

WODE-FM, WEEX(AM), WCTO(FM), WWYY(FM), WLEV(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
On-Air Personality	1 - 30, 32 - 42	1
Digital Account Executive	1 - 30, 32 - 42	10
Multi-Media Account Executive	1 - 30, 32 - 42	30
Multi-Media Account Executive	1 - 30, 32 - 42	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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	3
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	7
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	1
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	7
31	Internal Transfer/Promotion	N	0
32	PA CareerLink - Bucks County at Trevoise 4800 E. Street Road Trevoise, PA 19053 215-781-1073 info@buckscareerlink.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	PA CareerLink - Chester County 479 Thomas Jones Way, Suite 500 Exton, PA 19341 610-280-1010 pacareerlink@chesco.org	N	0
34	Philadelphia Veterans Multi-Service and Education Center 213-217 N. 4th Street Philadelphia, PA 19106 215-923-2600 rich.lampkins@vmcenter.org	N	0
35	PA Office of Vocational Rehabilitation 651 Boas Street, 7th Floor Harrisburg, PA 17102 215-557-7112 admin@equalemployment.org	N	0
36	Finishing Trades Institute 2190 Horning Road Philadelphia, PA 19116 215-501-0130 McDonough.dennis@fti.edu	N	0
37	Lafayette College 730 High Street Easton, PA 18042 610-330-5531 crozierr@lafayette.edu	N	0
38	Lehigh University 27 Memorial Drive Bethlehem, PA 18015 (610) 758-3000 mam505@lehigh.edu annemette.halvorson@lehigh.edu	N	0
39	Allentown NAACP PO Box 9418 Allentown, PA 610-797-1107 dbosket@caclv.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Hispanic American Organization, Inc 136 South 4th Street Allentown, PA 18102 610-435-5334 hao4paz@aol.com	N	0
41	PA CareerLink - Lehigh Valley 555 Union Boulevard Allentown, PA 18109 610-437-5627 mailus@careerlinklv.org Donmason@pa.gov	N	0
42	Wounded Warrior Project 600 River Avenue, Ste. 400 Pittsburgh, PA 15212 412-385-5309 mhuber@woundedwarriorproject.org	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—RVP/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—RVP/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 20, 2023, our SEU’s RVP/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 RVP/Market Manager (viewed the playback upon return to office on August 2 nd) 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 4, 2023, our SEU’s RVP/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/November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—RVP/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 December 7, 2023, our SEU’s RVP/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	Local, management-level training regarding Diversity, Equity, and Inclusion	On December 7, 2023, our SEU’s RVP/Market Manager, HR Business Partner, Operations Manager, and all Department Heads participated in a facilitated session and presentation conducted by The Bradbury-Sullivan LGBT Community Center for Education about Diversity, Equity, and Inclusion.
9	Host Job Fair	On July 25, 2023, our SEU hosted “The Lehigh Valley Mall Job Fair” at The Lehigh Valley Mall in Whitehall, Pennsylvania. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event, and participated as an exhibitor. This event featured 20 area employers and drew approximately 250 job seekers. Our Sales Manager and Promotions Director occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, on the day of the job fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter and LinkedIn.
10	Host Job Fair	On November 7, 2023, our SEU hosted “The Lehigh Valley Mall Job Fair” at The Lehigh Valley Mall in Whitehall, Pennsylvania. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event, and participated as an exhibitor. This event featured 17 area employers and drew approximately 300 job seekers. Our Sales Manager and Promotions Director occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, on the day of the job fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter and LinkedIn.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
11	Host Job Fair	<p>On January 31, 2024, our SEU hosted “The Lehigh Valley Mall Job Fair” at The Lehigh Valley Mall in Whitehall, Pennsylvania. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event, and participated as an exhibitor. This event featured 19 area employers and drew approximately 200 job seekers. Our Sales Manager and Promotions Director occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, on the day of the job fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter and LinkedIN.</p>
12	Host Job Fair	<p>On March 26, 2024, our SEU hosted “The Lehigh Valley Mall Job Fair” at The Lehigh Valley Mall in Whitehall, Pennsylvania. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event, and participated as an exhibitor. This event featured 15 area employers and drew approximately 300 job seekers. Our Sales Manager and Promotions Director occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations, and, on the day of the job fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter and LinkedIN.</p>
13	Co-host event promoting Diversity, Equity, and Inclusion	<p>On August 20, 2023, our SEU partnered with Bradbury-Sullivan LGBT Community Center to sponsor Lehigh Valley Pride at SteelStacks in Bethlehem PA. Our Sales Manager, Promotions Director, and staff members represented our SEU to provide a spotlight on LGBTQ+ arts and culture and were available to connect thousands of community members to local resources, full-day programming for LGBTQ+ youth and teens and celebrate the diversity in our community. This event was promoted on all SEU stations and websites as well as Facebook, Instagram, Twitter and LinkedIN.</p>