

WGVX(FM), WWWW(FM), WLUP(FM), KQRS-FM, KXXR(FM)
EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 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 |
|---------------------------|--|---------------------------|
| Digital Account Executive | 1 – 29, 32 – 89 | 1 |
| Digital Sales Manager | 1 – 30, 32 – 77, 86 – 88, 90 – 94 | 30 |
| On Air Personality | 1 – 30, 32 – 77, 86 – 88, 90 – 94 | 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 | 0 |
| 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 | 4 |
| 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 | 9 |
| 31 | Internal Transfer/Promotion | N | 0 |
| 32 | Avivo 2438 27th Avenue S Minneapolis, MN 55406 612-752-8000 marjie.blevins@avivomn.org | N | 0 |
| 33 | Women In Transition - Lennox Community Center St. Louis Park, MN 612-752-8444 wit@resource-mn.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 34 | Westwood Job Transition - Westwood Community Church Chanhassen, MN 952-457-8866 matthewpbeck@yahoo.com | N | 0 |
| 35 | The Minneapolis Job Support Workshop - The Minneapolis Job Support Workshop Minneapolis, MN 952-857-2242 stan@stanbrown.us wetze105@umn.edu | N | 0 |
| 36 | The Big Net Job Seekers -St. John The Evangelist St. Paul, MN 651-228-1172 TheBigNetstp@gmail.com | N | 0 |
| 37 | North Hennepin Community Job Support - North Hennepin Community North Brooklyn Park, MN 763-493-0501 mugargol@nhcc.edu rkrohn@nhcc.edu | N | 0 |
| 38 | New Day Career Connections Job Search Support Group - Wayzata Community Church Wayzata, MN 55391 952-473-8877 c.smith@nextstone.net | N | 0 |
| 39 | Networking Job Club - Dakota County Northern Service Center West Saint Paul, MN 55118 952-895-7663 lisa.odland@co.dakota.mn.us | N | 0 |
| 40 | Mt. Olive Networking Group - Mt Olive Lutheran Church Anoka, MN 612-827-5919 networkteamcommunication@gmail.com | N | 0 |
| 41 | Job Transition and Support Group - JVS Minnetonka, MN 952-417-2108 castanianinfo@gmail.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 42 | Job Search Support Group - St. Stephen's Episcopal Church Edina, MN mreichard@ststephens.com | N | 0 |
| 43 | HSW (Hennepin Southwest) Networkers - St. Richards's Church Richfield, MN ganders35@yahoo.com | N | 0 |
| 44 | Forest Lake Networking Job Seekers Club - Forest Lake Work ForceCenter Forest Lake, MN 651-275-7247 flang.mn@gmail.com | N | 0 |
| 45 | Faith Based Job Search - Living Word Christian Center Brooklyn Park, MN 763-315-7000 info@faithbasedjobsearch.com | N | 0 |
| 46 | Crossroads Career Network - Grace Church of Eden Prairie Eden Prairie, MN 952-934-2327 david_sparkman@uhc.com | N | 0 |
| 47 | VivusNet Corporation 5120 Sheridan Avenue Minneapolis, MN 55410 203-554-5426 adavis@vivusnet.com | N | 0 |
| 48 | CLUES - St Paul 797 East Seventh Street St Paul, MN 55106 651-357-4200 ameyers@clues.org atylor@clues.org | N | 0 |
| 49 | Pillsbury United Communities 3501 Chicago Avenue, S Minneapolis, MN 55407 612-302-3436 dubea@puc-mn.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 50 | Centro 1915 Chicago Avenue South Minneapolis, MN 55404 612-874-1412 infocenter@centromn.org | N | 0 |
| 51 | Lifeworks Services, Inc. 2965 Lone Oak Drive Eagan, MN 55121 612-220-4162 swinterfeld@lifeworks.org | N | 0 |
| 52 | Vet Success 1 Federal Drive St Paul, MN 55417 612-970-5452 candy.kriska@va.gov | N | 0 |
| 53 | Minneapolis American Indian Center 1530 East Franklin Avenue Minneapolis, MN 55404 612-879-1710 tcox@maicnet.org | N | 0 |
| 54 | Urban Institute for Service and Learning 125 West Broadway Avenue Minneapolis, MN 55411 612-302-3400 antonioc@publicallies.org | N | 0 |
| 55 | Opportunity Partners 5500 Opportunity Court Minnetonka, MN 55343 952-930-4242 pfredendall@opportunities.org | N | 0 |
| 56 | Blind Inc Org 100 East 22nd Street Minneapolis, MN 55404 612-872-0100 ddavis@blindinc.org scottdacon93@gmail.com | N | 0 |
| 57 | CAPI Organization for Refugees Job Club 3702 East Lake Street Minneapolis, MN 55406 612-721-0122 lisa.harris@capiusa.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 58 | American Indian Center 1845 East Franklin Avenue Minneapolis, MN 55404 612-341-3358 donc@aioic.org tcox@maicnet.org | N | 0 |
| 59 | St. Paul Career Center 332 Minnesota Street, Ste. E200 St. Paul, MN 55101 651-259-7114 Shane.M.Delaney@state.mn.us | N | 0 |
| 60 | St Paul Career Center St Paul, MN lee.okerstrom@state.mn.us | N | 0 |
| 61 | Minnesota WorkForce Center - Washington County Woodbury 2150 Radio Drive Woodbury, MN 55125 651-275-8650 lee.okerstrom@state.mn.us woodbury.wfc@state.mn.us | N | 0 |
| 62 | Minnesota WorkForce Center - Washington County Forest Lake 19955 Forest Road North Forest Lake, MN 55025 651-275-7265 forestlake.wfc@state.mn.us lee.okerstrom@state.mn.us | N | 0 |
| 63 | Minnesota WorkForce Center - Washington County Cottage Grove 13000 Ravine Parkway South Cottage Grove, MN 55016 651-430-4162 cottagesgrove.wfc@state.mn.us lee.okerstrom@state.mn.us | N | 0 |
| 64 | Minnesota WorkForce Center – Shakopee 752 Canterbury Road South Shakopee, MN 55379 952-445-7087 Jeffrey.Dexter@state.mn.us jsinell@co.scott.mn.us | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 65 | Minnesota WorkForce Center – Rochester 2070 College View Road E Rochester, MN 55904 507-923-2828 barry.platt@state.mn.us rochester.wfc@state.mn.us | N | 0 |
| 66 | Minnesota WorkForce Center - Red Wing 1606 West Third Street Red Wing, MN 55066 651-385-6480 barry.platt@state.mn.us scott.metcalf@state.mn.us | N | 0 |
| 67 | Minnesota WorkForce Center - Ramsey County - St. Paul 540 Fairview Avenue North, Suite 100 St. Paul, MN 55104 651-642-0363 lee.okerstrom@state.mn.us saintpaul.wfc@state.mn.us | N | 0 |
| 68 | Minnesota WorkForce Center - Ramsey County - North St. Paul 2098 11th Avenue E North St. Paul, MN 55109 651-779-5666 neng.lee@state.mn.us northsaintpaul.wfc@state.mn.us | N | 0 |
| 69 | Minnesota WorkForce Center – Monticello 406 E 7th Street Monticello, MN 55362 763-271-3700 dwuornos@cmjts.org lee.okerstrom@state.mn.us | N | 0 |
| 70 | Minnesota WorkForce Center - Minneapolis South 777 East Lake Street Minneapolis, MN 55407 612-821-4000 grant.heino@state.mn.us minneapolisouth.wfc@state.mn.us | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 71 | Minnesota WorkForce Center - Minneapolis North 800 West Broadway Avenue Minneapolis, MN 55411 612-520-3500 adeseva.adesiji@state.mn.us mark.mann@state.mn.us | N | 0 |
| 72 | Minnesota WorkForce Center - Hennepin South 4220 West Old Shakopee Road Bloomington, MN 55437 952-346-4000 grant.heino@state.mn.us hennepinsouth.wfc@state.mn.us | N | 0 |
| 73 | Minnesota WorkForce Center - Brooklyn Park 7225 Northland Drive Brooklyn Park, MN 55428 763-279-4400 david.wold@state.mn.us hennepinnorth.wfc@state.mn.us | N | 0 |
| 74 | Minnesota WorkForce Center – Faribault 201 South Lyndale Avenue Faribault, MN 55021 507-333-2047 faribault.wfc@state.mn.us | N | 0 |
| 75 | Minnesota WorkForce Center - West St Paul One-Stop Career Center West St. Paul, MN 55118 651-554-5955 amber.higgins@co.dakota.mn.us mark.nesgoda@state.mn.us | N | 0 |
| 76 | Minnesota WorkForce Center – Burnsville 2800 County Road 42 W Burnsville, MN 55337 952-895-7600 jeffrey.dexter@state.mn.us | N | 0 |
| 77 | Minnesota WorkForce Center - Anoka County 1201 89th Avenue NE Blaine, MN 55434 763-783-4800 anokacounty.wfc@state.mn.us raymond.douha@state.mn.us | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 78 | St. Croix Valley Job Center 387 Arrow Court River Falls, WI 54022 715-426-0388 mettened@workforceresource.org | N | 0 |
| 79 | Lutheran Social Service Minneapolis, MN 612-879-5286 LSSjobs@lssmn.org | N | 0 |
| 80 | Employment Transitions - Westminster Presbyterian Church Minneapolis, MN krh321@gmail.com | N | 0 |
| 81 | East Side Neighborhood Services Minneapolis, MN 612-787-4051 sheglund@esns.org | N | 0 |
| 82 | Caf? Networking Group - Jewish Family Children's services Minnetonka, MN 952-417-2111 bgreenwell@jfcsmpls.org | N | 0 |
| 83 | Basilica Employment Ministry Minneapolis, MN 612-317-3508 jgrove@mary.org | N | 0 |
| 84 | Back Together Careers Class - Eden Prairie Assembly Eden Prairie, MN 952-934-2327 ron@conroyconsult.com | N | 0 |
| 85 | 7 Degrees Creativ St. Louis Park, MN 952-334-5700 7degreecreativ@gmail.com | N | 0 |
| 86 | Lifetrack Resources, Inc. 709 University Avenue West (651) 227-8471 CurtisK@lifetrackresources.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 87 | Lifeworks Services, Inc 2965 Lone Oak Drive, #160 (651) 454-2732 chuerta@lifeworks.org | N | 0 |
| 88 | Minnesota Department of Employment and Economic Development 1st National Bank Building mary.heiple@state.mn.us | N | 0 |
| 89 | University of Minnesota College of Veterinary Medicine 1365 Gortner Avenue 612-624-4747 coope001@umn.edu salm0078@umn.edu | N | 0 |
| 90 | Hired Job Link 310 East 38th Street Minneapolis, MN 55409 612-287-1381 lorelei.anderson@hired.org | N | 0 |
| 91 | Summit Academy OIC 935 Olsen Memorial Highway Minneapolis, MN 55405 (612) 337-0150 fclomon@saoic.org | N | 0 |
| 92 | Multicultural Center for Academic Excellence (formerly African American Learning Resource Center) 322 Appleby Hall Minneapolis, MN 55455 612-624-6386 mcae@umn.edu | N | 0 |
| 93 | Easter Lutheran Church Job Transitions Group - Easter Lutheran Church Eagon, MN catherine@arbez.com | N | 0 |
| 94 | Starbucks Networking Group Hwy 55 & Winnetka Strip Mall Golden Valley, MN 612-791-5544 y_haddad@yahoo.com | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 16 |

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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 December 2022, certain members of this SEU participated in Diversity, Equity, and Inclusion training. SEU participants were required to complete a Think Mineral course on-line entitled, <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. |
| 2 | Management-level training regarding Diversity, Equity, and Inclusion | On January 24, 2023, our SEU’s 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 was a refresher 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 through our initial facilitated sessions and our subsequent video trainings. |
| 3 | 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, <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. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|--|
| 4 | 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 (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. |
| 5 | Management-level training regarding Diversity, Equity, and Inclusion | On April 20, 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. |
| 6 | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination | On July 20, 2023, our 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 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. |
| 7 | Management-level training regarding Diversity, Equity, and Inclusion | On August 4, 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>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. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----|--|--|
| 8 | Participate in Job Fair | On September 28, 2023, our SEUs Marketing and Promotions Managers attended the University of Minnesota College of Liberal Arts Internship and Career Fair. Eighty-four employers and over 800 students participated in this event. Our Managers occupied a Cumulus Media booth and were available to answer questions and educate students and other attendees about radio broadcasting, our Stations, and job openings and internship opportunities within the SEU. |
| 9 | 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—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. |
| 10 | Management-level training regarding Diversity, Equity, and Inclusion | On November 29, 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>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. |