

**WLXX (FM), WLTO (FM), WVLK-FM, WVLK (AM), and WXZZ (FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2024 – March 31, 2025**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Account Executive	1-38	1
Digital Account Executive	1-38	1
Market Account Executive	1-38	1
Account Executive	1-38	1
Market Account Executive	1, 8-38	1

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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	14
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	1
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

<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>
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 Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Kentucky Career Center - Georgetown</b> 100 Technology Drive Georgetown, KY 40324 502-863-2402 Denise.Jones@ky.gov	N	0
31	<b>Jackson County Adult Education - Skills U</b> 654 Education Mountain Drive McKee, KY 40447 606-287-3571 crystal.baker@jackson.kyschools.us	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>
32	<b>Kentucky Office of Vocational Rehabilitation Disability</b> 500 Mero Street 4NE38 502-782-3457 david.t.beach@ky.gov deana.wilson-kimble@ky.gov	N	0
33	<b>Bluegrass Career Services</b> 1165 Centre Parkway, Suite 120 Lexington, KY 40517 8592724855 ndummitt@employmentsolutionsinc.org	N	0
34	<b>Bluegrass Community &amp; Tech College</b> 500 Newtown Pike Lexington, KY 40508 (859) 246-6533 kammy.mccleery@kctcs.edu anthony.roberts@kctcs.edu	N	0
35	<b>Kentucky State University, Career Services</b> 400 East Main Street Frankfort, KY 40601 (502) 597-5744 Daryl.Love@kysu.edu	N	0
36	<b>Lady Veterans Connect</b> 11400 Irvine Road Winchester, KY 40391 859-806-4297 info@ladyveteransconnect.org	N	0
37	<b>University of Kentucky Human Development Institute</b> 1525 Bull Lea Road Lexington, KY 40511 859-218-5970 carolynb.wheeler@uky.edu	N	0
38	<b>WorkOne Southeast - North Vernon</b> 1200 West O & M Avenue 812-346-6030 JGriffin3@dwd.in.gov	N	0
39	<b>Employee Referral</b>	N	0
40	<b>Internal Transfer/Promotion</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			16

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**III. RECRUITMENT INITIATIVES**

<b>Type of Recruitment Initiative (Menu Selection)</b>		<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 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>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the month of April 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
3	Management-level training regarding Diversity, Equity, and Inclusion	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.
4	Management-level training regarding Diversity, Equity, and Inclusion	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.
5	Management-level training regarding Diversity, Equity, and Inclusion	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.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
6	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.
7	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.
8	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November and December 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 two segments entitled, <i>A Change Can Start With You &amp; What Is In Group and Out Group Membership?</i> These segments defined "In Group" and "Out Group," and how people can be placed in Groups. It also went on to discuss how Inclusivity starts with You and the changes you can make to impact others and make them feel more included.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
9	Management-level training regarding Diversity, Equity, and Inclusion	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 Diversity, Equity, and Inclusion advisory firm, H3C, entitled, <b>Perpetuating Allyship</b> . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ <b>Perpetuating Allyship</b> ” and introduce 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
10	Management-level training regarding Diversity, Equity, and Inclusion	Between December 16 <sup>th</sup> and 20 <sup>th</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>Perpetuating Allyship</b> session attended in early December 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 early December session to discuss which were tried, which worked well, and where adjustments could be made.
11	Sponsor event/program for or on behalf of community organization related to careers in broadcasting	On August 27, 2024, our SEU had the pleasure of hosting a group of radio fans from Sunnyside, a day program affiliated with Employment Solutions in Lexington, KY, which serves individuals with disabilities, for a tour of our facilities. Our Promotions Director led the tour and explained how radio stations operate and shared information about the opportunities available for a career in radio broadcasting. To complete the experience, our Promotions Director took the group into the studio and gave each member the chance to record a small piece of audio—some chose to do a weather forecast, some recorded liners, and one member told a funny joke—so they could appreciate what it is like to be on the air. It was a memorable visit and educational opportunity for all involved, for which Sunnyside's director was most thankful.



<b>Type of Recruitment Initiative (Menu Selection)</b>		<b>Brief Description of Activity</b>
<b>12</b>	Devise an activity reasonably calculated to disseminate information about careers in broadcasting (numerous)	In the Spring and Fall of 2024, our SEU station WVLK-FM honored area teachers with the Teacher of the Week award. Each week the Promotions staff along with our Program Director (“PD”) and Midday Talent surprised a teacher in his or her classroom with a pizza party. While visiting each classroom, our PD and Midday Talent took the opportunity to turn the visit into a learning experience by explaining what the job of an on-air personality entails. They also explained how radio sales supported this promotion. Finally, the Promotions staff explained how they market the stations. The students (and teachers) were able to get a sense of what fun it is to work in live, local radio.
<b>13</b>	Devise an activity reasonably calculated to disseminate information about careers in broadcasting (numerous)	In the Fall of 2024, one of our SEU stations, WVLK(AM), created/designed a new promotion to support area students who participated in cheerleading at the high school level. Each week a cheer team was invited to the Station to perform an original cheer for the sales team and on-air staff that incorporated the station call sign or frequency in some way. Participating students were interviewed on the air, learned how a radio show is produced, and were provided with the opportunity to meet and interact with the SEU staff. As a result, aside from showcasing our facilities and exposing the students to our staff, this experience encouraged them to consider a career in radio broadcasting.