

WMGU (FM), WQSM (FM), WRCQ (FM) & WFNC (AM)
EEO PUBLIC FILE REPORT
August 1, 2024 – July 31, 2025

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	1-42, 44-46	42
On-Air Talent	1-41	1
MultiMedia Account Executive	1-41, 44-46	1
MultiMedia Account Executive	1-41, 43-46	43

WMGU (FM), WQSM (FM), WRCQ (FM) & WFNC (AM)
EEO PUBLIC FILE REPORT
August 1, 2024 – July 31, 2025

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	3
2	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	3
3	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
4	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	1
5	Abilities in Jobs www.abilitiesinjobs.com	N	0
6	Asian in Jobs www.asianinjobs.com	N	0
7	Black In Jobs www.blackinjobs.com	N	0
8	Hispanic In Jobs www.hispanicinjobs.com	N	0
9	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
10	Diversity in Jobs www.diversityinjobs.com	N	0
11	Seniors in Jobs www.seniorsinjobs.com	N	0
12	Women in Jobs www.womeninjobs.com	N	0
13	Disabled Person www.disAbledperson.com	N	0
14	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
15	Hire Black www.hireblack.com	N	0
16	African American Job Search www.africanamericanjobsearch.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Asian Job Search www.asianjobsearch.com	N	0
18	Disabled Job Seekers www.disabledjobseekers.com	N	0
19	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
20	LGBT Job Search www.lgbtjobsearch.com	N	0
21	Seniors to Work www.seniorstowork.com	N	0
22	US Diversity Job Search www.usdiversityjobsearch.com	N	0
23	Veteran Job Center www.veteranjobcenter.com	N	0
24	Bladen County NCWorks Career Center 401 Mercer Mill Road Elizabethtown, NC 28337 910-862-3255 BladenCounty@NCWorks.gov leon.grimes@commerce.nc.gov	N	0
25	Cumberland County Workforce Career Center 414 Ray Avenue Fayetteville, NC 28301 910-486-1010 Adrian.Lowery@lumbercog.org andrea.quirindongo@ncmail.net	N	0
26	Lee County NCWorks Career Center 1909 Lee Avenue Sanford, NC 27330 919-775-2241 LeeCounty@NCWorks.gov paul.escamilla@commerce.nc.gov	N	0
27	Sampson County NCWorks Career Center 115 North Boulevard Clinton, NC 28328 910-592-5756 SampsonCounty@NCWorks.gov Tremayne.gilchrist@commerce.nc.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Hoke County NCWorksCareer Center 304 Birch Street Raeford, NC 28376 ScotlandCounty@NCWorks.gov leon.grimes@commerce.nc.gov	N	0
29	Division of Vocational Rehabilitation Services 805 Ruggles Drive Raleigh, NC 27603 919-855-3553 kenny.gibbs@dhhs.nc.gov	N	0
30	WCHS Cornerstone 220 Snow Avenue Raleigh, NC 27603 919-508-0720 michael.yonk@wakegov.com	N	0
31	Veterans Administration P.O. Box 71258 Fort Bragg, NC 28310 greggrey.flood2@va.gov	N	0
32	Transition Employment Liaison (TEL) Fort Bragg, NC 910-908-4834 mark.r.adkins4.ctr@mail.mil	N	0
33	Cumberland County Association for Indian People 2173 Downing Road Fayetteville, NC 28312 910-483-8442 ccaip@netzero.net	N	0
34	Fayetteville State University Ruldolph Jones Student Center, Room #227 1200 Murchison Road Fayetteville, NC 28301 (910) 672-2345 mmc1@uncfsu.edu	N	0
35	Hartnett County Workforce Center - Dunn 101 Hunt Valley Drive Dunn, NC 28334 Hartnett.Dunn@NCWorks.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	North Carolina Military Business Center PO Box 1748 Fayetteville, NC (910) 678-0193 courtney@ncmbc.us	N	0
37	Onward to Opportunity 2801 Old Stable Lane, Room 710 Fort Bragg, NC 28310 910-725-8790 kmayes@syr.edu	N	0
38	Wounded Warrior Project 1990 Fordham Drive, Ste. 100 Fayetteville, NC 28304 (910) 487-0116 tjacobs@woundedwarriorproject.org	N	0
39	NCWorks Career Center- Cumberland County 490 N. McPherson Church Road 910-912-2400 CumberlandCounty@NCWorks.gov dwight.butler@nccommerce.com	N	0
40	NCWorks Career Center- Capital Area (Fuquay-Varina) 130 N. Judd Parkway NE 919-557-1121 WakeCounty@NCWorks.gov	N	0
41	NCWorks Career Center Hartnett County -Lillington 900 South 9th Street 9108932191 Harnett.Lillington@NCWorks.gov etrusdale@harnett.org	N	0
42	Employee Referral	N	1
43	Internal Transfer/Promotion	N	1
44	Fayetteville Technical Community College 2201 Hull Road Fayetteville, NC 28303 dailw@faytechcc.edu	N	0
45	Fayetteville State University 1200 Murchison Road Fayetteville, NC 28301 knewcom1@uncfsu.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	Robeson Community College 5160 Fayetteville Road Lumberton, NC 28360 chemric@robesoncollege	N	0
			9

WMGU (FM), WQSM (FM), WRCQ (FM) & WFNC (AM)
EEO PUBLIC FILE REPORT
August 1, 2024 – July 31, 2025

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	Between August 12 th and August 23 rd , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU's VP/Market Manager 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 VP, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the first half of December 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, Perpetuating Allyship . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of " Perpetuating Allyship " and introduced tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do's and don'ts about allyship.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between December 16 th and 20 th , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Perpetuating Allyship session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets, offered bystander training, described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging, Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else's point of view, and the benefits of seeking common ground for the sake of unity.
7	Participate in Job Fair	On July 18, 2025, our SEU's Market Manager, Program Director, and Promotions Director attended the Greater Fayetteville Chamber Career and Resource Expo 2025, hosted by the Chamber and Crown Complex at the Crown Expo Center in Fayetteville. They spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.