AM), WDEN-FM, WMGB(FM), WPEZ(FM), WLZN(FM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2020 – November 30, 2021**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive #1	3-9, 11-15	4
Account Executive #2	3-9, 11-17	17
Digital Sales Manager	3-9, 11-15	4
Market Manager	3-9, 11-15	15

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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	<b>Mercer University</b> Attn: Charlene Leach/Mary Roberts 1400 Coleman Avenue Macon, GA 31207	No	0
2	<b>Macon Georgia State University</b> Email address: careerservices@MGA.edu	No	0
3	<b>Oodle Website</b> www.oodle.com	No	0
4	<b>Cumulus Career Website</b> www.cumulusmedia.jobs.net	No	8
5	<b>Adzuna Website</b> www.adzuna.com	No	0
6	<b>Glassdoor Website</b> www.glassdoor.com	No	0
7	<b>Job is Job Website</b> www.jobisjob.com	No	0
8	<b>My Job Helper Website</b> www.myjobhelper.com	No	0
9	<b>The Job Spider Website</b> www.jobspider.com	No	0
10	<b>Internal Transfer/Promotion</b>	No	0
11	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> www.indeed.com	No	1
12	<b>On-Air Announcements</b>	No	0
13	<b>LinkedIn Website</b> www.linkedin.com	No	0
14	<b>Trovit Website</b> www.trovit.com	No	0
15	<b>Word-of-Mouth Referral</b>	No	2
16	<b>Job Fair #1, July 20, 2021</b>	No	0
17	<b>Job Fair #2, July 21, 2021</b>	No	1
<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>	Host/Participate in Job Fair	On July 20, 2021, our SEU hosted an online job fair. Employment candidates were provided an opportunity to contact our SEU via a website and Market Manager directly. Our Market Manager organized all logistical aspects of the event, promoted the job fair on all our stations, and directly involved.
<b>2</b>	Host/Participate in Job Fair	On July 21, 2021, our SEU hosted an online job fair. Employment candidates were provided an opportunity to contact our SEU via a website and Market Manager directly. Our Market Manager organized all logistical aspects of the event, promoted the job fair on all our stations, and directly involved.
<b>3</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
<b>4</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.