

**WLXX (FM), WLTO (FM), WVLK-FM, WVLK (AM), and WXZZ (FM)
EEO PUBLIC FILE REPORT
April 1, 2023 – March 31, 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
Account Executive	1-29, 32-43	1
Account Executive	1-29, 32-43	8

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	4
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	1
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	0
31	Internal Transfer/Promotion	N	0
32	Kentucky Career Center - Georgetown 100 Technology Drive Georgetown, KY 40324 502-863-2402 Denise.Jones@ky.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Jackson County Adult Education - Skills U 654 Education Mountain Drive McKee, KY 40447 606-287-3571 crystal.baker@jackson.kyschools.us	N	0
34	Kentucky Refugee Ministries 1710 Alexandria Drive, Suite 2 Lexington, KY 40504 859-226-5661 lpavey@krmllex.org	N	0
35	Kentucky Career Center - Carroll County 1209 Highland Avenue Carrollton, KY 41008 502-662-0319 ceimer@brightoncenter.com Jason.leonard@ky.gov	N	0
36	Washington Vocational Services WA 98043 4257743338 jbruckshen@wvs.org	N	0
37	Bluegrass Career Services 1165 Centre Parkway, Suite 120 Lexington, KY 40517 8592724855 ndummitt@employmentsolutionsinc.org	N	0
38	Bluegrass Community & Tech College 500 Newtown Pike Lexington, KY 40508 (859) 246-6533 kammy.mccleery@kctcs.edu anthony.roberts@kctcs.edu	N	0
39	Kentucky State University, Career Services 400 East Main Street Frankfort, KY 40601 (502) 597-5744 Daryl.Love@kysu.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Kentucky State University, Disability Resource Center 400 East Main Street Frankfort, KY 40601 502-597-6000 Gill.finley@kysu.edu	N	0
41	Lady Veterans Connect 11400 Irvine Road Winchester, KY 40391 859-806-4297 info@ladyveteransconnect.org	N	0
42	Kentucky Office of Vocational Rehabilitation 500 Mero Street 4NE38 Frankfort, KY 40601 502-782-3457 david.t.beach@ky.gov deana.wilson-kimble@ky.gov	N	0
43	University of Kentucky Human Development Institute 1525 Bull Lea Road Lexington, KY 40511 859-218-5970 carolynb.wheeler@uky.edu	N	0
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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 and harassment	During the months of March and April of 2023, 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 (HIS) 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.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>Microaggressions</i> and <i>Tokenism</i> . The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
3	Management-level training regarding Diversity, Equity, and Inclusion	On April 21, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our 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 Director of Centralized HR Operations & Talent Acquisition 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.
5	Management-level training regarding Diversity, Equity, and Inclusion	On August 10, 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>Privilege & Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a "DEI Practice Lab" that focused on Privilege and Access.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
7	Management-level training regarding Diversity, Equity, and Inclusion	On November 29, 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 & 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Host event on behalf of an educational institution relating to careers in broadcasting	On March 19, 2024, our SEU welcomed students from a Communications class at Eastern Kentucky University for a tour of our facilities, which was conducted by our Market and Sales Managers. The students interacted with leaders from each department who shared information about the various career opportunities available in radio broadcasting.
9	Participate in Job Fair	On March 20, 2024, our SEU's Market and Sales Managers attended the University of Kentucky's Spring 2024 College of Communication & Information Internship and Career Fair, which took place on its campus in Lexington Kentucky. They spoke with students about career opportunities in media/broadcasting as well as the education/skill sets necessary for success in the industry, with an emphasis on radio broadcasting. They also shared information about part-time and full-time positions available within the SEU and accepted resumes from students who expressed an interest in employment.