

**WKHX-FM, WNNX (FM), WWWQ (FM)  
EEO PUBLIC FILE REPORT  
December 1, 2023 – November 30, 2024**

**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
Morning Show Producer	1 – 29, 31 – 47, 49 – 65, 67 – 74, 76 – 77, 80 – 87, 89 – 96, 98 – 135, 149, 153 – 163, 165 – 167, 169 – 170, 178 – 181, 185 – 187, 190, 192 – 195, 197 – 205, 219 – 220, 223 – 233	1
Account Executive	1 – 30, 31 – 47, 49 – 65, 67 – 74, 76 – 77, 79 – 87, 89 – 91, 93 – 96, 98 – 135, 149, 153 – 167, 169 – 170, 178 – 181, 185 – 187, 190 – 195, 197 – 204, 219 – 220, 223 – 230	30
Sr. Account Executive	1 – 30, 31 – 47, 49 – 65, 67 – 74, 76 – 77, 79 – 87, 89 – 91, 93 – 96, 98 – 135, 149, 153 – 167, 169 – 170, 178 – 181, 185 – 187, 190 – 195, 197 – 204, 219 – 220, 223 – 230	30
FT Producer	1 – 29, 31 – 47, 49 – 65, 67 – 74, 76 – 77, 80 – 87, 89 – 96, 98 – 135, 149, 153 – 163, 165 – 167, 169 – 170, 178 – 181, 185 – 187, 190, 192 – 195, 197 – 205, 219 – 220, 223 – 233	8
Digital Sales Strategist	1 – 30, 31 – 47, 49 – 65, 67 – 74, 76 – 77, 79 – 87, 89 – 91, 93 – 96, 98 – 135, 149, 153 – 167, 169 – 170, 178 – 181, 185 – 187, 190 – 195, 197 – 204, 219 – 220, 223 – 230	30
Director of Marketing & Events	1 – 29, 31 – 47, 49 – 65, 67 – 74, 76 – 77, 80 – 87, 89 – 91, 93 – 96, 98 – 135, 145, 149, 153 – 163, 165 – 167, 169 – 170, 178 – 181, 185, 187, 190, 192 – 195, 197 – 205, 219 – 220, 223 – 231	1
Account Executive	1 – 30, 31 – 47, 49 – 65, 67 – 74, 76 – 77, 79 – 87, 89 – 91, 93 – 96, 98 – 135, 149, 153 – 167, 169 – 170, 178 – 181, 185 – 187, 190 – 195, 197 – 204, 219 – 220, 223 – 230	30
VP of Sales	1 – 10, 30	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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	32
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.indeed.com">www.indeed.com</a>	N	1
9	<b>Glassdoor Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0

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17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	5
31	<b>University of Phoenix</b> 8200 Roberts Drive Sandy Springs, GA 30350 (800) 433-3243 bryan.baldwin@phoenix.edu george.carroll@phoenix.edu	N	0
32	<b>Technical College System of Georgia, Office of Adult Education</b> 1800 Centry Place, NE, Suite 300 Atlanta, GA 30345 404-679-1684 jreed-taylor@tcsg.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>YMCA of Metro Atlanta</b> 100 Edgewood Avenue NE, Suite 1100 Atlanta, GA 30303 (404) 481-2945 victoriaq@ymcaatlanta.org	N	0
34	<b>Vetlanta</b> Atlanta, GA, 30309 (678) 860-3013 dawn_m_jenkins@hotmail.com	N	0
35	<b>VetJobs</b> P. O. Box 71445 Marietta, GA 770-993-5117 info@vetjobs.com	N	0
36	<b>Veterans Empowerment Organization of Georgia</b> 1599 Memorial Drive SE, Suite E-7 Atlanta, GA 30317 (404) 451-5117 joann@veteranempowerment	N	0
37	<b>Veterans Employment and Training</b> 61 Forsyth Street SW, Suite 6T85 Atlanta, GA 30303 (404) 562-2313 bolles.william@dol.gov	N	0
38	<b>U.S. Department of Veteran Affairs - Atlanta VA Healthcare System for Homeless Veterans</b> 1701 Hardee Avenue, SW Atlanta, GA 30310 404-713-2915 Tracy.roberts3@va.gov	N	0
39	<b>Tommy Nobis Center</b> 1480 Bells Ferry Road Marietta, GA 30066 770-427-9000 angela.christian@tommynobisc	N	0
40	<b>The Jewish Federations of Greater Atlanta</b> 1440 Spring Street N.W. Atlanta, GA 30309 (404) 873-1661 rkutner@jewishatlanta.org webmaster@jfga.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	<b>The Georgia Tribe of Eastern Cherokee</b> PO Box 1993 Atlanta, GA, 30188 706-265-9461 info@georgiatribeofeasterncherokee.com	N	0
42	<b>The Arc of Douglas County</b> PO Box 985 Douglasville, GA 30133 770-402-4711 christy.turner@dcdcthearc.org	N	0
43	<b>The Arc – Atlanta</b> 100 Edgewood Avenue NE, Suite 1675 Atlanta, GA 30303 (678) 733-8969 whitley@thearcofgeorgia.org	N	0
44	<b>Strayer University</b> 3000 Corporate Center Drive, Suite 100 Atlanta, GA, 30260 (877) 582-0284 sina.saunders@strategiced.com jennifer.jones@my.strayer.edu	N	0
45	<b>Spelman College</b> 350 Spelman Lane, S.W., Box 10 Atlanta, GA 30314 404-270-5276 sjohn100@spelman.edu tireland@spelman.edu	N	0
46	<b>Special Education Directors</b> 1870 Twin Towers East Atlanta, GA 30316 (703) 519-3800 John.Eisenberg@nasdse.org	N	0
47	<b>Southeast ADA Center Burton Blatt Institute at Syracuse University</b> 1419 Mayson Street Atlanta, GA 30324 404-541-9001 prwill01@law.syr.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	<b>South Metro Career Center, Georgia Department of Labor</b> 2636-14 Martin Luther King Jr. Drive Atlanta, GA 30311 404-699-6900 Patricia.Sharpe@gdol.ga.gov	N	0
49	<b>RESNA Catalyst Project Assistive Technology Entities</b> 512 Means Street, Suite 250 Atlanta, GA 30318 250 (404) 894-0541 info@gatfl.org	N	0
50	<b>Protection &amp; Advocacy Systems</b> 123 N. McDohough Street Decatur, GA 30030 404) 373-3116 GaCAPDirector@georgiacap.com	N	0
51	<b>Prevention Plus</b> 3707 Main Street College Park, GA 30337 (404) 363-9600 mbleavell@bellsouth.net	N	0
52	<b>Plumbers, Pipefitter &amp; Service Technician Local Union 72</b> 374 Maynard Terrace, SE Atlanta, GA 30316 404-373-5778 JHousworth@ua72.org	N	0
53	<b>Paralyzed Veterans of America</b> 1700 Clairmont Road Decatur, GA 30033 (404) 929-5956 teak.wilson@va.gov	N	0
54	<b>NAWIC Atlanta Chapter # 49</b> IBG Construction Services, LLC 541 10th St NW, PMB 355 Atlanta, GA 30318 404- 865.0412 vmcdaniel@ibgcs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	<b>National MS Society</b> 950 East Paces Ferry Road NE, Suite 110 Atlanta, GA 30326 678) 672-1000 nicole.hill@nmss.org	N	0
56	<b>National Industries for the Blind/CVI</b> 739 West Peachtree Street Atlanta, GA 30308 408) 875-9011 lkennedy@cвига.org	N	0
57	<b>National Association of Women in Construction</b> 541 10th Street NWPMB 355 Atlanta, GA 30318 (404) 286-6010 trather@ibgcs.com	N	0
58	<b>Morris Brown College</b> 643 Martin Luther King, Jr Drive NW Atlanta, GA 30314 (678) 576-1997 devonne.mckenzie@morrisbrown.edu	N	0
59	<b>Morehouse School of Medicine</b> 720 Westview Drive SW Atlanta, GA 30310 (404) 752-1500 priscilla.hubbard@morehouse.edu	N	0
60	<b>Morehouse College, Accessibility Services</b> 830 Westview Drive SW Atlanta, GA 30314 (470) 639-0252 Travis.sadler@morehouse.edu	N	0
61	<b>Money Management International - Military Reconnect</b> 55 Ivan Allen Jr. Boulevard NW, Ste 520 Atlanta, GA 30313 404.260.3196/800. 750.2227 Tara.Alderete@MONEYMANAGEMENT.ORG	N	0

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62	<b>Metro Atlanta YouthBuild</b> 268 Lawrence Street, Suite 100 Marietta, GA 30060 (404) 546-3048 rhknight5@aol.com rlbirkett@atlantaga.gov	N	0
63	<b>Mental Health Associations</b> 100 Edgewood Avenue NE, Suite 502 Atlanta, GA 30303 (404) 527-7175 sarah@mhageorgia.org	N	0
64	<b>Mary Hall Freedom House</b> 8995 Roswell Road Sandy Springs, GA 30350 770-733-7088 gina.bracks@mhfh.org anthony.harwell@mhfh.org	N	0
65	<b>Marriott Foundation - Bridges from School to Work</b> 100 Edgewood Avenue, NE, Suite 1220 Atlanta, GA 30303 (404) 523-6335 allen.brown@marriott.com	N	0
66	<b>Lutheran Services in America Disability Network – Inspiritus</b> 731 Peachtree Street NE, Suite B Atlanta, GA 30308 Sindy.howery@weinspirit@org	N	0
67	<b>Learning Disabilities Association of Georgia</b> 1366 N Druid Hills Road NE Atlanta, GA 30319 (404) 875-0201 LDAofgeorgia@gmail.com	N	0
68	<b>Learning Disabilities Association of America</b> 2566 Shallowford Road, Suite 104 PMB 353 Atlanta, GA 30309 LDAGA@bellsouth.net	N	0



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69	<b>Latin American Association</b> 2750 Buford Highway NE Atlanta, GA 30324 404) 303-7774 sachury@thelaa.org atorres@thelaa.org	N	0
70	<b>Jain Society of Greater Atlanta</b> 669 S Peachtree Street Norcross, GA 30071 404-982-6896 jayesh.a.gandhi@gmail.com	N	0
71	<b>ITT Technical Institute – Kennesaw</b> 2065 ITT Tech Way Kennesaw, GA 30144 770) 807-6187 kgermaine@itt-tech.edu	N	0
72	<b>ITT Technical Institute – Duluth</b> 10700 Abbotts Bridge Road, Suite 190 Duluth, GA 30097 770) 426-2300 tnlambert@itt-tech.edu	N	0
73	<b>ITT Technical Institute – Atlanta</b> 485 Oak Place, Ste. 100 Atlanta, GA 30349 (770) 909-4606 ahill2@itt-tech.edu	N	0
74	<b>INROADS</b> 260 Peachtree Street, #400 Atlanta, GA 30303 (404) 586-0352 cwashington@inroads.org	N	0
75	<b>Independent Living Centers</b> 5543 Cathers Creek Drive Hiram, GA 30141 678-361-1300 ssimmons@silcga.org	N	0
76	<b>Gwinnett Technical College</b> 5150 Sugarloaf Parkway Lawrenceville, GA 30043 678-226-6691 lrichardson@gwinnetttech.edu	N	0

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77	<b>Goodwill of North Georgia</b> 2201 Lawrenceville Highway, Suite 200 Decatur, GA 30033 706-540-5221 jtaylor@ging.org	N	0
78	<b>Goodwill Industries of North Georgia – Woodstock</b> 9425 Highway 92, Suite 142 Woodstock, GA 30188 (770) 874-0901 crankin@ging.org	N	0
79	<b>Goodwill Industries of North Georgia - Northeast Plaza</b> 3337 Buford Highway Atlanta, GA 30329 (678) 891-0100 karmstrong@ging.org	N	0
80	<b>Goodwill Industries of North Georgia – Duluth</b> 1502 Pleasant Hill Road & Club Drive Duluth, GA 30096 770-564-1728 tblanks@ging.org	N	0
81	<b>Georgia Vocational Rehabilitation Agency -College Park Unit - Southern Crescent</b> 1630 Phoenix Boulevard, Suite 102 College, GA 30349 770-909-2838 Itohowo.Ekanemesang@ablegeorgia.ga.gov	N	0
82	<b>Georgia Vocational Rehabilitation Agency – Norcross</b> 2211 Beaver Ruin Road, Suite 160 Norcross, GA 30071 (770) 729-5400 Andrea.Huskey@gvs.ga.gov	N	0
83	<b>Georgia Vocational Rehabilitation Agency – Douglasville</b> 8385 Cherokee Boulevard, Suite 101 Douglasville, GA 30134 (770) 489-3018 Lynn.brandenburg@ablegeorgia.ga.gov	N	0

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84	<b>Georgia Vocational Rehabilitation Agency – Dekalb</b> 2082 East Exchange Place, Suite 120 Tucker, GA 30084 770) 414-2602 karenlynn.dominy@gvs.ga.gov	N	0
85	<b>Georgia Vocational Rehabilitation Agency - College Park Unit - South Fulton / Unit #7</b> 1630 Phoenix Boulevard, Suite 104 College, GA 30349 (770) 909-2770 Itohowo.Ekanemesang@ablegeorgia.ga.gov Denise.Mills@grs.ga.gov	N	0
86	<b>Georgia Vocational Rehabilitation Agency - Atlanta Unit</b> 1718 Peachtree Street NW, Suite 376-S Atlanta, GA 30309 404-206-6000 404-780-6618 Itohowo.Ekanemesang@ablegeorgia.ga.gov	N	0
87	<b>Georgia Vocational Rehabilitation Agency – Atlanta</b> 200 Piedmont Avenue, SE, West Tower, Suite 502A Atlanta, GA 30334 404-232-1998 Shawn.Ryan@gvs.ga.gov	N	0
88	<b>Georgia Tech - Center for Career Discovery and Development</b> 225 North Avenue Atlanta, GA 30332 404-894-1923 sonia.anderson@gatech.edu elaine.damon@gatech.edu karen.houston@gatech.edu dennis.lindsay@gatech.edu rob.rogers@gatech.edu	N	0
89	<b>Georgia State University, Office of Opportunity Development &amp; Diversity Education Planning (ODDEP)</b> 1 Park Place South, Suite 527 Atlanta, GA 30303 404-413-2562 abutler@gsu.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
90	<b>Georgia State University, Office of Disability Services</b> 44 Courtland Street, Suite 203 Atlanta, GA 30303 404-413-1560 tvires@gsu.edu	N	0
91	<b>Georgia Perimeter College - Alpharetta Center</b> 3705 Brookside Parkway Alpharetta, GA 30022 (678) 240-6000 dwayne.hood@gpc.edu	N	0
92	<b>Georgia Institute of Technology - Research Institute</b> 250 14th Street NW, GPB Building, Room 110 Atlanta, GA 30318 404-407-8543 brittney.odoi@gtri.gatech.edu	N	0
93	<b>Georgia Center of the Deaf and Hard of Hearing</b> 2296 Henderson Mill Road Atlanta, GA 30345 (888) 297-9461 info@gcdhh.or	N	0
94	<b>Georgia Advocacy Office</b> 150 E Ponce de Leon Avenue Decatur, GA 30030 404-885-1234 info@thegao.org	N	0
95	<b>GA Dept. of Behavioral Health &amp; Developmental Disabilities</b> 2 Peachtree Street NW, 24th Floor Atlanta, GA 30303 (404) 657-2252 public.affairs@dbhdd.ga.gov	N	0
96	<b>Fulton-Atlanta Community Action Authority</b> 1690 Chantilly Drive NE Atlanta, GA 30324 (404) 320-0166 ybtfacaa@aol.com	N	0
97	<b>Epilepsy Foundation Georgia</b> 6065 Roswell Road, Suite 715 Atlanta, GA 30328 (404) 527-7155 epilepsy@epilepsyga.org	N	0

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98	<b>Epilepsy Foundation</b> 315 West Ponce de Leon Avenue, Suite 801 Decatur, GA 30030 (404) 527-7155 gscott@nfbga.org	N	0
99	<b>Employer Support of the Guard and Reserve</b> 5019 GA Hwy. 42, Suite J 203 Ellenwood, GA 30294 (678) 569-5740 nancy.l.anheier.ctr@us.army.mil	N	0
100	<b>Dress for Success</b> 67 Peachtree Park Drive NE # 101 Atlanta, GA 30309 (404) 589-1177 kristina.cates@dfsatlanta.org	N	0
101	<b>Disability Veterans Affairs Employment Services</b> 12 Piedmont Center NE, Suite 408 Atlanta, GA 30305 (800) 698-2411 Joshua.Galle@aloricares.com	N	0
102	<b>Disability Resource Group</b> 4164 Admiral Drive Chamblee, GA 30341 (770) 451-2340 nduncan@disabilityresourcegroup.org	N	0
103	<b>disABILITY LINK</b> 755 Commerce Drive, Suite 105 Decatur, GA 30030 404- 687-8890 fdurbin@disABILITYLINK.org kgibson@disabilitylink.org	N	0
104	<b>Disability Link</b> 1901 Montreal Road, Suite 102 Tucker, GA 30084 (404) 687-8890 KGibson@disabilitylink.org	N	0
105	<b>Disability American Veterans-Dept. of GA</b> 1700 Clairmont Road Decatur, GA 30033 (404) 929-5345 teak.wilson@va.gov	N	0

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106	<b>DeVry University - Alpharetta Campus</b> 2555 Northwinds Parkway Alpharetta, GA 30009 (770) 619-3600 rwilliams22@devry.edu	N	0
107	<b>Devry University</b> 250 North Arcadia Avenue Decatur, GA 30030 (404) 292-7900 VTravis@devry.edu	N	0
108	<b>Department of Veterans Affairs VR&amp;E</b> 1700 Clairmont Road, P.O. Box 100024 Decatur, GA 30033 404-929-5553 william.moore20@va.gov	N	0
109	<b>Construction Education Foundation Georgia</b> P.O. Box 92121 Atlanta, GA 770- 891-9314 scott.shelar@cefga.org	N	0
110	<b>WorkSource Georgia - Cobb</b> 463 Commerce Park Drive, Suite 100 Marietta, GA 30060 (770) 528-8066 770-528-4300 ajackson@cobbworks.org information@cobbworks.orgs	N	0
111	<b>Clayton Career Center, Georgia Department of Labor</b> 1630 Phoenix Boulevard, Suite 101 College Park, GA 30349 770-909-2838 charlie.pugh@gdol.ga.gov melissa.moses@gdol.ga.gov	N	0
112	<b>Clark Atlanta University</b> 223 James P Brawley Drive SW Atlanta, GA 30314 404-880-8000 cbrown@cau.edu	N	0

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113	<b>Clark Atlanta University</b> 643 James P. Brawley Drive SW Atlanta, GA 30314 404-880-6780 thector@cau.edu	N	0
114	<b>Center for Working Families</b> 477 Windsor Street, SW, Suite 101 Atlanta, GA 30312 404) 223-3303 djackson@tcwfi.org mfears@tcwfi.org	N	0
115	<b>Center for the Visually Impaired</b> 739 West Peachtree Street, N.W Atlanta, GA 30308 404-602-4361 fhuey@cviga.org	N	0
116	<b>Center for Pan Asian Services - Refugee Resettlement &amp; Employment Programs</b> 3510 Shaloford Road NE Atlanta, GA 30341 770-936-0969 cpacs@cpacs.org	N	0
117	<b>Center for Family Resources</b> 995 Roswell Street, NE Suite 100 Marietta, GA 30060 (770) 428-2601 candistargell@thecfr.org	N	0
118	<b>Briggs &amp; Associates</b> 2300 Holcomb Bridge Road, Suite 103 Roswell, GA 30076 770-993-4559 briggscentral@briggsassociates.org	N	0
119	<b>Atlanta Workforce Development Agency</b> 818 Pollard Drive, Suite 241 Atlanta, GA 30311 (404) 658-9675 dlum@atlantaga.gov	N	0

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120	<b>Atlanta Women in Construction</b> PMB 355, 541 10th Street Atlanta, GA 30318 (404) 286-6010 kathy_conrad@mcgraw-hill.com	N	0
121	<b>Atlanta Vet Center</b> 1440 Dutch Valley Place, Suite 1100, Box 55 Atlanta, GA 30324 (404) 347-7264 Gracie.McDonald@va.gov	N	0
122	<b>Atlanta Urban League</b> 100 Edgewood Avenue, Suite 600 Atlanta, GA 30303 (404) 681-0550 njohnson@atlul.org	N	0
123	<b>Atlanta University Center</b> 156 Mildred Street SW Atlanta, GA 30314 470-355-6060 ssewell@aucenter.edu	N	0
124	<b>Atlanta Job Corps Center - Management &amp; Training Corporation</b> 239 West Lake Avenue Atlanta, GA 30314 (404) 794-9512 yarbrough.darren@jobcorps.gov	N	0
125	<b>Atlanta Housing Authority</b> 230 John Wesley Dobbs Avenue Atlanta, GA 30303 404-685-4375 catherine.buell@atlantahousing.org	N	0
126	<b>Atlanta Gay &amp; Lesbian Chamber of Commerce</b> 1530 Dekalb Avenue, Suite A Atlanta, GA 30307 404-267-1854 admin@atlantagaychamber.org	N	0
127	<b>Atlanta Career Center</b> 148 Andrew Young Int. Boulevard - Ste 426 Atlanta, GA 30303 404-232-3510 spdacus@hotmail.com	N	0



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128	<b>Atlanta Alliance on Developmental Disabilities</b> 1440 Dutch Valley Place, Suite 200 Atlanta, GA 30324 (404) 881-9777 dave@aadd.org	N	0
129	<b>Asian/Pacific American Council of Georgia (APAC)</b> C/O The Center for Pan Asian Community Services (CPACS) 3760 Park Avenue Doraville, GA 30341 (770) 936-0969 varinees@yahoo.com	N	0
130	<b>Asian American Resource Center (AARC)</b> 3635 Peachtree Industrial Boulevard, Suite 450 Duluth, GA 30096 (770) 270-0663 aarc@aarc-atlanta.org	N	0
131	<b>Army Community Service</b> 1350 Troop Row Fort McPherson, GA 30310 (404) 464-4070 alfonso.lewis@us.army.mil	N	0
132	<b>American Legion Department of GA</b> P.O. Box 1652 Powder Springs, GA (404) 245-5410 Samuel.l.perry@icloud.com siugrad1990@aol.com	N	0
133	<b>American Legion, Department of Georgia</b> 3035 Mt. Zion Road Stockbridge, GA 30281 (229) 251-5485 youngblood8875@gmail.com	N	0
134	<b>100 Black Men of North Metro Atlanta Placement Office</b> 2300 Holcomb Bridge Road, Suite 103 - 215 Roswell, GA 30076 (678) 688-4130 Dolapo.Erinkitola@northmetro100.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
135	<b>Those In Between Jobs (TIBS) - Ben Hill United Methodist Church</b> 2099 Fairburn Road SW Atlanta, GA 30331 404-346-8277 thoseinbetweenjobs@gmail.com	N	0
136	<b>St Phillip African Methodist Episcopal (AME) Church</b> 240 Candler Road SE Atlanta, GA 30317 karenjames2507@comcast.net	N	0
137	<b>Johns Creek United Methodist Church</b> 11180 Medlock Bridge Road Johns Creek, GA 30097 770-497-8215 flugelca@aol.com	N	0
138	<b>Crossroads Career Network - Zion Missionary Baptist Church</b> 888 Zion Circle Roswell, GA 30075 770-993-8587 workforce@zionmbc.org	N	0
139	<b>Crossroads Career Network - Stockbridge First UMC</b> 4863 N Henry Boulevard Stockbridge, GA 30281 770-474-4111 sumccareerhelp@aol.com	N	0
140	<b>Crossroads Career Network - Piedmont Church</b> 570 Piedmont Road Marietta, GA 30066 770-422-2566 phil.stroud@tiptoppoultry.com	N	0
141	<b>RightChanges Job Search Coaching Solutions</b> 770-713-4311 judi@rightchanges.bi	N	0
142	<b>Crossroads Career Network - North Atlanta Church of Christ</b> 5676 Roberts Drive Dunwoody, GA 30338 770-399-5222 smp55smp@yahoo.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
143	<b>Crossroads Career Network - Burnt Hickory Baptist Church</b> 5145 Due W Road NW Powder Springs, GA 30127 770-590-0467 bhbccrossroads@burnthickory.com	N	0
144	<b>Career Transition Networking Group - Saint Brigid Catholic Church</b> 3400 Old Alabama Road Johns Creek, GA 30022 michaeliamele@comcast.net	N	0
145	<b>Jewish Federation of Greater Atlanta</b> 1440 Spring Street NW Atlanta, GA 30309 (404) 873-1661 webmaster@jfga.org jsegal@jfga.org rkosberg@jewishatlanta.org	N	0
146	<b>Fort McPherson Campus</b> 1701 Hardee Avenue, SE Atlanta, GA 30310 404-713-2915 tracy.roberts3@va.gov	N	0
147	<b>Emory University</b> 201 Dowman Drive Atlanta, GA 30322 404-727-6123 careercenter@emory.edu janet.hutchinson@emory.edu	N	0
148	<b>Chattahoochee Technical College</b> 980 South Cobb Drive SE Marietta, GA 30060 (770) 528-4545 770-528-4430 annette.davis@chattahoocheetech.edu davia.woulard@chattahoocheetech.edu catherine.bovell@chattahoocheetech.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
149	<b>Atlanta University Center Consortium Career Planning and Placement Service</b> 240 James P Brawley Drive, SW Atlanta, GA 30314 404-880-8000 crhodes@aucenter.edu	N	0
150	<b>All About Developmental Disabilities (AADD)</b> 125 Clairemont Avenue Decatur, GA 30030 nathan@aadd.org	N	0
151	<b>Briggs &amp; Assoc</b> 2300 Holcomb Bridge Road Roswell, GA 30076 404-290-6855 kim@briggsassociates.org titus@briggsassociates.org	N	0
152	<b>American Legion Post 29</b> 921 Gresham Avenue Marietta, GA 30060 770-427-5900 samuel.l.perry@icloud.com	N	0
153	<b>Congregation Beth Shalom</b> 5303 Winters Chapel Road Atlanta, GA 30360 770-399-5300 shalom@bshalom.net	N	0
154	<b>Nepalese Association in Southeast America (NASeA)</b> PO Box 49647 Atlanta, GA 770-943-0140 yessapkota@gmail.com	N	0
155	<b>Malaysian Association of Georgia (MAG)</b> PO Box 78531 Atlanta, GA (404) 431-3711 tien@malaysia-ga.org	N	0
156	<b>Learning Disabilities Association of America</b> 2566 Shallowford Road Atlanta, GA 30345 404-303-7774 ldaga@bellsouth.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
157	<b>Temple Sinai</b> 5645 Dupree Drive NW Atlanta, GA 30327 404-252-3073 warren@zindlers.com	N	0
158	<b>National MS Society</b> 950 East Paces Ferry Road NE Atlanta, GA 30326 678-672-1000 nicole.hill@nmss.org	N	0
159	<b>Emory Candler School of Theology</b> 1531 Dickey Drive Atlanta, GA 30322 404-727-6322 lhanna@emory.edu	N	0
160	<b>Faith Alliance of Metro Atlanta (FAMA)</b> 669 East Side Avenue SE Atlanta, GA 30316 404-662-3399 worldpilgrims@bellsouth.net	N	0
161	<b>Simpson Street Church of Christ</b> 800 Joseph E Boone Boulevard Atlanta, GA 30314 404-688-4756 sscoc@simplite.org	N	0
162	<b>Interdenominational Theological Center (ITC)</b> 700 Martin Luther King, Jr Drive Atlanta, GA 30314 404-527-7792 jjones@itc.edu	N	0
163	<b>Georgia Stand-UP</b> 501 Pulliam Street, SW Atlanta, GA 30312 404-581-0061 dscott@georgiastandup.org	N	0
164	<b>Vietnam Veterans of America</b> 1760 Rogers Avenue Southwest Atlanta, GA 30310 770-896-9586 vvachapter883@yahoo.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
165	<b>John Marshall Law School</b> 1422 W Peachtree Street NW Atlanta, GA 30309 404-872-3593 rkirk@johnmarshall.edu	N	0
166	<b>Georgia State University</b> PO Box 3965 Atlanta, GA (404) 413-2000 cjskfg@langate.gsu.edu afisherbeckett@gsu.edu	N	0
167	<b>Georgia Council of Developmental Disabilities</b> 2 Peachtree Street NW Atlanta, GA 30303 404-657-2126 eejacobson@dhr.state.ga.us	N	0
168	<b>Georgia State University College of Law</b> 140 Decatur Street Atlanta, GA 30303 404-413-9000 vmbrown@gsu.edu	N	0
169	<b>DeKalb County Solicitor's Office Jobs not Jail Program</b> 556 McDonough Street Decatur, GA 30030 404-371-2280 krstorey@dekalbcountyga.gov	N	0
170	<b>Epilepsy Foundation</b> 315 West Ponce de Leon Avenue Decatur, GA 30030 404-527-7155 gscott@nfbga.org	N	0
171	<b>Jewish Family and Career Services</b> 4549 Chamblee Dunwoody Road Atlanta, GA 30338 770-677-9496 bklein@jfcs-atlanta.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
172	<b>The Latin American Association</b> 2750 Buford Highway Atlanta, GA 30324 404-638-1800 employmentservices@thelaa.org	N	0
173	<b>The Center for Family Resources</b> 995 Roswell Street, NE, Suite 100 Marietta, GA 30060 770-428-2601 cathymanelos@thecfr.org	N	0
174	<b>The Center for Working Families</b> 477 Windsor Street, Suite 101 Atlanta, GA 30312 404-223-3303 afoster@tcwfi.org	N	0
175	<b>Gwinnett WIA Career Resource Center</b> 3885 Crestwood Parkway NW Duluth, GA 30096 770-806-2020 jhorsey@gwinnettwiacrc.org	N	0
176	<b>Career Resource Center - Douglas County</b> 8595 Club Drive Douglasville, GA 30134 770-806-2020 cbailey@douglasrc.org	N	0
177	<b>Career Resource Center - Clayton Branch</b> 3000 Corporate Center Drive, Suite 350 Morrow, GA 30260 770-960-2186 dorothyherzberg@mail.clayton.edu	N	0
178	<b>DeKalb Workforce Center</b> 774 Jordan Lane Decatur, GA 30033 774 Jordan Lane 404-687-3400 bbwhite@dekalbcountyga.gov Darlene.Lanier@gdol.ga.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
179	<b>Columbus Career Center, Georgia Department of Labor</b> 700 Veterans Parkway Columbus, GA 31901 706-649-7423 cynthia.pobbig@dol.state.ga.us maurice.marshall@gdol.ga.gov Columbus_cc@gdol.ga.gov mdavis@tcsg.edu	N	0
180	<b>WorkSource Georgia - Cobb</b> 463 Commerce Park Drive, Suite 100 Marietta, GA 30060 770.528.8066 ajackson@cobbworks.org	N	0
181	<b>WorkSource Atlanta</b> 818 Pollard Boulevard, SW Atlanta, GA 30315 404-546-3600 alevans@worksourcega.org	N	0
182	<b>North Metro Career Center, Georgia Department of Labor</b> 2943 N. Druid Hills Road Atlanta, GA 30329 404-679-5200 crystal.davis@gdol.ga.gov Darlene.Lanier@gdol.ga.gov	N	0
183	<b>Gwinnett Career Center, Georgia Department of Labor</b> 2211 Beaver Ruin Road, Suite 160 Norcross, GA 30071 770-840-2200 abram.holland@gdol.ga.gov diana.billups@dol.state.ga.us	N	0
184	<b>Dekalb County Career Center, Georgia Department of Labor</b> 3879 Covington Highway Decatur, GA 30032 404-298-3970 kenneth.dinkins@dol.state.ga.us	N	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
185	<b>Georgia Department of Labor - Cobb - Cherokee</b> 465 Big Shanty Road Marietta, GA 30066 770-590-6607 Eugene.Mincey@gdol.ga.gov	N	0
186	<b>South Fulton Career Center</b> 5710 Stonewall Tell Road, Ste. 160 College Park, GA 30349 770-306-5202 tawanda.harris@fultoncountyga.gov	N	0
187	<b>Worksource North Fulton Career Center</b> 7741 Roswell Road, RM. 205 Sandy Springs, GA 30350 404-613-4480 worksourcefulton@equusworks.com	N	0
188	<b>Georgia Vocational Services</b> 101 Bainbridge Way Dallas, GA 30132 770-443-3717 joye.carroll@gvra.ga.gov	N	0
189	<b>Georgia Vocational Rehabilitation Agency - Gainesville</b> 2756 Atlanta Highway Gainesville, GA 30504 (770) 535-5468 Miracle.adkins@gvs.ga.gov	N	0
190	<b>The National Association of Black Accountants, Inc</b> PO Box 1633 404-795-9087 kwilson@nabainc.org	N	0
191	<b>Filipino American Association of Greater Atlanta</b> 975 Cone Road (702) 497-4949 fvidanes@atl-filam.org mpellicer@atl-filam.org	N	0
192	<b>SourceAmerica South Regional Office (formerly NISH)</b> 112 Town Park Drive 770-424-9093 rgazaway@sourceamerica.org	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>
193	<b>Kennesaw State University</b> 1000 Chastain Road (770) 423-6000 rknight15@kennesaw.edu	N	0
194	<b>Indonesian Community Heritage Foundation (ICHF)</b> 4329 Nobleman Point 770-447-6304 info@ichf.us	N	0
195	<b>Atlanta Tamil Church</b> 2534 Duluth Highway 770-500-1079 info@atlantatamilchurch.org	N	0
196	<b>Bangladesh Association of Georgia</b> 770-912-1772 nadiaskylink@yahoo.com	N	0
197	<b>Atlanta Chinese Christian Church</b> 4434 Britt Road 770-908-1972 info@acc.org	N	0
198	<b>Congregation Etz Chaim</b> 1190 Indian Hills Parkway 770-973-0137 rbachrach@etzchaim.net	N	0
199	<b>Southern Polytechnic State University</b> 1100 South Marietta Parkway 678-915-7778 pweather@spsu.edu	N	0
200	<b>Gwinnett Tech</b> 5150 Sugarloaf Parkway 770-962-7580 amiller@gwinnetttech.edu	N	0
201	<b>Greater Travelers Rest: The House of Hope</b> 4650 Flat Shoals Parkway 404-243-9336 dedwards@grtrbc.org	N	0
202	<b>NAACP DeKalb County Branch Unit #5192</b> 3011 Rainbow Drive 404-241-8006 naacpdek@bellsouth.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
203	<b>Veterans of Foreign Wars - Department of GA - Decatur</b> 1700 Clairmont Road, Rm. 1318 (770) 987-1426 joel.willis@va.gov	N	0
204	<b>Gainesville Career Center, Georgia Department of Labor</b> 2756 Atlanta Highway 770-535-5484 kevin.hankinson@dol.state.ga.us	N	0
205	<b>Prevention Plus</b> 260 Forest Parkway 404-363-9600 mbleavell@bellsouth.net	N	0
206	<b>Hero 2 Hired Georgia</b> charlene.l.anderson2.ctr@mail.mil	N	0
207	<b>Hire Heroes USA</b> 1360 Union Hill Road 770-861-7026 ereyes@hireheroesusa.org mkohler@hireheroesusa.org ltalbot@hireherosusa.org	N	0
208	<b>Georgia Tech - Center for Career Discovery and Development</b> 219 Uncle Heinie Way 404-894-1923, sonia.anderson@gatech.edu 404-894-2553, elaine.damon@gatech.edu 404-894-1346, karen.houston@gatech.edu 404-385-0290, dennis.lindsay@gatech.edu	N	0
209	<b>Career Ministry - Catholic Church of St. Ann</b> 770-552-6400 careerrequest-sa@comcast.net	N	0
210	<b>Cascade Career Network – Cascade United Methodist Church</b> 404-582-0335 cascadecareers@gmail.com	N	0
211	<b>Christ Centered Career Group - Roswell United Methodist Church</b> information@c3g.org	N	0
212	<b>Crossroads Career Network - Buckhead Church</b> amy.todd@buckheadchurch.org	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>
213	<b>Crossroads Career Network - Church of the Apostles</b> 404-564-3146 sirotkoassoc@bellsouth.net	N	0
214	<b>Crossroads Career Network - Eastside Baptist Church</b> 770-971-2323 jeffwesterberg@westerberginc.com	N	0
215	<b>Crossroads Career Network – Intown Community Church</b> 770-500-6285 rich_vonbiberstein@yahoo.com	N	0
216	<b>Crossroads Career Network – Mount Paran Church of God</b> 404-923-8700 crossroads@mountparan.com	N	0
217	<b>Crossroads Career Network - Perimeter Church</b> 770-552-6690 rsnyder485@aol.com	N	0
218	<b>Saved &amp; Out of Work (SOW) - Cathedral of Faith Church of God in Christ</b> 404-752-8960 sowcof@gmail.com	N	0
219	<b>9to5 Working Women</b> 501 Pulliam Street SW, Suite 344 (404) 222-0037 jackie@9to5.org cindia@9to5.org	N	0
220	<b>Goodwill of North Georgia</b> 235 Peachtree Street NE, North Tower, Suite 2300 404-420-1178 sdupreez@ging.org careerservices@ging.org	N	0
221	<b>Wounded Warrior Project</b> 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
222	<b>Social Media</b> (Twitter, Instagram, etc.)	N	0
223	<b>Emory University School of Law</b> 1301 Clifton Road 404-727-5503 janet.hutchinson@emory.edu	N	0

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224	<b>McIntosh Trail Community Service Board, Developmental Disability Services</b> 672 Industrial Boulevard 770-358-5252 shenley@Mctrail.org	N	0
225	<b>National Federation of the Blind</b> 855 College Station Road 888-944-3767 gscott@nfbga.org	N	0
226	<b>Clayton County Career Center</b> 5600 Stonewall Tell Road 678-284-0200 charlie.pugh@gdol.ga.gov	N	0
227	<b>WorkSource Atlanta Regional- Rockdale Career Resource Center</b> 1400 Parker Road 404-468-0395 cguertin@rockdalecrc.org	N	0
228	<b>WorkSource Atlanta Regional- Gwinnett Career Resource Center</b> 3885 Crestwood Parkway 678-268-6610 gwinnett@worksourceregatl.org BBrailford@tcsg.edu	N	0
229	<b>Martin Luther King Sr. Community Resources Collaborative</b> 101 Jackson Street, N.E. 404-460-8321 Detria@mlksrcollaborative.org	N	0
230	<b>Georgia Vocational Rehabilitation Agency</b> 1631 Phoenix Boulevard, Suite 108 470-273-2685 Denise.Mills@grs.ga.gov	N	0
231	<b>Lutheran Services in America Disability Network</b> 100 Edgewood Avenue Suite 1800 800-875-5645 lsg@lsga.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
232	<b>WorkSource Atlanta Regional - Clayton Career Resource Center</b> 3000 Corporate Center Drive 678-271-3554 clayton@worksourceatlreg.org	N	0
233	<b>Georgia Institute of Technology</b> 225 North Avenue 404-894-2500	N	0
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**WKHX-FM, WNNX (FM), WWWQ (FM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2023 – November 30, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding Diversity, Equity, and Inclusion	On December 7, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Advocacy &amp; Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
<b>2</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, 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 and 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.
<b>3</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, <b>Managing through the Lens of Inclusion</b>. This session was designed as a Leadership Lab—a 60-minute session to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.</p>
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Managing through the Lens of Inclusion</b> session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.</p>
6	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, <b>Empathetic Leadership</b>. This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “<b>Empathetic Leadership: Cultivating Trust &amp; Inclusion,</b>” and introduce tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.</p>



	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding Diversity, Equity, and Inclusion	Between August 12 <sup>th</sup> and August 23 <sup>rd</sup> , 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 <b>Empathetic Leadership</b> session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
8	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 Vice President, 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.
9	Participate in Job Fair	On October 3, 2024, the SEU's Vice President of Sales and Office Coordinator attended the BestHire - Atlanta job fair hosted by BestHire at the Westin Peachtree Plaza, during which they spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.