

**KTBL(AM), KNML(AM), KKOB(AM), KMGA(FM), KDRF(FM),
KOBQ(FM), KRST(FM), and KKOB-FM
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023**

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 Host	1-10, 30	30
Account Executive	1-10, 30	30
Account Executive	1-30, 32-41	1
Account Executive	1-10, 30	30
Account Executive	1-29, 32-41	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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	5
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	Word-of-Mouth Referral	N	16
31	Internal Transfer/Promotion	N	0
32	Goodwill Industries of New Mexico 5000 San Mateo Boulevard Albuquerque, NM 87109 505-881-6401 swachter@goodwillnm.org vmglasson@goodwillnm.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Albuquerque Business and Career Center 501 Mountain Road NE Albuquerque, NM 87102 Ron.Chavez2@state.nm.us	N	0
34	New Mexico Division of Rehabilitation 5301 Central, NE Albuquerque, NM 87108 505-841-6450 jeffrey.archuleta@va.gov	N	0
35	New Mexico Workforce Connection Valencia County 428 Los Lentos Road, SE Los Lunas, NM 87031 505-212-9115 roberto.christian@state.nm.us victor.baca@state.nm.us	N	0
36	National MS Society 3540 Pan American Freeway NE Albuquerque, NM 87107 505-243-2792 vicki.kowal@nmss.org	N	0
37	Veterans' Employment and Training Service (VETS) New Mexico 401 Broadway Boulevard NE Albuquerque, NM 87102 riedel.george.j@dol.gov Weaver.Spencer.L@dol.gov	N	0
38	Adelante Development Center Inc. 3900 Osuna Road NE Albuquerque, NM 87109 505-341-7131 tickettowork@goadelante.org info@goadelante.org	N	0
39	National American University 4775 Indian School Road NE Albuquerque, NM 87110 505-348-3723 kperrine@national.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	New Mexico Workforce Connection Sandoval County 301 Railrunner Avenue Bernalillo, NM 87004 505-771-2160 lorraine.ruggles@state.nm.us	N	0
41	American Indian Science and Engineering Society 4263 Montgomery Boulevard NE Albuquerque, NM 87109 505-765-1052 erin.schramm@communitybrands.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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.
2	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.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	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 re-enforced 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 through our initial facilitated sessions and our subsequent video trainings.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	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, “Understanding Harassment” and “Anti-Harassment – Managers” (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.
5	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 (HIS) on-line course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
6	Management-level training regarding Diversity, Equity, and Inclusion	On April 11, 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>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.
7	Participate in Job Fair	On October 22 and 23, 2022, our SEU participated in the New Mexico Workforce Solutions job fair, which took place at the Rio Rancho Events Center in Rio Rancho, New Mexico. Five of our hiring anagers engaged with interested attendees and shared information about the company, career opportunities in broadcasting, and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fair	On April 26, 2023, our SEU participated in the Hiring Heroes job fair focused on employing US military veterans, which took place at the American Legion Post 13 in Albuquerque. Six of our hiring managers were available to talk with interested attendees and shared information about the company, career opportunities in broadcasting, and job openings within the SEU.
9	Participate in Job Fair	On September 14 and 15, 2022, our Regional Sales Manager and General Sales Manager participated in University of New Mexico Anderson Job & Internship Fair, during which they spoke with attendees about career opportunities in broadcasting, with an emphasis on sales, as well as job openings within the SEU.
10	Co-Host Job Fairs (2)	On October 31, 2022, and again on January 26, 2023, our SEU co-hosted virtual job fairs with the New Mexico Broadcasters Association. Our Market Manager was available to conduct virtual, online interviews with job seekers who expressed interest in our open positions and, when appropriate, discussed other career opportunities for consideration in the radio broadcasting industry.
11	Participate in Job Fair	On June 14, 2022, our SEU participated in the 11 th annual Senator Michael Padilla job fair, which took place at Harrison Middle School in Albuquerque. Five of our hiring managers engaged with interested attendees and shared information about the company, career opportunities in broadcasting, and job openings within the SEU.
12	Co-Host Job Fair	From May 5 through 12, 2023, our SEU co-hosted a virtual job fair with the New Mexico Broadcasters Association. Our Market Manager was available to conduct virtual, online interviews with job seekers who expressed interest in our open positions and, when appropriate, discussed other career opportunities for consideration in the radio broadcasting industry.
13	Training Seminars	On August 5, 2022, our SEU's Market Manager, Sales Team, and Department Heads attended the New Mexico Broadcasters Association 2022 Summer Convention, which took place at the Albuquerque Marriott. They participated in a number of educational seminars, some quite forward-thinking. The knowledge they acquired from these sessions was beneficial and is likely to help them qualify for higher level positions in the future. Our Market Manager made sure to attend the Compliance & Recruiting seminar to reinforce his understanding of the FCC EEO requirements.