

**WLXX (FM), WLTO (FM), WVLK-FM, WVLK (AM), and WXZZ (FM)
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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-29, 32-53	1
Account Executive	1-29, 32-54	1
Promotions Director	1-29, 32-52	10
Account Executive	1-30, 32-54	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	6
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	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	1
31	Internal Transfer/Promotion	N	0
32	Kentucky Career Center - Georgetown 100 Technology Drive 502-863-2402 charlest.belljr@ky.gov ReneaA.houston@ky.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Kentucky Career Center - Lexington 1055 Industry Road, 2nd Floor 859-425-2180 briana.jones@ky.gov bruce.quire@ky.gov	N	0
34	Local Veteran Employ Rep 2028 Merrick Drive 859-624-2564 briana.jones@ky.gov denise.jones@ky.gov	N	0
35	Cumberland-Southeast Kentucky Community and Technical College- Cumberland Campus 700 College Road 606-589-2145 angie.lockaby@kctcs.edu charlotte.lockaby@kctcs.edu	N	0
36	Leslie County Adult Education Center 108 Maple Street 606-436-5721 hctc-stuinfo@kctcs.edu	N	0
37	Jackson County Continuing Education 654 Education Mountain Drive 606-287-3571 joey.neeley@jackson.kyschools.us	N	0
38	Jefferson Community and Technical College Shelbyville 1361 Frankfort Road, Counseling Center 502-213-3612 tiffany.jones@kentuckianaworks.org	N	0
39	Nicholas County Schools Family Resource Center 105 School Drive 859-289-3702 paula.hunter@nicholas.kyschools.us	N	0
40	Kentucky Career Center - Frankfort 1121 Louisville Road 502-564-7046 bruce.quire@ky.gov charlest.belljr@ky.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Kentucky Community and Technical College System 859-256-3100 ejacobs0014@kctcs.edu lisa.stethen@kctcs.edu	N	0
42	Kentucky Career Center -Winchester 15 W Lexington Avenue denise.jones@ky.gov	N	0
43	Wounded Warrior Project 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
44	Division of Rehabilitation 301 East Main Street 877-246-2185 craig.smith@ky.gov	N	0
45	Foothills Community Action Partnership 309 Spangler Drive (859) 624-2046 jozef@foothillscap.org	N	0
46	Midway College 512 E. Stephens Street (859) 846-5390 gcourtney@midway.edu	N	0
47	Employment Plus Inc. 1051 Newtown Pike, # 180 (859) 367-0101 lexington@employmentplus.com	N	0
48	Opportunity for Work & Learning 650 Kennedy Road (859) 254-0576 jjohnson@owlinc.net	N	0
49	KY Career Center 153 Patchen Drive dana.elbert@ky.gov laura.lyle@ky.gov	N	0
50	Kentucky Refugee Ministries 1710 Alexandria Drive, Suite 2 859-226-5661 lpavey@krmllex.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	Dress for Success 1301 Winchester Road 859-231-7848 careercenter@dfslexington.org lexingtongpn@dressforsuccess.org	N	0
52	Sullivan University 859-514-7680 adarden@sullivan.edu	N	0
53	Eastern Kentucky University Director of Communication Ginny.whitehouse@eku.edu	N	0
54	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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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> . 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 25, 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 both our initial facilitated sessions and our subsequent video trainings addressed.
6	Participate in Job Fair	On September 21, 2022, our SEU’s Market Manager attended the 2022 Fall Business, Communications, Liberal Arts, and All Majors Career Fair sponsored by the University of Kentucky, which took place on its campus in the Grand Ballroom of the Gatton Student Center. He spoke with interested students about the company, career opportunities in radio broadcasting, and job openings within the Lexington SEU.
7	Participate in Job Fair	On March 15, 2023, our Market Manager participated in the virtual job fair sponsored by CloudHire which advertised entry-level positions, during which he was available to speak with interested participants about the company, career opportunities in radio broadcasting, and job openings within the Lexington SEU.