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EEO PUBLIC FILE REPORT

December 1, 2025 – November 30, 2026

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/Marketing Strategy Lead	1-7	2
Account Executive/Marketing Strategy Lead	1-7	5
Account Executive/Marketing Strategy Lead	1-7	5

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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	**Indeed Website** www.indeed.com	No	0
2	**LinkedIn Website** www.linkedin.com	No	6
3	**Summit Corporate Website** https://www.summitmediacorp.com/join-our-team	No	5
4	**Internal Job Board** 2700 Corporate Dr., Ste 115 Birmingham, AL 35242	No	0
5	**Employee Referral**	No	4
6	**ZipRecruiter Website** https://www.ziprecruiter.com/post-a-job	No	0
7	**Radio Advertising**	No	1
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		16

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	1- Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions.	On February 25, 2026 SEU's Digital Sales Manager and two Account Executives attended the University of Alabama College of Communication & Information Sciences Careers in Communications Mixer. The event allowed us to meet with students interested in media, advertising, public relations, and related fields. The SummitMedia team spoke with students about career opportunities in radio and digital media, answered questions about our company and the industry, and shared information about current and future openings. The SEU's team encouraged interested students to stay in touch and apply for positions as they become available.
2	14- Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On June 29, 2026 SEU's Sales Manager attended a training with Dawn King to review documentation on vacancy list, master recruitment source list, and recruitment initiatives.
3	14- Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	On June 25, 2026 SEU's Director of Sales Operations attended a session led by Tech Birmingham focusing on how to be intentional for onboarding and how a stronger manager training period can transform the first 90 days for a new hire.
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