

**WKOS(FM), WXSM(AM), WJCW(AM), WQUT(FM), WGOC(AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 – March 31, 2023**

**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 Sales Manager	1-29, 34, 36, 40-43	8
Market Account Executive	1-30, 32-39, 44, 54-55	8
VP/Market Manager	1-29, 45	45
Program Director	1-29, 32-39, 44, 46-55	44

**WKOS(FM), WXSM(AM), WJCW(AM), WQUT(FM), WGOC(AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 – March 31, 2023**

**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	9
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	6
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

<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>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
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>Employee Referral</b>	N	0
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Southeast Kentucky Community and Technical College-Middlesboro Campus</b> 100 College Road 606-248-0768 <a href="mailto:felicia.carroll@kctcs.edu">felicia.carroll@kctcs.edu</a> <a href="mailto:joe.sutton@kctcs.edu">joe.sutton@kctcs.edu</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Mitchell County NCWorks Career Center</b> 200 Mayland Drive 828-765-7376 <a href="mailto:allen.cook@nccommerce.com">allen.cook@nccommerce.com</a> <a href="mailto:john.l.greene@averycountync.gov">john.l.greene@averycountync.gov</a>	N	0
34	<b>Tennessee Career Center at Kingsport</b> 1140 East Center Street 423-224-1800 <a href="mailto:Brian.Decker@tn.gov">Brian.Decker@tn.gov</a> <a href="mailto:steven.vinsant@state.tn.us">steven.vinsant@state.tn.us</a>	N	0
35	<b>Wounded Warrior Project</b> 223 Rosa L. Parks Avenue, Suite 301 615-782-7226 <a href="mailto:hpeck@woundedwarriorproject.org">hpeck@woundedwarriorproject.org</a> <a href="mailto:jmoore@woundedwarriorproject.org">jmoore@woundedwarriorproject.org</a>	N	0
36	<b>Frontier Health</b> 498 Industrial Drive 865-588-8567 <a href="mailto:dhenning@frontierhealth.org">dhenning@frontierhealth.org</a>	N	0
37	<b>Hero 2 Hired</b> <a href="mailto:vernon.j.nelson.ctr@mail.mi">vernon.j.nelson.ctr@mail.mi</a>	N	0
38	<b>People Incorporated of Virginia - Bristol</b> 800 Martin Luther King Jr. Boulevard 276-466-5587 <a href="mailto:info@peopleinc.net">info@peopleinc.net</a>	N	0
39	<b>Hero 2 Hired Washington</b> <a href="mailto:tamie.j.clark.ctr@mail.mil">tamie.j.clark.ctr@mail.mil</a>	N	0
40	<b>Tennessee Career Center – Johnson City</b> 2515 Wesley Street (423) 610-0222 <a href="mailto:kpierce@ab-t.org">kpierce@ab-t.org</a> <a href="mailto:pamela.campbell@tn.gov">pamela.campbell@tn.gov</a>	N	0
41	<b>Tennessee Career Center at Elizabethton</b> 386 Hwy 91 (423) 543-5209 <a href="mailto:kpierce@ab-t.org">kpierce@ab-t.org</a>	N	0
42	<b>TN - Dept of Human Services - Community Tennessee</b> 407 Cherokee Park Drive 423-542-4159 <a href="mailto:Sandra.R.Ray@tn.gov">Sandra.R.Ray@tn.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	<b>TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 1</b> 2557 Plymouth Road 423-434-6934 <a href="mailto:Sandra.R.Ray@tn.gov">Sandra.R.Ray@tn.gov</a>	N	0
44	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	2
45	<b>Former Employee</b> ( <i>Re-hire</i> )	N	1
46	<b>Ramp247.com</b>	N	1
47	<b>Jobs4TN.gov</b>	N	0
48	<b>Northeast State</b> 2425 Highway 75, P.O. Box 246 Blountville, TN 37617-0246 northeaststate.edu <a href="mailto:JDkendrick@northeaststate.edu">JDkendrick@northeaststate.edu</a>	N	0
49	<b>King University</b> 1350 King College Road Bristol, TN 37620 800.362.0014 <a href="mailto:flgreen@king.edu">flgreen@king.edu</a>	N	0
50	<b>East Tennessee State University</b> <a href="https://app.joinhandshake.com/login">https://app.joinhandshake.com/login</a>	N	0
51	<b>NAACP</b> 1308 Jefferson Street, Nashville, TN 37208 Contact: Nancy Cooper	N	0
52	<b>Milligan University</b> 1 Blowers Boulevard, P.O. Box 500 Milligan, TN 37682 423.461.8700 <a href="mailto:Banderson@milligan.edu">Banderson@milligan.edu</a>	N	0
53	<b>Word-of-Mouth Referral</b>	N	3
54	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
55	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			22

**WKOS(FM), WXSM(AM), WJCW(AM), WQUT(FM), WGOC(AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 – March 31, 2023**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers 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, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
5	Management-level training regarding Diversity, Equity, and Inclusion	On January 26, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a re-fresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed in our initial facilitated sessions and our subsequent video trainings.