

**KTOP-FM, KWIC(FM), KMAJ-FM, KMAJ(AM), KTOP(AM), KDVV(FM)
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023¹**

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	1-30, 33-34, 37-48	30
On-Air Personality	1-29, 32, 34, 36-49	36
Account Executive	1-30, 33-34, 37-48	30

¹ This Report was revised in December 2023 to address reporting issues.

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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	4
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	2
31	Internal Transfer/Promotion	N	0
32	On Air Announcements (<i>one or more SEU stations</i>)	N	0
33	Topeka Workforce Center 1430 SW Topeka Boulevard 785-235-5627 eric.flowers@ks.gov topekajobs@kansasworks.com	N	0
34	Wounded Warrior Project rmckenna@woundedwarriorproject.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Now Hiring Kansas https://www.nowhiringkansas.com/	N	0
36	Facebook Page www.facebook.com	N	2
37	American Business Women's Association KEEN Chapter info@keentopeka.org	N	0
38	Atchison Workforce Center Career Services 818 Kansas Atchison, KS 66002 cwhite@kansascommercer.com	N	0
39	Colby Community College Career Services 1255 South Range Avenue Colby, KS 67701 doug.johnson@colbycc.edu	N	0
40	Dodge City Community College Career Services 2501 North 14 th Street Dodge City, KS 67801 ereyes@dc3.edu	N	0
41	El Centro De Servicios Para Hispanos 134 NE Lake Street Topeka, KS 66616 (785) 232-8207 imunoz@elcentrooftopeka.org	N	0
42	Kansas Works – Eric Flowers & Kallie Foresman 1430 Southwest Topeka Blvd Topeka, KS 66612 eflowers@kansasworks.com / Kallie.foresman@ks.gov	Y	0
43	Hutchinson Community College Career Services 1300 North Plum Street Hutchinson, KS 67501 kellyb@hutchcc.edu	N	0
44	Junction City Workforce Center Career Services 1012 SW 6 th Street #A Junction City, KS 66441 jobruner@kansascommerce.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	Junior League of Topeka, Inc. 719 SW Van Buren St Topeka, KS 66603 (785) 273-0830 email@jltopeka.org	N	0
46	Topeka NAACP 501 SE Jefferson St # 31 Topeka, KS 66607 (785) 266-2227 naacptopeka@cox.net	N	0
47	Topeka Work Force Center 1430 SW Topeka Blvd Topeka, KS 66612-1897 (785) 235-5627 (785) 233-5899 FAX topekajobs@kansasworks.com	Y	0
48	University of Kansas Career Center 110 Burge Union 1601 Irving Hill Road Lawrence, KS 66045 kucareer@ku.edu	N	0
49	All Access www.allaccess.com	N	0
50	Station Website Postings <i>(one or more SEU stations)</i>	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			11

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
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> . This 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	Host Virtual Job Fairs (12)	Between February 1, 2022, and January 27, 2023, our SEU hosted virtual job fairs on a monthly basis (twelve in 2022/2023.) Given the current environment, our SEU decided to use the powerful combination of radio, digital, and virtual hiring events to showcase local businesses, their missions, and their open positions. These events were promoted on all SEU stations between February 2022 and January 2023 and proved to be appreciated and successful.
6	Participate in event/program sponsored by or on behalf of a professional organization related to careers in broadcasting	On April 7, 2022, the Kansas Association of Broadcasters sponsored a student seminar and awards luncheon. Our Market Manager was asked to participate on one of the panels presented during the seminar, in which high school and college students received tips from professionals in the industry about how to secure a job in this business and transition into a professional television or radio station environment.
7	Participate in Career Fair	On April 7, 2022, our Market Manager participated in a Career Fair sponsored by the Kansas Association of Broadcasters, during which he spoke with interested attendees about the company, career opportunities in broadcasting, and open positions within the Topeka SEU.
8	Scholarship Program	On May 5, 2022, our SEU assisted the Kansas Association of Broadcasters (“KAB”) with its EEO Scholarship Program. Our Market Manager reviewed and evaluated applications received by the KAB and submitted his recommendations to the scholarship committee.