



1300 NORTH 17th STREET, 11th FLOOR  
ARLINGTON, VIRGINIA 22209

OFFICE: (703) 812-0400  
FAX: (703) 812-0486  
www.fhhlaw.com  
www.commlawblog.com

MARK N. LIPP  
(703) 812-0445  
LIPP@FHHLAW.COM

June 29, 2023

Ms. Elizabeth E. Goldin  
Assistant Chief, Investigations & Hearings Division  
Enforcement Bureau  
Federal Communications Commission  
45 L Street, NE  
Washington, D.C. 20554

Re: **Response to Broadcast EEO Audit Letter**  
Cumulus Licensing LLC  
Station WWX(FM), Oshkosh, Wisconsin  
Facility ID 50052

Dear Ms. Goldin:

Cumulus Licensing LLC (“Cumulus”), licensee of radio station WWX(FM), Oshkosh, Wisconsin, hereby submits its Response to your letter of April 24, 2023 (“EEO Audit Letter”) concerning the Station’s compliance with the Commission’s Equal Employment Opportunity Rule, 47 C.F.R. § 73.2080. Station WWX(FM) is part of a station employment unit (“SEU”) based in Appleton/Oshkosh, Wisconsin, that includes stations WNAM(AM), Neenah-Menasha, Wisconsin (Facility ID 50053), WOSH(AM), Oshkosh, Wisconsin (Facility ID 69780), WVBO(FM), Winneconne, Wisconsin (Facility ID 69781), and WPKR(FM), Omro, Wisconsin (Facility ID 42093). For this reason, Cumulus’s Response to the EEO Audit Letter involves the entire Appleton/Oshkosh SEU.

To comply with the procedures presented in Item 5(a) of the aforementioned EEO Audit Letter, Cumulus is uploading its Response into the online public inspection file of each station in this SEU.

If there are any questions about this submission, please contact undersigned counsel to Cumulus Licensing, LLC.

Sincerely,

A handwritten signature in black ink that reads "Mark N. Lipp".

Mark N. Lipp

Enclosures

## DECLARATION OF RICHARD S. DENNING

I, Richard S. Denning, hereby declare as follows:

I am Executive Vice President and General Counsel of Cumulus Licensing LLC, licensee of radio station WWXX(FM), Oshkosh, Wisconsin (Facility ID 50052), which is part of a station employment unit based in Appleton/Oshkosh, Wisconsin, that includes stations WNAM(AM), Neenah-Menasha, Wisconsin (Facility ID 50053), WOSH(AM), Oshkosh, Wisconsin (Facility ID 69780), WVBO(FM), Winneconne, Wisconsin (Facility ID 69781), and WPKR(FM), Omro, Wisconsin (Facility ID 42093) (collectively, the "SEU"). The stations in this SEU are commonly owned through indirect subsidiaries ultimately owned and controlled by Cumulus Media Inc. (collectively, "Cumulus"). This Declaration and the attachments provided hereto are being submitted in response to a letter dated April 24, 2023 (the "Audit Letter") from Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division, Enforcement Bureau, Federal Communications Commission ("FCC"), concerning a random audit of the SEU's compliance with the FCC's equal employment opportunity ("EEO") rule, 47 C.F.R. § 73.2080.

In response to Question 2(b) of the Audit Letter, the SEU employs five (5) or more full-time employees as the term is defined in Section 73.2080(e)(1) of the FCC's rules.

In response to Question 2(b)(i) of the Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are included as Attachment A.

In response to Question 2(b)(ii) of the Audit Letter, the website of each station in the SEU is as follows: WWXX(FM), [www.fox969.com/](http://www.fox969.com/); WNAM(AM), [www.1280wnam.com/](http://www.1280wnam.com/); WOSH(AM), [www.1490wosh.com/](http://www.1490wosh.com/); WVBO(FM), [www.1039wvbo.com/](http://www.1039wvbo.com/); and WPKR(FM), [www.995pkr.com/](http://www.995pkr.com/). A copy of the current EEO public file report is on or linked to each of the above websites.

In response to 2(b)(iii) of the Audit Letter, documentation concerning the recruitment sources used to fill each full-time position during the period covered by the above EEO public file reports is included in Attachment B, and, pursuant to the Audit Letter, this response provides one such notice for each position filled. The SEU's standard practice is to retain copies of job vacancy announcements that are sent to all recruitment sources, as required by 73.2080(c)(5)(iii). Further, no recruitment sources have notified the SEU that they want to be informed about the SEU's job openings, as described in §73.2080(c)(1)(ii), which is reflected in Section II of each EEO public file report.

In response to 2(b)(iv) of the Audit Letter, the Vacancy Data Forms included in Attachment B contain data regarding (a) the total number of interviewees for each full-time vacancy, and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the EEO public file reports.

In response to 2(b)(v) of the Audit Letter, documentation of the SEU's performance of the recruitment initiatives as described in §73.2080(c)(2) during the relevant time period is included in Attachment C. SEU personnel involved in the recruitment initiatives are identified in Attachment C as well. The SEU employs a total of eleven (11) full-time employees. The stations are located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four (4) recruitment initiatives during a two-year period.

In response to 2(b)(vi) of the Audit Letter, Cumulus affirms that it is not aware of any pending or resolved discrimination complaints filed against this SEU during the time period covered by this response.

In response to 2(b)(vii) of the Audit Letter, Cumulus has established and implemented a company-wide EEO compliance plan. At the corporate level, Cumulus recognizes the importance of EEO compliance and has communicated the importance of complying with the FCC's broad outreach and recordkeeping requirements to employees at all levels within the company, including its national, regional, and local personnel. Cumulus previously engaged its outside communications counsel to conduct comprehensive FCC EEO training sessions, which were mandatory for all market and business managers. Those training sessions were followed by the distribution of written compliance materials to key personnel in each station employment unit who have recruitment and hiring responsibility. These materials continue to be an excellent resource. The SEU's compliance efforts also include identifying Cumulus' efforts to afford equal employment opportunities to employees through statements disseminated in job applications and vacancy announcements posted in conspicuous areas within the workplace.

Cumulus relies on outside communications counsel to address questions and concerns related to FCC EEO compliance as they arise and to review annual EEO public file reports for many of its station employment units. As General Counsel to Cumulus, I conduct comprehensive FCC EEO training sessions and confer with outside counsel to ensure that these presentations, which are mandatory for all, covered/management-level employees, are up to date.

Since the focus of this Response covers reporting periods from August 1, 2020, through July 31, 2022, this description explains practices at the local level which changed during the second reporting period. The SEU's Market Manager ("MM") and Business Manager ("BM") had primary responsibility for implementing and overseeing the EEO program and were knowledgeable about the company's EEO policies and hiring practices. The MM and BM worked together to ensure that compliance efforts were observed. They, in turn, interacted with managers in the Market that had hiring authority as well as the corporate Human Resources department to ensure that appropriate procedures were followed. The BM maintained the SEU's Master Recruitment Source List ("MRSL"), which included a variety of recruitment sources including the Cumulus careers website and made sure that notifications about job openings were posted and distributed appropriately. When a decision was made to hire a new employee in the Market, the BM obtained the necessary information from the hiring manager to post the job vacancy announcement(s). Job vacancies were always posted on the Cumulus careers website, which automatically routed these announcements to a specific group of recruitment sources. The description of each job vacancy and the required qualifications determined whether or not other

recruitment sources were notified. Once a position was posted on the Cumulus careers recruitment site, the System sent an approval notice to the President of Cumulus Operations for final authorization of management position postings and to the MM for final authorization of all other position postings. Once a posting was finalized, the System notified the hiring manager as applicants applied, and it was the responsibility of the hiring manager to track interviewees and associated recruitment sources. Once a hiring decision was made, the hiring manager returned the interviewee information to the BM.

It is important to note that in 2021 Cumulus began to implement a major plan to reorganize at the corporate level that would eventually affect the EEO program of all its Markets. Over time many of the FCC EEO functions previously handled by the company's BMs were turned over to its Human Resources department. The Department's Director of Centralized HR Operations & Talent Acquisition assembled a group of HR specialists referred to as HR Business Partners ("HRBP") to assist with outreach efforts. The HRBPs are assigned to specific markets and help with vacancy-specific and general outreach, working closely with the MM and hiring managers. They also assist with the preparation of annual EEO public file reports and confirm that these reports are uploaded into the stations' online public inspection files and posted on station websites in a timely manner.

Although the SEU's 2021 EEO Public File Report ("Report") was posted on station websites timely, the SEU inadvertently overlooked the uploading of this Report into the Appleton/Oshkosh online public inspection files ("OPIF") in a timely manner. The SEU's 2022 EEO Public File Report was timely uploaded into the OPIFs of all the stations. As indicated above, since the HRBPs have assumed responsibility for the inclusion of the EEO public file reports in each market's OPIFs, Cumulus will ensure that all future EEO reports are uploaded in a timely fashion.

Keeping its general outreach obligations in mind, this SEU was able to surpass the number of supplemental recruitment initiative points required over the two-year period that this audit response covers, even though many events it would otherwise participate in were curtailed due to the COVID-19 pandemic. Since "in-person" events were not safe, the SEU participated in virtual events sponsored by the Wisconsin Broadcasters Association ("WBA"), which notably included its Market Manager's participation in the WBA's Scholarship Program. Additionally, the Cumulus corporate office offered a variety of virtual training sessions to management and/or staff. One such session focused on compliance with FCC EEO rules, while other sessions concentrated on creating a diverse, inclusive, and healthy workplace environment. As concerns about COVID-19 began to subside, the SEU took part in various "in person" events to educate and promote career opportunities in broadcasting.

In response to 2(b)(viii) of the Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of the recruitment sources listed therein in terms of both the quantity and quality of the interviewees that are being generated from those recruitment sources, as well as the results that are being generated from its recruitment initiatives. Accordingly, the SEU examines its EEO program on

an annual basis, which includes revising its MRSL based on these yearly reviews. Since April 2021 when the HR department assumed more responsibility in this process, it coordinated with an arm of CareerBuilder, Broadbean Technology, to incorporate numerous diversity sites and additional local sources into its MRSL, which are automatically contacted when a full-time position is available. This is demonstrated in the outreach conducted for positions that were posted during the 2022 reporting period. Throughout each reporting period, staff members meet to brainstorm about novel initiatives that would better inform the Appleton/Oshkosh communities the SEU serves about career opportunities in broadcasting. It should be noted that if any EEO issues arise that warrant special attention, the SEU convenes separate meetings with appropriate personnel to discuss these issues.

In response to 2(b)(ix) of the Audit Letter, the SEU makes a concerted effort to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the SEU is providing equal employment opportunity and is not discriminating against employees or job applicants. Accordingly, the SEU's MM and department managers, together with Cumulus's corporate Human Resources Department, review the compensation, benefits, promotions and other employment practices of the SEU to ensure that they are fair and are based solely on an employee's experience and performance record. Further, in hiring a new employee, all responsible parties consider an applicant's experience to determine whether they are qualified for the position and analyze the candidate's past performance to determine their likelihood for success. The SEU's employment practices are the ultimate responsibility of its MM, John Rowe, who works in conjunction with in-house counsel at Cumulus headquarters and, when applicable, outside employment and labor counsel.

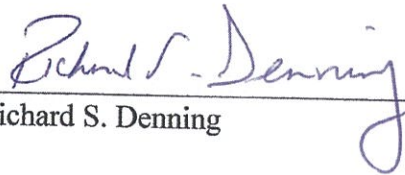
In response to 2(b)(x) of the Audit Letter, Cumulus Licensing LLC, is not a religious broadcaster.

[SIGNATURE ON THE FOLLOWING PAGE]

**SIGNATURE PAGE TO  
DECLARATION OF RICHARD S. DENNING**

I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief.

Signed and dated this 20<sup>th</sup> day of June 2023.

  
Richard S. Denning

## **Attachment A**

**WOSH(AM), WNAM(AM), WVBO(FM), WPKR(FM) & WWWX (FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 – July 31, 2021<sup>1</sup>**

**I. VACANCY LIST**

SEE SECTION II, THE “MASTER RECRUITMENT SOURCE LIST” (“MRSL”) FOR RECRUITMENT SOURCE DATA

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	3-4, 7-8, 19-23, 27-28, 40	28
Finance & Continuity Assistant	3-4, 7-8, 20-23, 27-28, 40	28
Operations Manager	3-4, 7-8, 16, 20-23, 27-28, 40	16

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<sup>1</sup> This Report was revised in June 2023 to address reporting issues.



**WOSH(AM), WNAM(AM), WVBO(FM), WPKR(FM) & WWWX (FM)  
EEO PUBLIC FILE REPORT**

August 1, 2020 – July 31, 2021

**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	<b>Handshake (WI Colleges &amp; WI Technical Colleges)</b> <a href="https://app.joinhandshake.com">https://app.joinhandshake.com</a>	N	0
2	<b>Radio Online</b> <a href="http://www.radioonline.com">www.radioonline.com</a>	N	0
3	<b>Adzuna Website</b> <a href="https://www.adzuna.com">https://www.adzuna.com</a>	N	0
4	<b>Glassdoor.com</b> <a href="https://www.glassdoor.com">https://www.glassdoor.com</a>	N	0
5	<b>Wisconsin Broadcasters Association</b> 44 E. Mifflin Street; Ste. 900 Madison, WI 53703 Contact: Kristen Bergmann PH:800-236-1922, FAX: 608-256-3986 Online at: <a href="http://www.wi-broadcasters.org">www.wi-broadcasters.org</a>	N	0
6	<b>Job Center of Wisconsin</b> <a href="http://www.wisconsinjobcenter.org">www.wisconsinjobcenter.org</a>	N	0
7	<b>Job is Job Website</b> <a href="https://www.jobisjob.com">https://www.jobisjob.com</a>	N	0
8	<b>Job Spider Website</b> <a href="https://www.jobspider.com">https://www.jobspider.com</a>	N	0
9	<b>Hmong Mutual Assistance Association</b> 2613 George Street La Crosse, WI 54603 Contact: Allen Yang PH: (608) 781-5744, FAX: (608) 781-5011 Email: <a href="mailto:admin@hamaa.org">admin@hamaa.org</a>	N	0
10	<b>La Casa de Esperanza, Inc.</b> 410 Arcadian Avenue Waukesha, WI 53103 Contact: Veronica Davis-Quiroz PH: (262) 547-0887, FAX: (262) 547-0735 Email: <a href="mailto:info@lacasadeesperanza.org">info@lacasadeesperanza.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>National Organization for Women – Wisconsin Chapter</b> 122 State Street #403 Madison, WI 53703 Contact: Tizzy Hyatt PH: (608) 255-3911 Email: <a href="mailto:admin@winow.com">admin@winow.com</a>	N	0
12	<b>Office of Multicultural Affairs</b> Schofield Hall 225 Eau Claire, WI 54701 PH: (715) 836-3367, FAX: (715) 836-3499 Email: <a href="mailto:snobl@uwec.edu">snobl@uwec.edu</a>	N	0
13	<b>Oneida Tribe of Indians</b> 2630 W Mason Street Green Bay, WI 54303 PH: (800) 236-7050, FAX: (920) 869-2194 Email: <a href="mailto:hrddept@oneidanation.org">hrddept@oneidanation.org</a>	N	0
14	<b>Women’s Center, Inc./Employment Program</b> 425 North East Avenue Waukesha, WI 53154 PH: (262) 544-7690, FAX: (262) 574-3640 Email: <a href="mailto:mail@twcwaukesha.org">mail@twcwaukesha.org</a>	N	0
15	<b>Ohio Center for Broadcasting</b> Contact: Joe Kelly <a href="mailto:Placement.columbus@beonair.com">Placement.columbus@beonair.com</a>	N	0
16	<b>All-Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	1
17	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	N	0
18	<b>Station On-Air Announcements</b> ( <i>all SEU stations</i> )	N	0
19	<b>Station Website Postings</b> ( <i>all SEU stations</i> )	N	0
20	<b>Word-of-Mouth Referral</b>	N	3
21	<b>Internal Posting</b> ( <i>SEU bulletin board</i> )	N	2
22	<b>MyJobHelper Website</b> <a href="https://www.myjobhelper.com">https://www.myjobhelper.com</a>	N	0
23	<b>Oodle Website</b> <a href="https://www.oodle.com">https://www.oodle.com</a>	N	0
24	<i>Intentionally Omitted</i>	---	---
25	<b>Inside Radio Website</b> <a href="http://www.insideradio.com">www.insideradio.com</a>	N	0
26	<b>Internal Transfer/Promotion</b>	N	0
27	<b>Trovit Website</b> <a href="https://www.trovit.com">https://www.trovit.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.indeed.com">www.indeed.com</a>	N	5
29	<b>TV &amp; Radio Jobs</b> <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	N	0
30	<b>Abilities In Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
31	<b>Asian In Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
32	<b>Cumulus Business Managers</b> <a href="mailto:BM@cumluus.com">BM@cumluus.com</a>	N	0
33	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
34	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
35	<b>LGBTQ</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
36	<b>Diversity In Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
37	<b>Broadcast Employee Services / AMFMjobs.com</b> <a href="http://www.amfmjobs.com">www.amfmjobs.com</a>	N	0
38	<b>Seniors In Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
39	<b>Radio One Broadcast School</b> Email: <a href="mailto:director@radioschool.com">director@radioschool.com</a>	N	0
40	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net">www.cumulusmedia.jobs.net</a>	N	1
41	<b>Women In Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
42	<b>Disabled Veteran Jobs</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
43	<b>Disabled Person</b> <a href="http://www.disabledperson.com">www.disabledperson.com</a>	N	0
44	<b>#HireBlack</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
45	<b>Hispanic Job Exchange</b> <a href="https://www.hispanicjobexchange.com">https://www.hispanicjobexchange.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	<b>African American Job Search</b> <a href="https://www.africanamericanjobsearch.com">https://www.africanamericanjobsearch.com</a>	N	0
47	<b>Asian Job Search</b> <a href="https://www.asianjobsearch.com">https://www.asianjobsearch.com</a>	N	0
48	<b>LGBT Job Search</b> <a href="https://www.lgbtjobsearch.com">https://www.lgbtjobsearch.com</a>	N	0
49	<b>Disabled Job Seekers</b> <a href="https://www.disabledjobseekers.com">https://www.disabledjobseekers.com</a>	N	0
50	<b>US Diversity Job Search</b> <a href="https://www.usdiversityjobsearch.com">https://www.usdiversityjobsearch.com</a>	N	0
51	<b>Veteran Career Center</b> <a href="https://veterancareercenter.com">https://veterancareercenter.com</a>	N	0
52	<b>Seniors To Work</b> <a href="https://www.seniorstowork.com">https://www.seniorstowork.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			12

**WOSH(AM), WNAM(AM), WVBO(FM), WPKR(FM) & WWWX (FM)**  
**EEO PUBLIC FILE REPORT**  
 August 1, 2020 – July 31, 2021

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On August 6, 2020, our SEU's Market and Operations Managers conducted a virtual "job shadow" with a second semester student attending the University of Fond Du Lac who expressed interest in getting into broadcasting. They talked about radio in general and shared information about the education/skill sets necessary for success in the radio business, highlighting the ever-increasing role technology plays in the industry. Our Operations Manager showed the student how to operate a studio board along with music logs tied to the station's music architecture. The Market Manager emphasized the importance of building a network and suggested that the student consider going to broadcasting school or beginning a podcast to get some experience.
2	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On March 6, 2021, the SEU's Market Manager participated in a virtual student seminar sponsored by the Wisconsin Broadcasting Association. The seminar was designed to create awareness of broadcasting as a career and excite students about the broadcast profession during these challenging times, by connecting them with leading in Wisconsin broadcasting. The participants were divided into small groups, each lead by a broadcast professional, to create a more relaxed setting to encourage student interaction. The professionals shared their knowledge about as well as experiences in the industry and fielded questions. Commercial broadcasters explained how their stations have adapted during the pandemic and provided a virtual "in-person" forum to the event which offered students the ability to ask questions based on the industry.
3	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On March 7, 2021, our the SEU's Market Manager conducted a virtual meeting with a University of Wisconsin-Oshkosh student who attended the virtual seminar hosted by the Wisconsin Broadcasters Association, to discuss radio as a career, review his resume, and provide industry contacts for potential interviews once the student graduates.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On March 9, 2021, our SEU 's Market Manager arranged a telephone conference with a student from The University of Wisconsin-Madison, who reached out after the Wisconsin Broadcasters student seminar, to discuss ways to break into broadcasting. He discussed career options within the industry, recommended improvements to her resume, and explained how to create an air check to submit when applying for broadcasting positions.
5	Participate in Job Fair	On March 4, 2021, our SEU 's Business Manager/EEO Coordinator participated in a virtual job fair, hosted by the University of Wisconsin-Green Bay. The Business Manager/EEO Coordinator answered questions and educated attendees about radio, our stations and job openings within the SEU.
6	Management level training regarding equal employment opportunity and preventing discrimination	On March 24, 2021, our Business Manager/EEO Coordinator participated in a presentation sponsored by the Wisconsin Broadcasters Association and conducted by David Oxenford from Wilkinson Barker Knauer entitled, "Staying on Top of your Broadcast FCC EEO Obligations." The webinar highlighted some of the important provisions of the FCC's EEO rules as well as pending issues concerning these Rules.
7	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On February 5, 2021, our SEU's Digital Sales Manager met virtually with a student from Fox Valley Technical College, who was referred by the Director of Appleton Downtown Inc., to discuss her interest in learning more about radio and the different career options available within a broadcast group.

**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2021 – July 31, 2022<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-29; 32-40	8
WVBO Morning Show Host	1-10	1
Sales Assistant/Receptionist	1-29; 32-40	8
Account Executive	1-29; 32-40	1
Assistant Business Manager	1-10	1
WOSH Morning Show Host	1-10	1

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<sup>1</sup> This Report was revised in June 2023 to address reporting issues.

**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)**  
**EEO PUBLIC FILE REPORT**  
 August 1, 2021 – July 31, 2022

**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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	5
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	4
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0



<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbleperson.com">www.disAbleperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	0
31	<b>Internal Transfer/Promotion</b>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	<b>Oshkosh Job Center</b> 219 Washington Avenue Oshkosh, WI 54901 920-232-6200 cynthia.holzman@dwd.wisconsin.gov	N	0
33	<b>Valley Packaging Industries Inc</b> 110 N Kensington Drive Appleton, WI 54915 920-882-2800 vpi@vpind.com	N	0
34	<b>The HS Group Inc</b> 2611 Libal Street Green Bay, WI 54301 920-432-7444 pdeleest@thehsgroup.com	N	0
35	<b>St. Norbert College</b> 100 Grant Street De Pere, WI 54115 920-403-3005 careers@snc.edu	N	0
36	<b>Rasmussen College-Green Bay Campus</b> 904 S. Taylor Street Green Bay, WI 54303 920-593-8416 vicki.strean@rasmussen.edu	N	0
37	<b>Goodwill of North Central Wisconsin</b> 1800 Appleton Road Menasha, WI 54952 920-968-6881 jmoore_gw@gwicc.org	N	0
38	<b>Oneida Nation Job Training Programs</b> 2640 West Point Road Oneida, WI 54304 920-496-7870 swest@oneidanation.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	<b>Oshkosh Job Center</b> 219 Washington Avenue Oshkosh, WI 54901 920-232-6273 cynthia.holzman@dwd.wisconsin.gov	N	0
40	<b>Fox Cities Workforce Development Center</b> 1802 Appleton Road Menasha, WI 54952 920-997-3272 aannoye@fvwdb.com charles.gintz@dwd.wisconsin.gov	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			9

**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2021 – July 31, 2022**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, 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 five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
<b>3</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 10, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
<b>4</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 18, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in scholarship program	<p>Our SEU's Market Manager participated in the Wisconsin Broadcasters Association (WBA) Scholarship Program. This Program was established to recognize students interested in broadcasting as a career, and provides scholarship money based on a thorough review of the applications submitted by the students.</p> <p>On November 9, 2021, our Market Manager reviewed the submissions submitted, taking into account: GPA; post-high school employment; extracurricular activities; awards and honors; broadcasting experience; and, an essay. School transcripts, letter(s) of recommendation, and other supporting documentation were also reviewed. Based on his evaluation of the entries, he provided the WBA with scholarship recipient(s) recommendations.</p>
6	Participate in event/program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting	<p>From December 1, through December 3, 2021, our SEU's Market Manager participated in the Wisconsin Broadcasters Association "Students Meet WBA Broadcasters." This was a three-day, online event during which area students interested in learning more about a career in broadcasting were able to engage with area broadcasting professionals. Our Market Manager conducted virtual style interviews with students and provided guidance with respect to resume building and networking before graduation. He also prepared them for questions typically asked during an interview, suggested how best to carry oneself, how to prepare audio portfolios, and shared interview follow-up techniques. Students were able to ask a wide variety of questions and gain insight into the industry from a broadcasting professional.</p>
7	Participate in event/program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting	<p>On March 5, 2022, our Market Manager participated in the Virtual Student Seminar sponsored by the Wisconsin Broadcasters Association. The seminar focused on educating students about employment opportunities in the broadcasting profession during these challenging times by connecting them with leaders involved in Wisconsin broadcasting. Seminar participants were divided into small groups, each lead by a broadcast professional. These commercial broadcasters discussed how their stations have adapted and provided a virtual "in-person" feel to the event. There were break-out sessions, each intended to give students the opportunity to ask questions in a relaxed setting. Students chose three sessions in which to participate. The highlight of the Seminar was a "speed networking" round, during which students engaged area broadcasters to build their professional network, asked radio-specific questions, and learned more about the broadcasting industry overall.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fair	On April 6, 2022, our SEU 's Market and Operations Managers as well as our Programming, Sales and Promotions team participated in the Oshkosh Business Expo sponsored by The Oshkosh Chamber of Commerce. Our staff occupied a Cumulus Media booth, answering questions and educating attendees about radio, our Stations, job openings at each Station, and "job shadowing" opportunities within the SEU. A total of 61 local businesses were present.
9	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On April 8, 2022, our SEU's Market Manager and Promotions Director attended the University of Wisconsin's Radio, TV & Film Student event, which took place on its Oshkosh campus. Students were paired with radio professionals for 40 minute sessions designed to promote radio broadcasting as a career. These sessions also offered the students a comfortable environment in which to ask questions that would help them with their academic choices and best position them for employment after graduation. Students decided in advance who they wanted to meet with, and prepared and presented their pitches to the professionals. They also shared their resumes for review and comment. Additionally, the professionals conducted mock interviews and provided the students with constructive critiques.
10	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.
11	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.

**Attachment B**

**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Sales Associate/Account Executive	<b>Date Filled:</b> 01/25/2021
<b>Recruitment Source ("RS") Referring Hiree:</b> Indeed Website – RS #28 <i>(not directly contacted by SEU)</i>	<b>Total Number of Interviewees:</b> 2

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
3.	<b>Adzuna Website</b> <a href="https://www.adzuna.com">https://www.adzuna.com</a>	N	0
4.	<b>Glassdoor.com</b> <a href="https://www.glassdoor.com">https://www.glassdoor.com</a>	N	0
7.	<b>Job is Job Website</b> <a href="https://www.jobisjob.com">https://www.jobisjob.com</a>	N	0
8.	<b>Job Spider Website</b> <a href="https://www.jobspider.com">https://www.jobspider.com</a>	N	0
19.	<b>Station Website Postings</b> <i>(one or more SEU stations)</i>	N	0
20.	<b>Word-of-Mouth Referral</b>	N	1
21.	<b>Internal Posting</b> <i>(SEU bulletin board)</i>	N	0
22.	<b>MyJobHelper Website</b> <a href="https://www.myjobhelper.com">https://www.myjobhelper.com</a>	N	0
23.	<b>Oodle Website</b> <a href="https://www.oodle.com">https://www.oodle.com</a>	N	0
27.	<b>Trovit Website</b> <a href="https://www.trovit.com">https://www.trovit.com</a>	N	0
28.	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	1
40.	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net">www.cumulusmedia.jobs.net</a>	N	0
<b>Total Interviewees</b>			<b>2</b>



Referencing requisition 000661 - Account Executive

Edit job posting Account Executive 000661

Career Site & Manual Options Posting History

Posting ID \*: 000661

Career Site Posting Template : Website

Career Site Go Live Date \*: 11/13/2020

Career Site Expiration Date \*: 01/11/2021

Length (in days) \*: 60

Directing applicants from job boards to\*: Cumulus Media

- 1. Post to your career sites
  - Cumulus Media (Public Site)
- 2. Post automatically to job boards (next step)
  - Adzuna - (Expired)
  - Glassdoor.com - (Deactivated)
  - Job Is Job - (Expired)
  - The Job Spider - (Deactivated)
  - MyJobHelper - (Deactivated)
  - Oodle - (Expired)
  - Trovit - (Expired)

Apply Online URL  View Posting  Direct Import Email

Referencing requisition 000661 - Account Executive

Edit job posting Account Executive 000661

Career Site & Manual Options Posting History

Postings history

3 Records

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
01/11/2021 18:57:01	11/13/2020	01/11/2021	Automated Luceo Process	Suspension	401	
01/11/2021 18:57:14	11/13/2020	01/11/2021	Automated Luceo Process	Suspension	401	
11/13/2020 11:05:03	11/13/2020	01/11/2021	mbouchillon	Send to publish	401	Cumulus Media

[Delete](#)

Account Executive November 13, 2020 11:05 AM N. America > USA > Wisconsin > Winnebago County > Oshkosh  
[Resend \(with changes\)](#)

Board Name	Clicks	Activity	Status	Activity
Azura	0	Posted: November 13, 2020 11:05 AM Removed: December 11, 2020 11:05 AM	✓ Expired	
Glassdoor.com	1	Posted: November 13, 2020 11:05 AM Removed: January 11, 2021 6:57 PM	✓ Deleted	
Job Is Job	0	Posted: November 13, 2020 11:05 AM Removed: December 13, 2020 11:05 AM	✓ Expired	
Job Spider	0	Posted: November 13, 2020 11:05 AM Removed: January 11, 2021 6:57 PM	✓ Deleted	
MyJobHelper	0	Posted: November 13, 2020 11:05 AM Removed: January 11, 2021 6:57 PM	✓ Deleted	
Opote	0	Posted: November 13, 2020 11:05 AM Removed: December 11, 2020 11:05 AM	✓ Expired	
Trivit	0	Posted: November 13, 2020 11:05 AM Removed: December 11, 2020 11:05 AM	✓ Expired	

### Job Description and Responsibilities

**CUMULUS MEDIA | OSHKOSH** is hiring one *exceptional* Sales professional. We offer a unique career opportunity: One where you are given a challenging mission, world-class tools to help you succeed. Cumulus Appleton Oshkosh targets thousands of local companies with a highly tuned business-category focus and introduces these companies to Cumulus' large demographically-distinct audiences via the POWER OF RADIO & DIGITAL solutions. The Cumulus stations in the area include: WVBO, WPKR, WWWX, WNAM & WOSH. We hire passionate, driven, resourceful, organized, customer-focused problem solvers who have great communication skills and the ability to cultivate client relationships. If this sounds like you, please submit your resume for consideration.

### The Future Cumulus Seller:

- 1-3 years of experience developing new business opportunities
- Understanding how to position digital solutions in a comprehensive marketing plan.
- The ability to grasp a client's need for ROI and how to present Radio and Digital to achieve those ROI goals
- Strong understanding of lead generation and ability to connect with viable prospects
- Comprehension of sales metrics in order to fill a sales funnel and robust pipeline of residual business
- Persuasive communication with the ability to explain and demonstrate comprehensive marketing plans
- Positive attitude with the willingness to get beyond their comfort zone to grow professionally
- Undeterred by the daily obstacles and challenges facing outside B to B sales
- High energy and passion for the job
- Media background required

### Requirements

#### Qualifications:

- Proficient in Microsoft Office suite, social networking platforms and CRM tools
- Excellent communication skills

- Experience developing new business opportunities
- Excellent presenter to clients of sales opportunities and post-sale successes
- Strong understanding of lead generation and ability to connect with viable prospects
- Comprehension of sales metrics in order to fill a sales funnel and robust pipeline of residual business
- Positive attitude with the willingness to get beyond comfort zone to grow professionally
- High energy and passion for the job
- Flexible and creative
- Digitally savvy
- 1-3 years in Media background required
- Bachelor's Degree in Business, Marketing or related field is required

**What we offer:**

- Active billing list of high profile clients. Don't miss this opportunity if what you read above describes you.
- Radio and Digital products that you can be passionate about selling that will assist clients in growing their company
- Recognition and reward for outstanding performance
- Commission-based organization with uncapped earning potential
- Focused, responsible and collaborative work environment with the ability, to ask "what if" and try innovative solutions
- Medical, Dental & Vision Insurance coverage
- 401K
- Paid Vacation & Holidays

If money grabs your attention tell me why and how you can develop your account base into an even bigger paycheck. Contact John Rowe at [john.rowe@cumulus.com](mailto:john.rowe@cumulus.com) or 920-230-0884 or visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

**CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).**

**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Finance & Continuity Assistant	<b>Date Filled:</b> 11/02/2020
<b>Recruitment Source ("RS") Referring Hiree:</b> Indeed Website – RS #28 <i>(not directly contacted by SEU)</i>	<b>Total Number of Interviewees:</b> 3

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
3.	<b>Adzuna Website</b> <a href="https://www.adzuna.com">https://www.adzuna.com</a>	N	0
4.	<b>Glassdoor.com</b> <a href="https://www.glassdoor.com">https://www.glassdoor.com</a>	N	0
7.	<b>Job is Job Website</b> <a href="https://www.jobisjob.com">https://www.jobisjob.com</a>	N	0
8.	<b>Job Spider Website</b> <a href="https://www.jobspider.com">https://www.jobspider.com</a>	N	0
20.	<b>Word-of-Mouth Referral</b>	N	0
21.	<b>Internal Posting</b> <i>(SEU bulletin board)</i>	N	1
22.	<b>MyJobHelper Website</b> <a href="https://www.myjobhelper.com">https://www.myjobhelper.com</a>	N	0
23.	<b>Oodle Website</b> <a href="https://www.oodle.com">https://www.oodle.com</a>	N	0
27.	<b>Trovit Website</b> <a href="https://www.trovit.com">https://www.trovit.com</a>	N	0
28.	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	1
40.	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net">www.cumulusmedia.jobs.net</a>	N	1
<b>Total Interviewees</b>			<b>3</b>

## Referencing requisition 000499 - Finance and Continuity Assistant

Edit job posting Finance and Continuity Assistant 000499  

Career Site & Manual Options Posting History

Posting ID \*:  
000499

Career Site Posting Template:  
Website

Career Site Go Live Date \*:  
09/04/2020  

Career Site Expiration Date \*:  
10/26/2020  

Length (in days) \*:  
53

Directing applicants from job boards to \*:  
Cumulus Media

- 1. Post to your career sites
  - Cumulus Media (Public Site)
- 2. Post automatically to job boards (next step)
  - Adzuna - (Expired)
  - Glassdoor.com - (Deactivated)
  - Job Is Job - (Expired)
  - The Job Spider - (Deactivated)
  - MyJobHelper - (Deactivated)
  - Oodle - (Expired)
  - Trovit - (Expired)

Apply Online URL  View Posting  Direct Import Email

## Referencing requisition 000499 - Finance and Continuity Assistant

Edit job posting Finance and Continuity Assistant 000499  

Career Site & Manual Options Posting History

Postings history

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
10/26/2020 08:37:24	09/04/2020	11/02/2020	jessica.lear	Suspension	303	
10/26/2020 08:37:35	09/04/2020	10/26/2020	jessica.lear	Suspension	303	
09/04/2020 12:22:55	09/04/2020	11/02/2020	mbouchillon	Send to publish	303	Cumulus Media

3 Records

## Finance and Continuity Assistant (499/303)

Board Name	Clicks	Activity	Status	Activity
Aiduna	0	Posted: September 4, 2020 12:23 PM Removed: October 2, 2020 12:23 PM	✓ Expired	
Grassdoor.com	1	Posted: September 4, 2020 12:23 PM Removed: October 26, 2020 8:37 AM	✓ Deleted	
Job Is Job	0	Posted: September 4, 2020 12:23 PM Removed: October 4, 2020 12:23 PM	✓ Expired	
Job Spider	0	Posted: September 4, 2020 12:23 PM Removed: October 26, 2020 8:37 AM	✓ Deleted	
MyJobHelper	0	Posted: September 4, 2020 12:23 PM Removed: October 26, 2020 8:37 AM	✓ Deleted	
Ooda	0	Posted: September 4, 2020 12:23 PM Removed: October 2, 2020 12:23 PM	✓ Expired	
Trovit	0	Posted: September 4, 2020 12:23 PM Removed: October 2, 2020 12:23 PM	✓ Expired	

### Job Description and Responsibilities

**CUMULUS MEDIA | Oshkosh** is offering a great opportunity to learn the business side of the radio broadcasting industry as a **Finance and Continuity Assistant**. Our ideal candidate should possess an extremely good work ethic, be a self-starter, and highly organized with the ability to work in a fast-paced office environment. This position reports to the Business Manager.

### Who we are:

Cumulus Oshkosh currently features 5 stations (WOSH-AM, WNAM-AM, WVBO-FM, WPKR-FM and WWWX-FM) in the Appleton/Oshkosh Metro Area and the surrounding counties and they all reach well over 250,000 listeners on a daily basis. At Cumulus Appleton/Oshkosh, we strive to hire passionate, driven, resourceful, problem solvers who have the ability to drive the evolving, diverse culture of the Power of Radio to success.

### Our Opportunity:

Cumulus Oshkosh has an immediate opening for a full time Finance and Continuity Assistant at its broadcast facilities. A Finance and Continuity assistant is an integral part of radio and office team, supporting Traffic, the Sales Team, and the Business Office. The ideal candidate will be dependable, hardworking and have the ability to balance multiple deadline-oriented projects while maintaining a great attitude and work ethic. This position offers exposure to the world of media with endless opportunities with a variety of career paths to pursue for professional growth.

### Business Office Responsibilities:

- Coordinates weekly invoice procedure to including stuffing, metering & mailing
- Enters all invoices received into Account Payable system
- Handles cash and checks including processing to Lockbox
- Manages aging balances including Cash In Advance accounts
- Reconciliation of streaming orders

- Completing and submitting affidavits

#### **Traffic Continuity Responsibilities:**

- Prepares all affidavits
- Handles all streaming orders including entering spots and contracts
- Works on entering and coordinating all aspects of barter including TTWN
- Voice talent when asked to support a station
- Manages all co-op scripts in Traffic system

#### **Sales Support Responsibilities:**

- Front Deck Receptionist including answering and transferring incoming calls & managing prize winners and prize closet
- Ordering National/Katz Orders and reviews against insertion orders
- IncentRev back up locally. Enters orders into IncentRev systems and responsible for accuracy. Reviews final monthly statement and reconciles to orders in billing system before invoicing. Enters deal when sold out into billing system.
- Assist Traffic Team by gathering copy and traffic and working to solve clearance issues
- Manages multiple project requests simultaneously with quick turnaround time
- Works on highly time sensitive projects, adhering to deadlines

#### **ALL OTHER DUTIES AS ASSIGNED**

#### **Requirements**

#### **Qualifications:**

- People Skills - Team Player
- Aptitude to make decisions and work independently without immediate direction
- Excellent verbal and written communication skills
- Ability to interact with management and staff at all levels
- Computer literacy in applicable programs including Microsoft Office
- Ability to learn proprietary sales software
- Problem-solving ability and skill in prioritizing
- Ability to multi-task and handle pressures and deadlines
- Detail oriented

#### **What we Offer:**

- Career advancement
- Recognition and reward for outstanding performance
- Competitive pay and the ability to increase income
- Benefits, vacation, and paid holidays offered for all full time employees
- Benefits include: Medical, dental, vision, Health Savings Account
- 401K

This position is Full-Time, Monday - Friday 8 am to 5 pm, Non-Exempt salary of \$29,120 per year.

For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website  
at: <https://www.cumulusmedia.com/>

**CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).**



**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Operations Manager	<b>Date Filled:</b> 08/17/2020
<b>Recruitment Source ("RS") Referring Hiree:</b> All Access – RS #16	<b>Total Number of Interviewees:</b> 7

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
3.	<b>Adzuna Website</b> <a href="https://www.adzuna.com">https://www.adzuna.com</a>	N	0
4.	<b>Glassdoor.com</b> <a href="https://www.glassdoor.com">https://www.glassdoor.com</a>	N	0
7.	<b>Job is Job Website</b> <a href="https://www.jobisjob.com">https://www.jobisjob.com</a>	N	0
8.	<b>Job Spider Website</b> <a href="https://www.jobspider.com">https://www.jobspider.com</a>	N	0
16.	<b>All-Access</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	1
20.	<b>Word-of-Mouth Referral</b>	N	2
21.	<b>Internal Posting</b> ( <i>SEU bulletin board</i> )	N	1
22.	<b>MyJobHelper Website</b> <a href="https://www.myjobhelper.com">https://www.myjobhelper.com</a>	N	0
23.	<b>Oodle Website</b> <a href="https://www.oodle.com">https://www.oodle.com</a>	N	0
27.	<b>Trovit Website</b> <a href="https://www.trovit.com">https://www.trovit.com</a>	N	0
28.	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.indeed.com">www.indeed.com</a>	N	3
40.	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net">www.cumulusmedia.jobs.net</a>	N	0
<b>Total Interviewees</b>			<b>7</b>

## Referencing requisition 000323 - Operations Manager

Edit job posting Operations Manager 000323

Career Site & Manual Options [Posting History](#)

Posting ID\*:  
000323

Career Site Posting Template:  
Website

Career Site Go Live Date\*:  
05/27/2020

Career Site Expiration Date\*:  
07/25/2020

Length (in days)\*:  
60

Directing applicants from job boards to\*:  
Cumulus Media

- 1. Post to your career sites
  - Cumulus Media (Public Site)
- 2. Post automatically to job boards (next step)
  - Adzuna - (Expired)
  - Glassdoor.com - (Expired)
  - Job Is Job - (Expired)
  - The Job Spider - (Expired)
  - MyJobHelper - (Expired)
  - Oodle - (Expired)
  - Trovit - (Expired)

Apply Online URL [Copy](#) View Posting [Copy](#) Direct Import Email [Copy](#)

Update Career Site

Posting List (1)

## Referencing requisition 000323 - Operations Manager

Edit job posting Operations Manager 000323

Career Site & Manual Options [Posting History](#)

Postings history

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
07/25/2020 19:00:35	05/27/2020	07/25/2020	Automated Luceo Process	Suspension	234	
07/25/2020 19:00:36	05/27/2020	07/25/2020	Automated Luceo Process	Suspension	234	
05/27/2020 14:36:07	05/27/2020	07/25/2020	ruth.danke	Send to publish	234	Cumulus Media

### Operations Manager (323/234)

[Delete](#)

Operations Manager May 27, 2020 2:49 PM [Resend \(with changes\)](#) N. America > USA > Wisconsin > Winnebago County > Oshkosh

Board Name	Clicks	Activity	Status	Activity
Adzuna	0	Posted: May 27, 2020 2:49 PM Removed: June 24, 2020 2:49 PM	Expired	
Glassdoor.com	1	Posted: May 27, 2020 2:49 PM Removed: June 3, 2020 2:49 PM	Expired	
Job Is Job	0	Posted: May 27, 2020 2:49 PM Removed: June 25, 2020 2:49 PM	Expired	
Job Spider	4	Posted: May 27, 2020 2:49 PM Removed: June 25, 2020 2:49 PM	Expired	
MyJobHelper	0	Posted: May 27, 2020 2:49 PM Removed: June 3, 2020 2:49 PM	Expired	
Oodle	0	Posted: May 27, 2020 2:49 PM Removed: June 3, 2020 2:49 PM	Expired	
Trovit	0	Posted: May 27, 2020 2:49 PM Removed: June 3, 2020 2:49 PM	Expired	

### **Job Description and Responsibilities**

Cumulus Media in Oshkosh, Wisconsin is looking for an experienced Operations Manager with multi-format experience to lead its five station cluster serving Northeast Wisconsin. Duties include direct oversight of programming for specific stations (WVBO, WPKR, WWWX, WNAM and WOSH), promotions and management of Program Directors and possibly staff a live show in the cluster in addition to OM duties.

Oshkosh is a great place to work and live! You'll be surrounded by an awesome team, work in a great facility, have all the tools for success, and work for a great company that will mentor you and make you a star.

We would like to talk to all professionals with at least five years of experience as a PD with a winning ratings history. OM radio experience is highly desired. You must have the people skills to lead a programming team, but also have the technical savvy and attention to detail that allows you to keep the stations running with a high degree of precision. You must possess excellent oral and written communications skills, and a proven ability to collaborate with internal and external contacts. A track record of great collaboration with station management, sales and promotions is a must. We're looking for a team builder and leader. If that's you, let us know.

The Cumulus stations based in Oshkosh include:

- WVBO 103.9 FM - the Valley's Greatest Hits station and a consistent top performer
- WPKR 99.5 FM - NASH FM plays the hottest country
- WWWX 96.9 FM - a unique AAA station that thrives in a progressive college town like Oshkosh
- WNAM 1280 AM - playing America's Best Music
- WOSH 1490 AM - Your connection to Oshkosh with local news and plenty of appeal

### **Responsibilities Include:**

Protect the license of all stations and ensure FCC rules and regulations are followed at all times. Work as a close liaison with Chief Engineer to ensure studio's automation systems, production facility and transmitters are operating properly and in compliance with all FCC regulations

### **Lead & mentor Program Directors to include:**

- Highest & Best Use of scheduling (Full and Part-time Talent)
- Train in all areas of broadcasting production, performance and execution
- Hold regular scheduled meetings with Program Directors to ensure highest performance
- Supervise and sign off on air talent air checks
- Coordinate with Sales Director to execute all promotions, events, remotes and other sales initiatives including train, inspire and inspect all aspects of the promotional process
- May have to cover an on air shift, TBD
- Consistently grow CUME and TSL on all stations

### **Requirements**

The successful candidate will be responsible for all aspects of programming and management, including; creation and implementation of station and cluster strategic competitive position, supervision of Program Directors, music scheduling, coaching on-air talent, development/execution

of promotions, digital and social media audience and revenue platforms. A proactive, strong customer service approach towards listeners, staff, & sales is essential.

- Successful programming experience and winning track record backed by Nielsen Audio results.
- Savvy computer skills and proficiency with ratings, research and music programs.
- Ability to multi-task and the discipline to focus on what is the highest and best use of your time.
- Excellent verbal and written communication skills with air staff and associated departments.
- Strong leadership, coaching, prioritization and execution.
- Creative and strategic problem solver.

**What we offer:**

- Competitive pay
- Professional growth and career path
- Focused, responsible and collaborative work environment with the ability, to ask “what if” and try innovative solutions
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays


For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

**CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).**

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Home
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Podcasts
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Charts

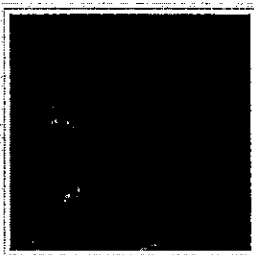
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## Dayton Kane Exiting Cumulus/Appleton-Oshkosh OM Post For Return To Milwaukee

June 17, 2020 at 10:58 AM (PT)

What do you think? Add your comment below.



Kane's Last Day Is August 30th

ALL ACCESS has learned that CUMULUS/APPLETON-OSHKOSH, WI -- Country WPKR (99.5 NASH FM), Alternative WWWW (96.9 THE FOX), Classic Hits WVBO, Adult Standards WNAM-A, and News/Talk WOSH-A -- OM DAYTON KANE is stepping down to relocate to MILWAUKEE for family reasons. DAYTON was also PD of WPKR and WWWW. His last day is AUGUST 30th.

KANE has been with CUMULUS since 2016. He moved from GREEN BAY to OSHKOSH in APRIL 2018. He previously was PD at SCRIPPS Country WKTI/MILWAUKEE.

Meanwhile, CUMULUS has a great opportunity for experienced OM with multi-format background to oversee its OSHKOSH cluster. Find all the details on this position on ALL ACCESS Job Openings.

see more Net News

### Today's Must Reads

- [All Access Audio Summit 2023 Register Now To See/Hear It Streaming On-Demand As Many Times As You'd Like Anywhere, Across Any Two Devices!](#)
- [iHeartMedia Revenue, Income Dip In First Quarter 2023](#)
- [Report: Ed Sheeran Says 'Career Done If I Lose Marvin Gaye Suit'](#)
- [WOR/New York News Director/Anchor Joe Bartlett Announces Retirement](#)
- [Lee Harris Joining NewsNation As Dir./Integrated Operations](#)

**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive	<b>Date Filled:</b> 10/04/2021
<b>Recruitment Source ("RS") Referring Hire:</b> Indeed Website – RS #8 <i>(not directly contacted by SEU)</i>	<b>Total Number of Interviewees:</b> 1

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	0
2.	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3.	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4.	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5.	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6.	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7.	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8.	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	1
9.	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10.	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11.	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12.	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13.	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14.	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15.	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16.	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
17.	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18.	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19.	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20.	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21.	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22.	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23.	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24.	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25.	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26.	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27.	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28.	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29.	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
32.	<b>Oshkosh Job Center</b> 219 Washington Avenue Oshkosh, WI 54901 920-232-6200 <a href="mailto:cynthia.holzman@dwd.wisconsin.gov">cynthia.holzman@dwd.wisconsin.gov</a>	N	0
33.	<b>Valley Packaging Industries Inc</b> 110 N Kensington Drive Appleton, WI 54915 920-882-2800 <a href="mailto:vpi@vpind.com">vpi@vpind.com</a>	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
34.	<b>The HS Group Inc</b> 2611 Libal Street Green Bay, WI 54301 920-432-7444 pdeleest@thehsgroup.com	N	0
35.	<b>St. Norbert College</b> 100 Grant Street De Pere, WI 54115 920-403-3005 careers@snc.edu	N	0
36.	<b>Rasmussen College-Green Bay Campus</b> 904 S. Taylor Street Green Bay, WI 54303 920-593-8416 vicki.strean@rasmussen.edu	N	0
37.	<b>Goodwill of North Central Wisconsin</b> 1800 Appleton Road Menasha, WI 54952 920-968-6881 jmoore_gw@gwicc.org	N	0
38.	<b>Oneida Nation Job Training Programs</b> 2640 West Point Road Oneida, WI 54304 920-496-7870 swest@oneidanation.org	N	0
39.	<b>Oshkosh Job Center</b> 219 Washington Avenue Oshkosh, WI 54901 920-232-6273 cynthia.holzman@dwd.wisconsin.gov	N	0
40.	<b>Fox Cities Workforce Development Center</b> 1802 Appleton Road Menasha, WI 54952 920-997-3272 aannoye@fvwdb.com charles.gintz@dwd.wisconsin.gov	N	0
<b>Total Interviewees</b>			1



Referencing requisition **001581 - Account Executive**

Edit job posting Account Executive 001581

Career Site & Manual Options [Posting History](#)

Posting ID \*: 001581

Career Site Posting Template: Website

Career Site Go Live Date \*: 09/09/2021

Career Site Expiration Date \*: 09/23/2021

Length (in days) \*: 15

Directing applicants from job boards to \*: Cumulus Media

- 1. Post to your career sites
  - Cumulus Media (Public Site)
- 2. Post automatically to job boards (next step)
  - Adzuna - (Deactivated)
  - Glassdoor.com - (Deactivated)
  - Job Is Job - (Deactivated)
  - The Job Spider - (Deactivated)
  - MyJobHelper - (Deactivated)
  - Oodle - (Deactivated)
  - Trovit - (Deactivated)

Apply Online URL [Copy](#) View Posting [Copy](#) Direct Import Email [Copy](#)

[Update Career Site](#) [Posting List \(1\)](#)

Referencing requisition **001581 - Account Executive**

Edit job posting Account Executive 001581

Career Site & Manual Options [Posting History](#)

Postings history

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
09/23/2021 08:49:12	09/09/2021	11/07/2021	john.rowe	Suspension	1290	
09/09/2021 13:51:36	09/09/2021	11/07/2021	mbouchillon	Send to publish	1290	Cumulus Media

**Job Description and Responsibilities**

**CUMULUS MEDIA | Appleton, WI.** is seeking a talented and dynamic **Account Executive** who thrives in a fast-paced working environment. We are looking for a passionate, motivated, goal-oriented and highly competitive individual with a proven track record of over-achieving sales goals. We hire driven, resourceful, organized, customer-focused problem solvers who have great communication skills and the ability to cultivate client relationships. In return, we offer a unique career opportunity: one where you are given a challenging mission, world-class tools to help you succeed, and the chance to realize your full potential as a sale’s professional.

Our local stations in the Appleton, WI area include WVBO FM 103.9, WPKR FM 99.5, WWWX FM 96.9; WNAM AM 1280 & WOSH AM 1490.

The Account Executive identifies and develops new business opportunities; grows existing client relationships; offers solutions that help clients achieve their business goals; closes business and meets or exceeds set sales targets.

### **Key Responsibilities:**

- Able to identify client business needs by gaining a deep understanding of their goals, objectives and processes as well as their external environment including key market and consumer trends to proactively develop customized advertising solutions to meet client objectives
- Deliver effective multi-platform, integrated sales presentations (broadcast, digital, events); negotiation and closing
- Beyond our broadcast products, have strong familiarity and become full-versed in selling both Cumulus' station digital assets (e.g. streaming, stations website and social advertising) and digital audience extension products to deliver a complete marketing solution to advertisers
- Excel at prospecting and aggressively seeking new clientele by networking, cold calling, canvassing, referrals or other means to build and maintain a full pipeline of sales prospects
- Follow all station and corporate procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis
- Stay abreast of the competitive landscape and emerging technologies to best position Cumulus in the marketplace
- Think creatively and generate original ideas

### **Requirements**

#### **Qualifications:**

- Proficient in Microsoft Office suite, social networking platforms and CRM tools
- Excellent communication skills
- Experience developing new business relationships in an outside sales role
- Excellent presenter to clients of sales opportunities and post-sale successes
- Strong understanding of lead generation and ability to connect with viable prospects
- Comprehension of sales metrics in order to fill a sales funnel and robust pipeline of residual business
- Positive attitude with the willingness to get beyond comfort zone to grow professionally
- High energy and passion for the job
- Flexible and creative
- Digitally savvy
- 3 years in Media Sales background preferred
- Bachelor's Degree in Business, Marketing or related field is preferred
- All new hires must be fully vaccinated for COVID-19 by date of hire, subject to legally-mandated accommodations

### **What we offer:**

- Commission-based organization with uncapped earning potential
- Focused, responsible and collaborative work environment with the ability, to ask "what if" and try innovative solutions
- Medical, Dental & Vision Insurance coverage

- 401K with company match to plan for the long-term
- Paid Vacation & Holidays

For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

**CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).**



Report Summary For: **Cumulus Media**

Start Date: **08-01-2021** End Date: **07-31-2022** Location: **Appleton, Wisconsin**

Total: **4**

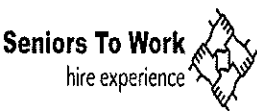
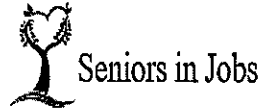
## Distribution to Diversity Sites

Information in this section lists which Diversity sites that Broadbean has sent for each job requisition for the period of 01-01-2021 to 04-26-2023. The breakdown of Diversity Listings Expressions of Interest (EOI) can be found at the job level

Broadbean posts all jobs in this report to the following Diversity Network:

[www.abilitiesinjobs.com](http://www.abilitiesinjobs.com)  
[www.asianinjobs.com](http://www.asianinjobs.com)  
[www.blackinjobs.com](http://www.blackinjobs.com)  
[www.hispanicinjobs.com](http://www.hispanicinjobs.com)  
[www.lgbtqinjobs.com](http://www.lgbtqinjobs.com)  
[www.diversityinjobs.com](http://www.diversityinjobs.com)  
[www.seniorsinjobs.com](http://www.seniorsinjobs.com)  
[www.womeninjobs.com](http://www.womeninjobs.com)  
[www.disabledperson.com](http://www.disabledperson.com)  
[www.jofdav.com](http://www.jofdav.com)  
[www.hireblack.com](http://www.hireblack.com)

[www.africanamericanjobsearch.com](http://www.africanamericanjobsearch.com)  
[www.asianjobsearch.com](http://www.asianjobsearch.com)  
[www.disabledjobseekers.com](http://www.disabledjobseekers.com)  
[www.hispanicjobexchange.com](http://www.hispanicjobexchange.com)  
[www.lgbtjobsearch.com](http://www.lgbtjobsearch.com)  
[www.seniorstowork.com](http://www.seniorstowork.com)  
[www.usdiversityjobsearch.com](http://www.usdiversityjobsearch.com)  
[www.veteranjobcenter.com](http://www.veteranjobcenter.com)





# Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **08-01-2021** End Date: **07-31-2022** Location: **Appleton, Wisconsin**

Total: 4

Brand	Job Title/Req	City	State	Listing Date	EOI
Cumulus Media	Account Executive J3Q5RZ6YC1PBWFFZ853	Appleton	Wisconsin	2021/09/09	0





Report Summary For: **Cumulus Media**

Start Date: 08-01-2021 End Date: 07-31-2022 Location: **Appleton, Wisconsin**

Total: 5

## Distribution to Career One-Stop Centers and Community-Based Organizations

Job Req: J3Q5RZ6YC1PBWFFZ853

Date Received: 09-09-2021

### Account Executive

Cumulus Media Appleton, Wisconsin

Center Name	Center Type	Address	Phone	Email	Date Sent
Fox Cities Workforce Development Center	Vocational Rehab	1802 Appleton Road	920-997-3272	aannoye@fwfdb.com charles.gintz@dwd.wisconsin.gov	09/12/2021
Oshkosh Job Center	One-Stop Career Center	219 Washington Avenue	920-232-8273	cynthia.holzman@dwd.wisconsin.gov	09/12/2021



Report Summary For: **Cumulus Media**

Start Date: 08-01-2021 End Date: 07-31-2022 Location: Appleton, Wisconsin

Total: 5

Oneida Nation Job Training Programs	Native Americans Education	2640 West Point Road	920-496-7870	swest@oneidanation.org	09/12/2021
Goodwill of North Central Wisconsin	Diversity	1800 Appleton Rd	920-968-6881	jmoore_gw@gwicc.org	09/12/2021
Rasmussen College-Green Bay Campus	Education	904 S. Taylor St	(920) 593-8416	vicki.strean@rasmussen.edu	09/12/2021
ST. NORBERT COLLEGE	Education	100 GRANT ST.	(920) 403-3005	careers@snc.edu	09/12/2021
The HS Group Inc	Diversity	2611 Libal St	(920) 432-7444	pdeleest@thehsgroup.com	09/12/2021
Valley Packaging Industries Inc	Women's Services	110 N Kensington Dr	920-882-2800	vpi@vpind.com	09/12/2021
Oshkosh Job Center	One-Stop Career Center	219 Washington Avenue	920-232-6200	cynthia.holzman@dwd.wisconsin.gov	09/12/2021

**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> WVBO Morning Show Host	<b>Date Filled:</b> 01/03/2022
<b>Recruitment Source ("RS") Referring Hiree:</b> Cumulus Careers Website – RS #1	<b>Total Number of Interviewees:</b> 2

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	2
2.	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3.	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4.	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5.	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6.	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7.	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8.	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
9.	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10.	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
<b>Total Interviewees</b>			<b>2</b>



Referencing requisition 001418 - WVBO Morning Show Host

Edit job posting WVBO Morning Show Host 001418

Career Site & Manual Options **Posting History**

Posting ID\*: 001418

Career Site Posting Template: Website

Career Site Go Live Date\*: 10/04/2021

Career Site Expiration Date\*: 11/30/2021

Length (in days)\*: 58

Directing applicants from job boards to\*: Cumulus Media

- 1. Post to your career sites
  - Cumulus Media (Public Site)
- 2. Post automatically to job boards (next step)
  - Adzuna - (Expired)
  - Glassdoor.com - (Deactivated)
  - Job Is Job - (Expired)
  - The Job Spider - (Deactivated)
  - MyJobHelper - (Deactivated)
  - Oodle - (Expired)
  - Trovit - (Expired)

Apply Online URL  View Posting  Direct Import Email

Host 001418

Referencing requisition 001418 - WVBO Morning Show Host

Edit job posting WVBO Morning Show Host 001418

Career Site & Manual Options **Posting History**

Postings history

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
10/02/2021 19:10:41	08/04/2021	10/02/2021	Automated Luceo Process	Suspension	1130	
11/30/2021 20:05:40	10/04/2021	11/30/2021	Automated Luceo Process	Suspension	1130	
08/03/2021 19:37:07	08/04/2021	10/02/2021	brian.davis	Send to publish	1130	Cumulus Media
08/03/2021 19:39:47	08/04/2021	10/02/2021	brian.davis	Modification/Rerun	1130	Cumulus Media
10/06/2021 19:13:24	10/04/2021	11/30/2021	brian.davis	Modification/Rerun	1130	Cumulus Media

Job Description and Responsibilities

CUMULUS MEDIA/APPLETON-OSHKOSH is looking for a full-time member to join our small, hard-working staff. Can you rock a solo morning show on a classic hits station? Are you constantly looking for new ways to hit the streets and meet our listeners? You've got my attention...but what will help you keep it is what else you bring to the table. Maybe you can you write and produce imaging beyond downloading shells from a service...or you're a social media ninja...or you could help our promotions team create fun, sticky promotions to benefit our listeners AND our clients...or you're a magician with a music scheduler...or maybe you have Photoshop & Illustrator game...or maybe you can do all that (if

you can, then I definitely want to meet you). Whatever it is that will make me want to hire you, I wanna know about it.

### **Who We Are:**

Cumulus Media/Appleton-Oshkosh features 5 stations (WOSH-AM, WNAM-AM, WVBO-FM, WPKR-FM, and WWWW-FM) reaching well over 250,000 listeners daily. We strive to hire passionate, driven, resourceful, problem solvers who can drive the evolving, diverse culture of the Power of Radio to success.

### **Key Responsibilities:**

- Produce a compelling radio show by using creativity, imagination and exercise of independent professional judgment in writing, producing, interviewing, taping or broadcasting on-air content
- Great with phones/interacting with callers, interviewing guests and hosting live events
- Connect with listeners via phones, social, video, web and on-site
- Daily social media engagement; website and digital content generation
- Participates in station Programming, Promotions, and Sales meetings and events
- Assist in production and imaging of the station
- Live broadcasts and station appearances, whether paid or unpaid
- Commercial production, including creating killer endorsement ads – both on air and online – for mutually agreed upon products
- Voice other commercials as assigned
- Handles emergency news/weather in show; on call for weather disasters/breaking news
- Ensures logged commercials, promotions, sweepers and any other programming element essential to the station's operations are aired
- Other duties as assigned

### **Requirements**

To upload your air-check, please paste the audio file into a Word document and save with name format Lastname.Audio and upload as part of your application by selecting "Include a cover letter". Instructions are also provided on the application form.

### **Qualifications:**

- 3 + years of Full-Time On-Air experience with successful ratings history required
- Strong production skills and knowledge of Op X, VOX Pro/Adobe Audition and Audacity
- Proficient in Microsoft Office suite and social networking
- Strong knowledge of all FCC rules and regulations
- Socially informed and perceptive; up-to-date and in tune daily with the local and national trends and/or specialized knowledge of topics/events related to on-air discussions
- Demonstrated upbeat personality, informative, entertaining and engaging on the air; able to relate to station audience
- Pleasant, charismatic and well-controlled voice; excellent pronunciation
- Excellent verbal and written communication and editing skills; proficient in grammar; ability to make others feel comfortable and open up on air
- Demonstrated creativity and imagination
- Can work well in a team environment; collaborative
- All new hires must be fully vaccinated for COVID-19 by date of hire, subject to legally-mandated accommodations

**What we offer:**

- Competitive pay
- Professional growth and career path
- Focused, responsible and collaborative work environment with the ability, to ask “what if” and try innovative solutions
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays

For immediate consideration, please visit [cumulusmedia.jobs.net](http://cumulusmedia.jobs.net)

For more information about CUMULUS MEDIA, visit our website at: [cumulusmedia.com](http://cumulusmedia.com)

**CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).**

**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Sales Assistant/Receptionist	<b>Date Filled:</b> 11/01/2021
<b>Recruitment Source ("RS") Referring Hiree:</b> Indeed Website – RS #8 ( <i>not directly contacted by SEU</i> )	<b>Total Number of Interviewees:</b> 1

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	0
2.	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3.	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4.	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5.	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6.	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7.	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8.	<b>Indeed Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.indeed.com">www.indeed.com</a>	N	1
9.	<b>Glassdoor Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10.	<b>LinkedIn Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11.	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12.	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13.	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14.	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15.	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16.	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
17.	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18.	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19.	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20.	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21.	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22.	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23.	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24.	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25.	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26.	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27.	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28.	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29.	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
32.	<b>Oshkosh Job Center</b> 219 Washington Avenue Oshkosh, WI 54901 920-232-6200 <a href="mailto:cynthia.holzman@dwd.wisconsin.gov">cynthia.holzman@dwd.wisconsin.gov</a>	N	0
33.	<b>Valley Packaging Industries Inc</b> 110 N Kensington Drive Appleton, WI 54915 920-882-2800 <a href="mailto:vpi@vpind.com">vpi@vpind.com</a>	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
34.	<b>The HS Group Inc</b> 2611 Libal Street Green Bay, WI 54301 920-432-7444 pdeleest@thehsgroup.com	N	0
35.	<b>St. Norbert College</b> 100 Grant Street De Pere, WI 54115 920-403-3005 careers@snc.edu	N	0
36.	<b>Rasmussen College-Green Bay Campus</b> 904 S. Taylor Street Green Bay, WI 54303 920-593-8416 vicki.strean@rasmussen.edu	N	0
37.	<b>Goodwill of North Central Wisconsin</b> 1800 Appleton Road Menasha, WI 54952 920-968-6881 jmoore_gw@gwicc.org	N	0
38.	<b>Oneida Nation Job Training Programs</b> 2640 West Point Road Oneida, WI 54304 920-496-7870 swest@oneidanation.org	N	0
39.	<b>Oshkosh Job Center</b> 219 Washington Avenue Oshkosh, WI 54901 920-232-6273 cynthia.holzman@dwd.wisconsin.gov	N	0
40.	<b>Fox Cities Workforce Development Center</b> 1802 Appleton Road Menasha, WI 54952 920-997-3272 aannoye@fvwdb.com charles.gintz@dwd.wisconsin.gov	N	0
<b>Total Interviewees</b>			1

Referencing requisition **001569 - Sales Assistant - Receptionist**

Edit job posting Sales Assistant - Receptionist 001569  

Career Site & Manual Options Posting History

Posting ID \*: 001569

Career Site Posting Template: Website

Career Site Go Live Date \*: 09/09/2021  

Career Site Expiration Date \*: 10/27/2021  

Length (in days) \*: 49

Directing applicants from job boards to \*: Cumulus Media

- 1. Post to your career sites
- Cumulus Media (Public Site)
- 2. Post automatically to job boards (next step)
- Adzuna - (Expired)
- Glassdoor.com - (Deactivated)
- Job Is Job - (Expired)
- The Job Spider - (Deactivated)
- MyJobHelper - (Deactivated)
- Oodle - (Expired)
- Trovit - (Expired)

Apply Online URL  View Posting  Direct Import Email 

[Update Career Site](#) [Posting List \(1\)](#)

Referencing requisition **001569 - Sales Assistant - Receptionist**

Edit job posting Sales Assistant - Receptionist 001569  

Career Site & Manual Options Posting History

Postings history

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
10/27/2021 10:14:19	09/09/2021	11/07/2021	jessica.lear	Suspension	1287	
09/09/2021 08:30:32	09/09/2021	11/07/2021	mbouchillon	Send to publish	1287	Cumulus Media

### Job Description and Responsibilities

Cumulus Appleton/Oshkosh has an immediate opening for a full time Sales Assistant at its broadcast facilities. A sales assistant is an integral part of a radio advertising sales team and provides administrative support to the account executives and managers. The ideal candidate will be dependable, hardworking and have the ability to balance multiple deadline-oriented projects while maintaining a great attitude and work ethic. This position offers exposure to the world of media with endless opportunities with a variety of career paths to pursue for professional growth.

### General Responsibilities

- Assists Account Executives with orders and traffic as needed

- Assisting with new account setup
- General knowledge of AMP (CRM Tool)
- Prepares reports and presentations
- Provide research materials using Tapscan, Scarborough, RAB, etc.
- Keep sales materials/ media kits current
- Backup for Business Office: Billing / Mailing and other duties as needed
- Back up for RHO (Radio Half Off program)
- Serves as Receptionist & provide prizes to contest winners
- Answers telephones and directs calls
- Additional duties as designated by the Sales Director related to sales
- Uploads and enters all National /Corporate Sales orders and Traffic
- Direct all call-in sales inquiries to Sales Director
- Understand public file and requirements
- Other duties as assigned

## Requirements

### Qualifications/ Requirements

- People Skills - Team Player
- Aptitude to make decisions and work independently without immediate direction
- Excellent verbal and written communication skills
- Ability to interact with management and staff at all levels
- Computer literacy in applicable programs including Microsoft Office
- Ability to learn proprietary sales software
- Problem-solving ability and skill in prioritizing
- Ability to multi-task and handle pressures and deadlines
- Detail oriented

### What we Offer:

- Career advancement
- Recognition and reward for outstanding performance.
- Competitive pay and the ability to increase income.
- Benefits, vacation, and paid holidays offered for all full time employees.
- Benefits include: Medical, dental, vision, Health Savings Account with company match,
- 401K with company match, and Life and Disability coverage.

For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

**CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).**





Report Summary For: **Cumulus Media**

Start Date: **08-01-2021** End Date: **07-31-2022** Location: **Appleton, Wisconsin**

Total: **4**

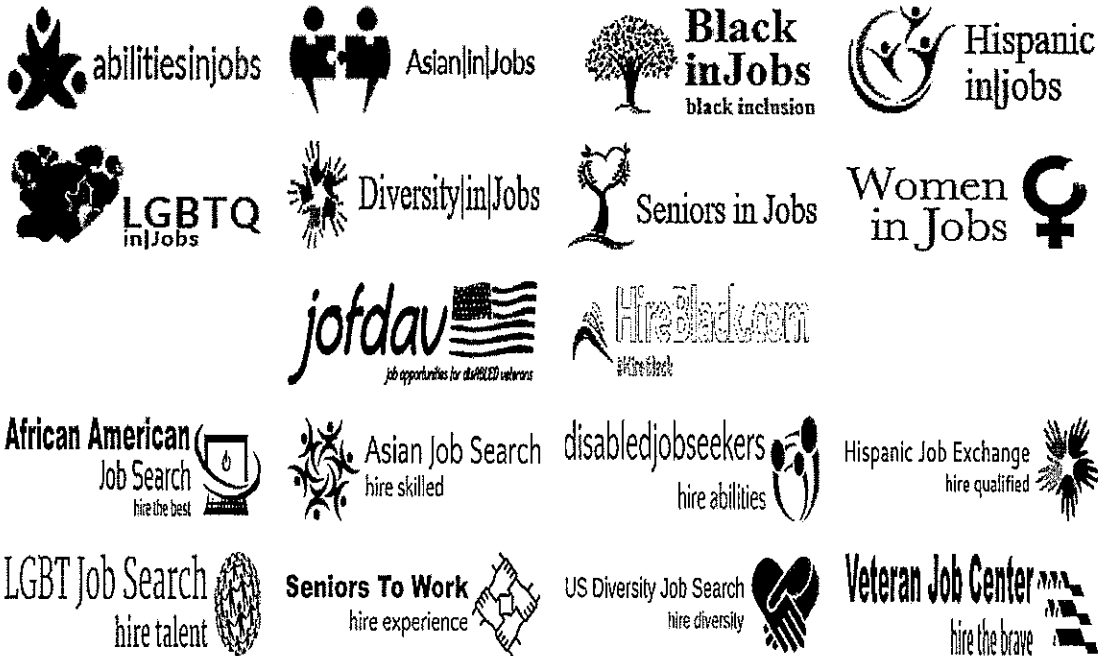
## Distribution to Diversity Sites

Information in this section lists which Diversity sites that Broadbean has sent for each job requisition for the period of 01-01-2021 to 04-26-2023. The breakdown of Diversity Listings Expressions of Interest (EOI) can be found at the job level

Broadbean posts all jobs in this report to the following Diversity Network:

[www.abilitiesinjobs.com](http://www.abilitiesinjobs.com)  
[www.asianinjobs.com](http://www.asianinjobs.com)  
[www.blackinjobs.com](http://www.blackinjobs.com)  
[www.hispanicinjobs.com](http://www.hispanicinjobs.com)  
[www.lgbtinjobs.com](http://www.lgbtinjobs.com)  
[www.diversityinjobs.com](http://www.diversityinjobs.com)  
[www.seniorsinjobs.com](http://www.seniorsinjobs.com)  
[www.womeninjobs.com](http://www.womeninjobs.com)  
[www.disabledperson.com](http://www.disabledperson.com)  
[www.jofdav.com](http://www.jofdav.com)  
[www.hireblack.com](http://www.hireblack.com)

[www.africanamericanjobsearch.com](http://www.africanamericanjobsearch.com)  
[www.asianjobsearch.com](http://www.asianjobsearch.com)  
[www.disabledjobseekers.com](http://www.disabledjobseekers.com)  
[www.hispanicjobexchange.com](http://www.hispanicjobexchange.com)  
[www.lgbtjobsearch.com](http://www.lgbtjobsearch.com)  
[www.seniorstowork.com](http://www.seniorstowork.com)  
[www.usdiversityjobsearch.com](http://www.usdiversityjobsearch.com)  
[www.veteranjobcenter.com](http://www.veteranjobcenter.com)





# Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **08-01-2021** End Date: **07-31-2022** Location: **Appleton, Wisconsin**

Total: **4**

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Cumulus Media	Sales Assistant - Receptionist J3T43062NBJ7SW82THY	Appleton	Wisconsin	2021/10/09	0
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Report Summary For: **Cumulus Media**

Start Date: 08-01-2021 End Date: 07-31-2022 Location: **Appleton, Wisconsin**

Total: 5

Job Req: J3T43062NBj7SW82THY

Date Received: 09-09-2021

**Sales Assistant - Receptionist**

**Cumulus Media Appleton, Wisconsin**

Center Name	Center Type	Address	Phone	Email	Date Sent
Fox Cities Workforce Development Center	Vocational Rehab	1802 Appleton Road	920-997-3272	aannoye@fvwdb.com charles.gintz@dwd.wisconsin.gov	09/12/2021
Oshkosh Job Center	One-Stop Career Center	219 Washington Avenue	920-232-6273	cynthia.holzman@dwd.wisconsin.gov	09/12/2021
Oneida Nation Job Training Programs	Native Americans Education	2640 West Point Road	920-496-7870	swest@oneidanation.org	09/12/2021
Goodwill of North Central Wisconsin	Diversity	1800 Appleton Rd	920-968-6881	jmoore_gw@gwicc.org	09/12/2021
Rasmussen College-Green Bay Campus	Education	904 S. Taylor St	(920) 593-8416	vicki.strean@rasmussen.edu	09/12/2021
ST. NORBERT COLLEGE	Education	100 GRANT ST.	(920) 403-3005	careers@snc.edu	09/12/2021
The HS Group Inc	Diversity	2611 Libal St	(920) 432-7444	pdeleest@thehsgroup.com	09/12/2021
Valley Packaging Industries Inc	Women's Services	110 N Kensington Dr	920-882-2800	vpi@vpind.com	09/12/2021
Oshkosh Job Center	One-Stop Career Center	219 Washington Avenue	920-232-6200	cynthia.holzman@dwd.wisconsin.gov	09/12/2021



**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Account Executive (#2)	<b>Date Filled:</b> 03/01/2022
<b>Recruitment Source ("RS") Referring Hiree:</b> Cumulus Careers Website – RS #1	<b>Total Number of Interviewees:</b> 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	1
2.	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3.	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4.	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5.	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6.	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7.	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8.	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
9.	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10.	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11.	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12.	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13.	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14.	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15.	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16.	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
17.	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18.	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19.	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20.	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21.	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22.	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23.	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24.	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25.	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26.	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27.	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28.	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29.	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
32.	<b>Oshkosh Job Center</b> 219 Washington Avenue Oshkosh, WI 54901 920-232-6200 <a href="mailto:cynthia.holzman@dwd.wisconsin.gov">cynthia.holzman@dwd.wisconsin.gov</a>	N	0
33.	<b>Valley Packaging Industries Inc</b> 110 N Kensington Drive Appleton, WI 54915 920-882-2800 <a href="mailto:vpi@vpind.com">vpi@vpind.com</a>	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
34.	<b>The HS Group Inc</b> 2611 Libal Street Green Bay, WI 54301 920-432-7444 pdeleest@thehsgroup.com	N	0
35.	<b>St. Norbert College</b> 100 Grant Street De Pere, WI 54115 920-403-3005 careers@snc.edu	N	0
36.	<b>Rasmussen College-Green Bay Campus</b> 904 S. Taylor Street Green Bay, WI 54303 920-593-8416 vicki.strean@rasmussen.edu	N	0
37.	<b>Goodwill of North Central Wisconsin</b> 1800 Appleton Road Menasha, WI 54952 920-968-6881 jmoore_gw@gwicc.org	N	0
38.	<b>Oneida Nation Job Training Programs</b> 2640 West Point Road Oneida, WI 54304 920-496-7870 swest@oneidanation.org	N	0
39.	<b>Oshkosh Job Center</b> 219 Washington Avenue Oshkosh, WI 54901 920-232-6273 cynthia.holzman@dwd.wisconsin.gov	N	0
40.	<b>Fox Cities Workforce Development Center</b> 1802 Appleton Road Menasha, WI 54952 920-997-3272 aannoye@fvwdb.com charles.gintz@dwd.wisconsin.gov	N	0
<b>Total Interviewees</b>			<b>1</b>

Referencing requisition 001985 - Account Executive

Edit job posting Account Executive 001985

Career Site & Manual Options Posting History

Posting ID :  
001985

Career Site Posting Template :  
Website

Career Site Go Live Date :  
01/18/2022

Career Site Expiration Date :  
02/22/2022

Length (in days) :  
36

Directing applicants from job boards to :  
Cumulus Media

- 1. Post to your career sites
  - Cumulus Media (Public Site)
- 2. Post automatically to job boards (next step)
  - Adzuna - (Expired)
  - Job Is Job - (Expired)
  - The Job Spider - (Deactivated)
  - MyJobHelper - (Deactivated)
  - Oodle - (Expired)
  - Trovit - (Expired)

Apply Online URL  View Posting  Direct Import Email

Referencing requisition 001985 - Account Executive

Edit job posting Account Executive 001985

Career Site & Manual Options Posting History

Postings history

3 Records

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
02/22/2022 16:15:39	01/18/2022	03/18/2022	jennifer.kirby	Suspension	1772	
01/18/2022 11:10:15	01/18/2022	01/19/2022	mbouchillon	Send to publish	1772	Cumulus Media
01/18/2022 11:11:17	01/18/2022	03/18/2022	mbouchillon	Modification/Rerun	1772	Cumulus Media

Account Executive (1985/1772)

[Delete](#)

Account Executive January 18, 2022 11:11 AM N. America > USA > Wisconsin > Winnebago County > Oshkosh  
[Resend \(with changes\)](#)

Board Name	Clicks	Activity	Status	Activity
Adzuna	0	Posted: January 18, 2022 11:12 AM Removed: February 15, 2022 11:12 AM	✓ Expired	
Job Is Job	0	Posted: January 18, 2022 11:12 AM Removed: February 17, 2022 11:12 AM	✓ Expired	
Job Spider	0	Posted: January 18, 2022 11:12 AM Removed: February 22, 2022 4:15 PM	✓ Deleted	
MyJobHelper	1	Posted: January 18, 2022 11:12 AM Removed: February 22, 2022 4:15 PM	✓ Deleted	
Oodle	0	Posted: January 18, 2022 11:12 AM Removed: February 15, 2022 11:12 AM	✓ Expired	
Trovit	0	Posted: January 18, 2022 11:12 AM Removed: February 15, 2022 11:12 AM	✓ Expired	

Job Description and Responsibilities

**CUMULUS MEDIA | APPLETON/OSHKOSH** is seeking a talented and dynamic **Account Executive** who thrives in a fast-paced working environment. We are looking for a passionate, motivated, goal-oriented and highly competitive individual with a proven track record of over-achieving sales goals. We hire driven, resourceful, organized, customer-focused problem solvers who have great communication skills and the ability to cultivate client relationships. In return, we offer a unique career opportunity: one where you are given a challenging mission, world-class tools to help you succeed, and the chance to realize your full potential as a sale's professional.

**CUMULUS | Appleton/Oshkosh** currently features 5 stations in the Northeast Wisconsin and surrounding communities. Our stations include: 103.9 WVBO-FM Greatest Hits, 99.5 WPKR-FM Today's Country, 96.9-FM THE FOX Alternative, 1490-AM & 93.9-FM WOSH News Talk, and 1280-WNAM AM Music of Your Life. The cluster of 5 stations reaches thousands of listeners on a daily basis.

The Account Executive identifies and develops new business opportunities; grows existing client relationships; offers solutions that help clients achieve their business goals; closes business and meets or exceeds set sales targets.

**Key Responsibilities:**

- Able to identify client business needs by gaining a deep understanding of their goals, objectives and processes as well as their external environment including key market and consumer trends to proactively develop customized advertising solutions to meet client objectives
- Deliver effective multi-platform, integrated sales presentations (broadcast, digital, events); negotiation and closing
- Beyond our broadcast products, have strong familiarity and become full-versed in selling both Cumulus' station digital assets (e.g. streaming, stations website and social advertising) and digital audience extension products to deliver a complete marketing solution to advertisers
- Excel at prospecting and aggressively seeking new clientele by networking, cold calling, canvassing, referrals or other means to build and maintain a full pipeline of sales prospects
- Follow all station and corporate procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis
- Stay abreast of the competitive landscape and emerging technologies to best position Cumulus in the marketplace
- Think creatively and generate original ideas

**Requirements**

**Qualifications:**

- Proficient in Microsoft Office suite, social networking platforms and CRM tools
- Excellent communication skills
- Experience developing new business relationships in an outside sales role
- Excellent presenter to clients of sales opportunities and post-sale successes
- Strong understanding of lead generation and ability to connect with viable prospects
- Comprehension of sales metrics in order to fill a sales funnel and robust pipeline of residual business
- Positive attitude with the willingness to get beyond comfort zone to grow professionally
- High energy and passion for the job



- Flexible and creative
- Digitally savvy
- 3-5 years in Media Sales background preferred
- Bachelor's Degree in Business, Marketing or related field is preferred/required
- All new hires must be fully vaccinated for COVID-19 by date of hire, subject to legally-mandated accommodations

**What we offer:**

- Commission-based organization with uncapped earning potential
- Focused, responsible and collaborative work environment with the ability, to ask “what if” and try innovative solutions
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays

For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

**CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).**



Report Summary For: **Cumulus Media**

Start Date: 08-01-2021 End Date: 07-31-2022 Location: **Appleton, Wisconsin**

Total: 4

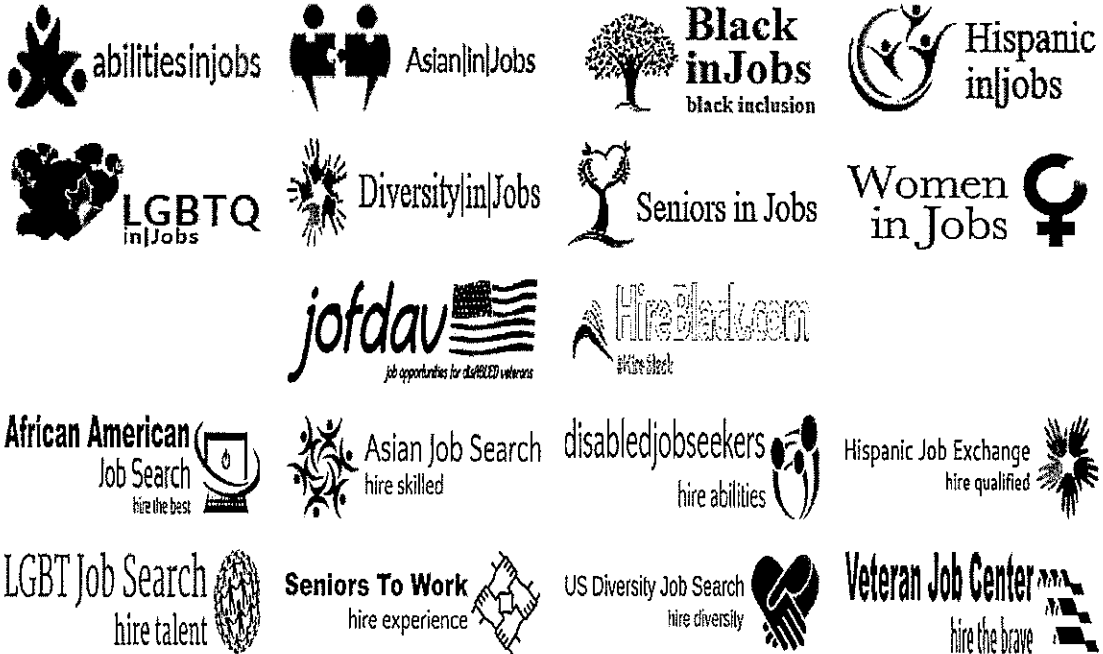
## Distribution to Diversity Sites

Information in this section lists which Diversity sites that Broadbean has sent for each job requisition for the period of 01-01-2021 to 04-26-2023. The breakdown of Diversity Listings Expressions of Interest (EOI) can be found at the job level

Broadbean posts all jobs in this report to the following Diversity Network:

[www.abilitiesinjobs.com](http://www.abilitiesinjobs.com)  
[www.asianinjobs.com](http://www.asianinjobs.com)  
[www.blackinjobs.com](http://www.blackinjobs.com)  
[www.hispanicinjobs.com](http://www.hispanicinjobs.com)  
[www.lgbtqinjobs.com](http://www.lgbtqinjobs.com)  
[www.diversityinjobs.com](http://www.diversityinjobs.com)  
[www.seniorsinjobs.com](http://www.seniorsinjobs.com)  
[www.womeninjobs.com](http://www.womeninjobs.com)  
[www.disabledperson.com](http://www.disabledperson.com)  
[www.jofdav.com](http://www.jofdav.com)  
[www.hireblack.com](http://www.hireblack.com)

[www.africanamericanjobsearch.com](http://www.africanamericanjobsearch.com)  
[www.asianjobsearch.com](http://www.asianjobsearch.com)  
[www.disabledjobseekers.com](http://www.disabledjobseekers.com)  
[www.hispanicjobexchange.com](http://www.hispanicjobexchange.com)  
[www.lgbtjobsearch.com](http://www.lgbtjobsearch.com)  
[www.seniorstowork.com](http://www.seniorstowork.com)  
[www.usdiversityjobsearch.com](http://www.usdiversityjobsearch.com)  
[www.veteranjobcenter.com](http://www.veteranjobcenter.com)





# Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: 08-01-2021 End Date: 07-31-2022 Location: Appleton, Wisconsin

Total: 4

Brand	Job Title/Req	City	State	Listing Date	EOI
Cumulus Media	Account Executive J3Q5RZ6YC1PBWFFZ853	Appleton	Wisconsin	2021/09/09	0



Report Summary For: **Cumulus Media**

Start Date: **08-01-2021** End Date: **07-31-2022** Location: **Appleton, Wisconsin**

Total: **5**

## Distribution to Career One-Stop Centers and Community-Based Organizations

Center Name	Center Type	Address	Phone	Email	Date Sent
-------------	-------------	---------	-------	-------	-----------

Job Req: J3Q5RZ6YC1PBWFFZ853

Date Received: 09-09-2021

### Account Executive

Cumulus Media Appleton, Wisconsin

Center Name	Center Type	Address	Phone	Email	Date Sent
-------------	-------------	---------	-------	-------	-----------

Fox Cities Workforce Development Center	Vocational Rehab	1802 Appleton Road	920-997-3272	aannoey@fvwdb.com charles.gintz@dwd.wisconsin.gov	09/12/2021
---	------------------	--------------------	--------------	--	------------

Oshkosh Job Center	One-Stop Career Center	219 Washington Avenue	920-232-6273	cynthia.holzman@dwd.wisconsin.gov	09/12/2021
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Report Summary For: **Cumulus Media**

Start Date: **08-01-2021** End Date: **07-31-2022** Location: **Appleton, Wisconsin**

Total: **5**

Oneida Nation Job Training Programs	Native Americans Education	2640 West Point Road	920-496-7870	swest@oneidationation.org	09/12/2021
Goodwill of North Central Wisconsin	Diversity	1800 Appleton Rd	920-968-6881	jmoore_gw@gwicc.org	09/12/2021
Rasmussen College-Green Bay Campus	Education	904 S. Taylor St	(920) 593-8416	vicki.strean@rasmussen.edu	09/12/2021
ST. NORBERT COLLEGE	Education	100 GRANT ST.	(920) 403-3005	careers@snc.edu	09/12/2021
The HS Group Inc	Diversity	2611 Libal St	(920) 432-7444	pdeleest@thehsgroup.com	09/12/2021
Valley Packaging Industries Inc	Women's Services	110 N Kensington Dr	920-882-2800	vpi@vpind.com	09/12/2021
Oshkosh Job Center	One-Stop Career Center	219 Washington Avenue	920-232-6200	cynthia.holzman@dwd.wisconsin.gov	09/12/2021

**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> Assistant Business Manager	<b>Date Filled:</b> 08/30/2021
<b>Recruitment Source ("RS") Referring Hire:</b> Cumulus Careers Website – RS #1	<b>Total Number of Interviewees:</b> 3

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	1
2.	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3.	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4.	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5.	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6.	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7.	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8.	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	2
9.	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10.	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
<b>Total Interviewees</b>			<b>3</b>

## Referencing requisition 001249 - Assistant Business Manager

Edit job posting Assistant Business Manager 001249

Career Site & Manual Options Posting History

Posting ID :  
001249

Career Site Posting Template :  
Website

Career Site Go Live Date :  
06/16/2021

Career Site Expiration Date :  
08/11/2021

Length (in days) :  
57

Directing applicants from job boards to :  
Cumulus Media

1. Post to your career sites

Cumulus Media (Public Site)

2. Post automatically to job boards (next step)

Adzuna - (Deactivated)  
Glassdoor.com - (Deactivated)  
Job Is Job - (Deactivated)  
 The Job Spider - (Deactivated)  
MyJobHelper - (Deactivated)  
Oodle - (Deactivated)  
Trovit - (Deactivated)

Apply Online URL Copy View Posting Copy Direct Import Email Copy

Update Career Site Posting List (1)

## Referencing requisition 001249 - Assistant Business Manager

Edit job posting Assistant Business Manager 001249

Career Site & Manual Options Posting History

Postings history

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
08/11/2021 13:07:03	06/16/2021	08/14/2021	jessica.lear	Suspension	953	
06/16/2021 12:04:42	06/16/2021	08/14/2021	jessica.lear	Send to publish	953	Cumulus Media

### Job Description and Responsibilities

**CUMULUS MEDIA | Oshkosh** is looking for a **Finance & Continuity Assistant** to assist in the oversight of their 5 station cluster. The Assistant Business Manager is responsible for assisting the Business Manager with all business department duties as assigned by the Business Manager.

**CUMULUS | Oshkosh** currently features 5 stations in the Oshkosh area and surrounding counties. Our stations include: 1280 WNAM-AM plays Adult Standards, 1490 WOSH-AM is News/Talk Radio, 99.5 WPKR-FM plays New Country music, 103.9 WVBO-FM plays Classic Hits and 96.9 WWWX-FM plays Modern Rock. The cluster of 5 stations reaches thousands of listeners on a daily basis.

### BUSINESS OFFICE SUPPORT DUTIES

- Coordinates weekly invoice procedure to including stuffing, metering & mailing

- Sends invoices received to Accounts Payable system
- Handles cash and checks including processing to Lockbox
- Reconciliation of streaming orders
- Completing and submitting affidavits as needed

### **SALES SUPPORT DUTIES**

- Front Desk Receptionist helper, including answering and transferring incoming calls & managing prize winners and prize closet
- Ordering National/Katz Orders and reviews against insertion orders
- IncentRev back up locally. Enters orders into IncentRev systems and responsible for accuracy. Reviews final monthly statement and reconciles to orders in billing system before invoicing. Enters deal when sold out into billing system.
- Assist Traffic Team by gathering copy and traffic and working to solve clearance issues
- Manages multiple project requests simultaneously with quick turnaround time
- Works on highly time sensitive projects, adhering to deadlines

### **TRAFFIC CONTINUITY DUTIES**

- Prepares all affidavits as needed
- Works on entering and coordinating all aspects of barter including TTWN
- Voice talent when asked to support a station
- Enters continuity for Katz orders and helps out when needed for other continuity

### **ALL OTHER DUTIES AS ASSIGNED**

#### **Requirements**

#### **Qualifications:**

- Strong computer skills and working knowledge of business systems such as Microsoft Office, Stratus/Wide Orbit Traffic & Billing System, Workday, Workplace and Adaptive Planning
- Ability to multi-task, handle pressure and deadlines
- Excellent verbal and written communication skills
- Proficient in all aspects of accounting
- Knowledge of standard office equipment
- All new hires must be fully vaccinated for COVID-19 by date of hire, subject to legally-mandated accommodations

#### **What we offer:**

- Competitive pay
- Focused, responsible and collaborative work environment with the ability, to ask “what if” and try innovative solutions
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays



For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website  
at: <https://www.cumulusmedia.com/>

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**WVBO(FM); WNAM(AM); WOSH(AM); WWWX(FM); WPKR(FM)  
VACANCY DATA FORM**

<b>Full-Time Job Title:</b> WOSH On-Air Talent	<b>Date Filled:</b> 08/16/2021
<b>Recruitment Source ("RS") Referring Hiree:</b> Cumulus Careers Website - RS #1	<b>Total Number of Interviewees:</b> 1

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	1
2.	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3.	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4.	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5.	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6.	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7.	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8.	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
9.	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10.	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
<b>Total Interviewees</b>			<b>1</b>

Referencing requisition 001307 - WOSH Morning Show Host

Edit job posting WOSH Morning Show Host 001307

Career Site & Manual Options Posting History

Posting ID \*: 001307

Career Site Posting Template :

Career Site Go Live Date \*: 06/23/2021

Career Site Expiration Date \*: 08/16/2021

Length (in days) \*: 55

Directing applicants from job boards to \*: Cumulus Media

- 1. Post to your career sites
  - Cumulus Media (Public Site)
- 2. Post automatically to job boards (next step)
  - Adzuna - (Expired)
  - Glassdoor.com - (Deactivated)
  - Jobs Job - (Expired)
  - The Job Spider - (Deactivated)
  - MyJobHelper - (Deactivated)
  - Oodle - (Expired)
  - Trovit - (Expired)

Apply Online URL Copy View Posting Copy Direct Import Email Copy

Update Career Site Posting List (1)

Referencing requisition 001307 - WOSH Morning Show Host

Edit job posting WOSH Morning Show Host 001307

Career Site & Manual Options Posting History

Postings history

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
08/16/2021 11:46:27	06/23/2021	08/21/2021	brian.davis	Suspension	994	
06/23/2021 16:12:32	06/23/2021	08/21/2021	brian.davis	Send to publish	994	Cumulus Media

Job Description and Responsibilities

CUMULUS MEDIA/APPLETON-OSHKOSH is casting for a position that hasn't been open for a generation! Our new teammate will serve as the morning host for heritage News/Talk 1490 WOSH. Not only has our current host been the voice of Oshkosh for nearly a quarter century, he's interviewed newsmakers from all walks of life, covered breaking news, anchored our yearly coverage of the World's Greatest Aviation Celebration (EAA Airventure), and had his interviews quoted by other media outlets, including the New York Times. If you can handle play-by-play, even better. Do you have the chops to build on his legacy? If so, we should talk.

**Who We Are:**

Cumulus Media/Appleton-Oshkosh features 5 stations (WOSH-AM, WNAM-AM, WVBO-FM, WPKR-FM, and WWWX-FM) reaching well over 250,000 listeners daily. We strive to hire passionate, driven, resourceful, problem solvers who can drive the evolving, diverse culture of the Power of Radio to success.

**Key Responsibilities:**

- Produce a compelling radio show by using creativity, imagination and exercise of independent professional judgment in writing, producing, interviewing, taping or broadcasting on-air content
- Great with phones/interacting with callers, interviewing guests and hosting live events
- Connect with listeners via phones, social, video, web and on-site
- Daily social media engagement; website and digital content generation
- Participates in station Programming, Promotions, and Sales meetings and events
- Assist in production and imaging of the station
- Live broadcasts and station appearances, whether paid or unpaid
- Commercial production, including creating killer endorsement ads – both on air and online – for mutually agreed upon products
- Voice other commercials as assigned
- Handles emergency news/weather in show; on call for weather disasters/breaking news
- Ensures logged commercials, promotions, sweepers and any other programming element essential to the station's operations are aired
- Other duties as assigned
- Ability to handle play-by-play is a bonus

**Requirements****Job Requirements:**

- 2 + years of Full-Time On-Air experience with successful ratings history required
- Strong production skills and knowledge of digital audio editing software (we are a Reaper shop)
- Proficient in Microsoft Office suite and social networking
- Strong knowledge of all FCC rules and regulations
- Socially informed and perceptive; up-to-date and in tune daily with the local and national trends and/or specialized knowledge of topics/events related to on-air discussions
- Demonstrated upbeat personality, informative, entertaining and engaging on the air; able to relate to station audience
- Pleasant, charismatic and well-controlled voice; excellent pronunciation
- Excellent verbal and written communication and editing skills; proficient in grammar; ability to make others feel comfortable and open up on-air
- Demonstrated creativity and imagination
- Collaborative, works well in a team environment
- Audio demo of air work must be added to online profile/application
- All new hires must be fully vaccinated for COVID-19 by date of hire, subject to legally mandated accommodations

**What we offer:**

- Competitive pay
- Professional growth and career path
- Focused, responsible and collaborative work environment with the ability, to ask “what if” and try innovative solutions
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid vacation & holidays

For immediate consideration, please visit [cumulusmedia.jobs.net](https://cumulusmedia.jobs.net).

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## **Attachment C**

WOSH(AM), WNAM(AM), WVBO(FM), WPKR(FM) & WWWX (FM)

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On August 6, 2020, our SEU's Market and Operations Managers conducted a virtual "job shadow" with a second semester student attending the University of Fond Du Lac who expressed interest in getting into broadcasting. They talked about radio in general and shared information about the education/skill sets necessary for success in the radio business, highlighting the ever-increasing role technology plays in the industry. Our Operations Manager showed the student how to operate a studio board along with music logs tied to the station's music architecture. The Market Manager emphasized the importance of building a network and suggested that the student consider going to broadcasting school or beginning a podcast to get some experience.
2	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On March 6, 2021, the SEU's Market Manager participated in a virtual student seminar sponsored by the Wisconsin Broadcasting Association. The seminar was designed to create awareness of broadcasting as a career and excite students about the broadcast profession during these challenging times, by connecting them with leading in Wisconsin broadcasting. The participants were divided into small groups, each lead by a broadcast professional, to create a more relaxed setting to encourage student interaction. The professionals shared their knowledge about as well as experiences in the industry and fielded questions. Commercial broadcasters explained how their stations have adapted during the pandemic and provided a virtual "in-person" forum to the event which offered students the ability to ask questions based on the industry.
3	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On March 7, 2021, our the SEU's Market Manager conducted a virtual meeting with a University of Wisconsin-Oshkosh student who attended the virtual seminar hosted by the Wisconsin Broadcasters Association, to discuss radio as a career, review his resume, and provide industry contacts for potential interviews once the student graduates.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	On March 9, 2021, our SEU 's Market Manager arranged a telephone conference with a student from The University of Wisconsin-Madison, who reached out after the Wisconsin Broadcasters student seminar, to discuss ways to break into broadcasting. He discussed career options within the industry, recommended improvements to her resume, and explained how to create an air check to submit when applying for broadcasting positions.
5	Participate in Job Fair	On March 4, 2021, our SEU 's Business Manager/EEO Coordinator participated in a virtual job fair, hosted by the University of Wisconsin-Green Bay. The Business Manager/EEO Coordinator answered questions and educated attendees about radio, our stations and job openings within the SEU.
6	Management level training regarding equal employment opportunity and preventing discrimination	On March 24, 2021, our Business Manager/EEO Coordinator participated in a presentation sponsored by the Wisconsin Broadcasters Association and conducted by David Oxenford from Wilkinson Barker Knauer entitled, "Staying on Top of your Broadcast FCC EEO Obligations." The webinar highlighted some of the important provisions of the FCC's EEO rules as well as pending issues concerning these Rules.
7	Participate in event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On February 5, 2021, our SEU's Digital Sales Manager met virtually with a student from Fox Valley Technical College, who was referred by the Director of Appleton Downtown Inc., to discuss her interest in learning more about radio and the different career options available within a broadcast group.



## #2. Participate in event/program sponsored by an educational institution relating to career opportunity in broadcasting (Virtual Job Fair)

[EXT] [BULK] UPDATE: Welcome to the WBA Student Seminar

1 1



Kyle Geissler

Cc: O Ken Beno <ksbeno@gmail.com>; O Michelle Vetterkind <mvetterkind@wi-broadcasters.org>; O Kyle Geissler <kgeissler@wi-broadcasters.org>



Fri 3/5/2021 9:01 AM

Questions for students.docx  
14 KB

Good morning,

Thank you for joining us for the WBA Student Seminar Saturday morning. The email below contains all the information you should need to have a successful day. **PLEASE READ IT CAREFULLY.**

Please note the timing...we need you in there BEFORE 9:15. If you are late, you might have difficulty getting to your assigned table.

Please also note that representatives of the Education Committee and the WBA might be dropping in on your tables occasionally during the event. I might also drop in to take a screenshot of a few of the sessions. Please let me know if you have any objection to this and we'll simply use other tables.

Note that we have found that, if you upload your headshot to your profile in Remo, you should make sure the file size is under 500KB. Anything larger might not work. There are many more technical notes in the email below.

Again, we strongly encourage you to read the email below carefully. Most issues you might run into will be avoided if you do.

Thank you all and have a great day!

-Kyle

---

Thank you for being a part of the WBA Student Seminar on March 6! We're excited for the students to connect and learn from you.

Before we get to the agenda, here's what we're looking for from you. We are doing our best to make sure there are some students at each of your tables for each session. Use the first few minutes of each session to talk about what you do and how you got to where you are in your career. Then open the floor to the students to ask questions. We strongly recommend that you have questions prepared to ask the students if you have students who don't have questions for you. This should help keep the conversation moving. Attached you will find a list of suggested questions you can work from. Feel free to add your own.

Here's our agenda for March 6:

9 Remo opens for professional broadcasters

It is important that you arrive before 9:10 so that you can find your way to your table before we let the students in!

9:15 Remo opens for attendees

## #5. Participate in Job Fair

From: Miller, Karla <millerk@uwgb.edu>  
Sent: Monday, March 1, 2021 5:28 PM  
To: Miller, Karla <millerk@uwgb.edu>  
Subject: [EXT] Reminders and Tips for the UW-Green Bay Virtual Job & Internship Fair!

Good morning, Employers.

We're getting closer to the kick off of the UW-Green Bay Virtual Job & Internship Fair – March 3 and 4. Below I've included a few reminders, as well as tips to help prepare for and make the most of your virtual fair experience this week.

### Be sure to Test your Technology!

- Even if you have participated in other recent fairs, taking a few minutes to run a Twilio test (the platform Handshake is using for audio/video) can save you time and frustration later. Go to <https://networktest.twilio.com/>.
- Need technical assistance? View the complete Handshake Video Requirements & Troubleshooting guide - <https://support.joinhandshake.com/hc/en-us/articles/360051802973-Handshake-Video-Requirements-Troubleshooting-Employers->

### Other Recommendations:

- Browser recommendation: Chrome. You may need to make sure you edit your Chrome settings to allow pop ups from Handshake, as the group and 1:1 sessions will open in a pop-up window. Chrome may also ask if it's ok to access your microphone & camera – be sure to allow. (Note: you may need to answer this question more than once, depending upon your settings.)
- You will access and launch your sessions from your schedule view in Handshake.
- While you won't need to refresh your browser on a continual basis, we do encourage you to keep an eye on your 1:1 schedules, especially as students are able to sign up for these sessions right up until the time the session begins. If you find that you need a break, you can block off a time slot.
- Employers and students will receive a pop up when there is one minute remaining for a session. On the day of the Fair, you will be able to join a session up to an hour early to test your connectivity and performance. (Students will be able to join sessions 5 minutes in advance.)
- Suggestion: Consider providing your name and email/phone in the chat box as you begin a session so you and a student can connect with each other in case you get disconnected or encounter technology issues. This is also a great idea if you'd like to continue your conversation past the 10-minute session. Remember – students can continue to sign up for sessions throughout the day, so you could find your next slot filled while you in the session prior to it.

### What can you edit once the Fair has started?

- Need a break between your 1:1 sessions? You can mark an open slot as "Busy" if you need to do so.
- Concerned that your sessions aren't full? While we have strongly encouraged students to sign up in advance of the fair, nationally we're seeing 30% or more of students signing up the final hours before and during the fair.
- You can add new group sessions, manage existing group sessions, swap schedules, and add reps to schedules at any time during the fair.
- If you have a representative who will not be joining you for a Group Session, they can mark themselves "not attending" so it will not cancel the session or show them as a "no show."

### Student Connections:

- Resumes: Employers can see a list of students who RSVP'd for their sessions and view/download their resumes if marked as public by the student/alumnus.
- You will be able to access your schedules after the job fair event so you can refer to them as you conduct post-fair connections or documentation. (Note: Once the Fair is over, you will need to select the check box "include past fairs" to view the event and content.)

### Day of Fair Assistance:

- Employers and students will be able to report technical issues directly in Handshake. The Handshake support staff will only be able to fix Handshake product issues; this means they will not be able to assist with non-Handshake areas, such as device, camera/microphone, or internet connection issues. They suggest having the contact info to your organization's IT department handy in case you'd need to connect with them to resolve any technical issues as well.
- Career Services will be hosting Job Fair Q&A sessions in Blackboard from 9:30 a.m. to 2 p.m. each day of the Fair in case you have non-technical questions. You can access those drop-in sessions to ask questions at: <https://ur.lbcollab.com/collab/ur/session/guest/bc26306c0532471d8f6c723711011be4>

Thank you again for registering for our Spring Job & Internship Fair event. I look forward to your participation in the Fair and encourage you to reach out if you have questions.

Sincerely,

Karla

Karla A. Miller, M.S.Ed.  
PROGRAM COORDINATOR FOR RECRUITMENT

Career Services, SS 1600  
UW-Green Bay, 2420 Nicolet Drive, Green Bay, WI 54311  
tel: 920.465.2163 | e-mail: [millerk@uwgb.edu](mailto:millerk@uwgb.edu)  
Follow Career Services: [Twitter](#) | [LinkedIn](#) | [Facebook](#)  
web: [www.uwgb.edu/careers](http://www.uwgb.edu/careers)

## #6. Management level training regarding equal employment opportunity and preventing discrimination

4/7/2021

Mail - Jessica Lear - Outlook

[EXT] WBA: EEO Session recording and follow up

Kyle Geissler <kgeissler@wi-broadcasters.org>

Wed 4/7/2021 10:54 AM

To: Jessica Lear <Jessica.Lear@cumulus.com>

EEO session attendees, hiring managers, WBA member GMs, and station managers,

Thank you to those who attended the March 24 EEO webinar with David Oxenford titled, "Staying on Top of Your Broadcast FCC EEO Obligations." Letters documenting your attendance are being mailed today to your station managers.

The webinar can be viewed here:

<https://attendee.gotowebinar.com/recording/6792342346090168846>

The webinar was not meant as legal advice. It was instead intended to highlight some of the important provisions of the FCC's EEO rules and some of the pending issues concerning these rules. As a legal conclusion about any situation is very dependent on the specific facts of that situation, please seek legal advice from your own attorney.

This webinar is one of two educational opportunities the WBA offers each year as part of the WBA EEO Assistance Action Plan. An EEO session will also be available at the WBA Summer Conference at the Blue Harbor Resort on Aug. 25. Registration will open soon.

Thank you and have a great day!

-Kyle

Kyle Geissler  
Director of Operations and Public Affairs  
Wisconsin Broadcasters Association  
608-255-2600  
800-236-1922  
@WIBroadcasters

This email was sent on behalf of The Wisconsin Broadcasters Association located at 44 E. Mifflin St, Suite 900, Madison, WI 53703. [To unsubscribe click here](#). If you have questions or comments concerning this email contact Kyle Geissler .

### 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 month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, 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 five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 10, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 18, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in scholarship program	<p>Our SEU's Market Manager participated in the Wisconsin Broadcasters Association (WBA) Scholarship Program. This Program was established to recognize students interested in broadcasting as a career, and provides scholarship money based on a thorough review of the applications submitted by the students.</p> <p>On November 9, 2021, our Market Manager reviewed the submissions submitted, taking into account: GPA; post-high school employment; extracurricular activities; awards and honors; broadcasting experience; and, an essay. School transcripts, letter(s) of recommendation, and other supporting documentation were also reviewed. Based on his evaluation of the entries, he provided the WBA with scholarship recipient(s) recommendations.</p>
6	Participate in event/program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting	<p>From December 1, through December 3, 2021, our SEU's Market Manager participated in the Wisconsin Broadcasters Association "Students Meet WBA Broadcasters." This was a three-day, online event during which area students interested in learning more about a career in broadcasting were able to engage with area broadcasting professionals. Our Market Manager conducted virtual style interviews with students and provided guidance with respect to resume building and networking before graduation. He also prepared them for questions typically asked during an interview, suggested how best to carry oneself, how to prepare audio portfolios, and shared interview follow-up techniques. Students were able to ask a wide variety of questions and gain insight into the industry from a broadcasting professional.</p>
7	Participate in event/program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting	<p>On March 5, 2022, our Market Manager participated in the Virtual Student Seminar sponsored by the Wisconsin Broadcasters Association. The seminar focused on educating students about employment opportunities in the broadcasting profession during these challenging times by connecting them with leaders involved in Wisconsin broadcasting. Seminar participants were divided into small groups, each lead by a broadcast professional. These commercial broadcasters discussed how their stations have adapted and provided a virtual "in-person" feel to the event. There were break-out sessions, each intended to give students the opportunity to ask questions in a relaxed setting. Students chose three sessions in which to participate. The highlight of the Seminar was a "speed networking" round, during which students engaged area broadcasters to build their professional network, asked radio-specific questions, and learned more about the broadcasting industry overall.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fair	On April 6, 2022, our SEU 's Market and Operations Managers as well as our Programming, Sales and Promotions team participated in the Oshkosh Business Expo sponsored by The Oshkosh Chamber of Commerce. Our staff occupied a Cumulus Media booth, answering questions and educating attendees about radio, our Stations, job openings at each Station, and "job shadowing" opportunities within the SEU. A total of 61 local businesses were present.
9	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On April 8, 2022, our SEU's Market Manager and Promotions Director attended the University of Wisconsin's Radio, TV & Film Student event, which took place on its Oshkosh campus. Students were paired with radio professionals for 40 minute sessions designed to promote radio broadcasting as a career. These sessions also offered the students a comfortable environment in which to ask questions that would help them with their academic choices and best position them for employment after graduation. Students decided in advance who they wanted to meet with, and prepared and presented their pitches to the professionals. They also shared their resumes for review and comment. Additionally, the professionals conducted mock interviews and provided the students with constructive critiques.
10	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.
11	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.

**#1. Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment**



Kriston Fancellas ▶ Cumulus Human Resources

November 17, 2021 · 🌐



Good afternoon – All employees are being enrolled in Harassment Prevention training through Mineral (formerly ThinkHR). You will be receiving an email from [noreply@trustmineral.com](mailto:noreply@trustmineral.com). Please note, this is not spam.

If you are new to the system, you will receive two emails, one with a link to create your password and one containing the link to the training course. If you are a current user, you will only receive the email containing the link to the training course. Your Cumulus email address is your Username and there is an option for "Forgot Password", if you don't recall your previous password. Please access the training by clicking on the link contained in the email to ensure you complete the correct course.

If you have any questions, please email [hr@cumulus.com](mailto:hr@cumulus.com).

Thank you

👍 31

3 comments 10 shares Seen by 1.2K

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# Transcript for John Rowe: 2023-05-04

Report Filters: Completion Status: Not Started, In Progress, Complete, Failed, Time Requirement Not Met, Pending Approval, Locked, Did Not Attend

Course	Enrolled Via	Status	Completion
Anti-Harassment Training - Managers (non-state specific)	Requirement	Complete	3/16/2023
Anti-Harassment: 02. Anti-Harassment for Managers	Requirement	Complete	3/16/2023
Anti-Harassment: 03. Investigating Harassment	Requirement	Complete	3/16/2023
Anti-Racism: Calling Out and Calling In	Historical	Complete	8/14/2022
Anti-Racism: Calling Out and Calling In	Historical	Complete	8/14/2022
Anti-Racism: Colorblindness Doesn't Work	Historical	Complete	8/15/2022
Anti-Racism: Learning to Listen and Listening to Learn	Historical	Complete	8/15/2022
Anti-Racism: Learning to Listen and Listening to Learn	Historical	Complete	8/15/2022
Anti-Racism: Maintaining Momentum	Historical	Complete	8/15/2022
Anti-Racism: The Anti-Racism Continuum	Historical	Complete	8/15/2022
DEI Track 1	Requirement	Complete	3/16/2023
Microaggressions	Requirement	Complete	3/16/2023
Tokenism	Requirement	Complete	3/16/2023
Unconscious Bias: 01. What is Unconscious Bias?	Historical	Complete	4/18/2022
Unconscious Bias: 02. Types of Unconscious Bias	Historical	Complete	4/18/2022
Unconscious Bias: 03. Overcoming Unconscious Bias	Historical	Complete	4/18/2022
Understanding Harassment: 01. Introduction to Understanding	Requirement	Complete	3/16/2023
Understanding Harassment: 02. Understanding Offenders	Requirement	Complete	3/16/2023



Understanding Harassment: 03. Understanding Targets	Requirement	Complete	3/16/2023
Understanding Harassment: 04. Bystander Training	Requirement	Complete	3/16/2023
Understanding Harassment: 05. Warning Signs	Requirement	Complete	3/16/2023
Understanding Harassment: 06. Healthy Culture	Requirement	Complete	3/16/2023
Working Well with Everyone: 01. What is Diversity?	Historical	Complete	12/7/2021
Working Well with Everyone: 02. The Diversity Continuum	Historical	Complete	12/7/2021
Working Well with Everyone: 03. The Mistake of Stereotyping	Historical	Complete	12/7/2021
Working Well with Everyone: 04. The Power of Inclusion	Historical	Complete	12/7/2021
Working Well with Everyone: 05. Diversity = Greatness	Historical	Complete	12/7/2021
Working Well with Everyone: 05. Diversity = Greatness	Historical	Complete	12/7/2021

Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination



Todd McCarty ▸ Cumulus Market Managers

June 15, 2021 · 🌐



Market Managers and RVPs,

As Mary mentioned on the last Market Manager call, education is critical in our mission to becoming a more diverse, equitable and inclusive company. We're excited to roll out phase one of our DEI training which is specifically for leadership in our company.

We are requiring that all Market Managers/RVPs attend two different sessions. The first session is titled Race and Allyship in the Workplace and the second is Managing Unconscious Bias. Brief descriptions for the sessions are below.

The sessions:

Race & Allyship in the Workplace is an in-depth discussion about the current cultural climate surrounding race and what it means to ally. Managing Unconscious Bias is a fast-paced and interactive exploration of our unconscious biases, their impact on our work, and tactics for addressing them. Your facilitator, Brooks E. Scott, the owner and founder of Merging Path Coaching, is a professionally certified Executive Coach and Interpersonal Communications expert that specializes in management and leadership training, all with a focused lens of diversity and inclusion. He delivers conversational style workshops that are designed to provide an open safe space to explore identity themes and topics.

---

**Subject:** Managing Unconscious Bias | CUMULUS MEDIA  
**Location:** See information below

**Start:** Wed 8/18/2021 11:00 AM  
**End:** Wed 8/18/2021 2:00 PM

**Recurrence:** (none)

**Meeting Status:** Accepted

**Organizer:** Todd McCarty  
**Required Attendees:** Eric Mastel; Chris Moreau; John Rowe; Don Boyd; Ken Salyer; Bill Kelly; Marv Nyren; Bruce Law; John Spilman; Beth Coughlin; Eric McCart; Lindy Parr; Shannon Urton; Pat Galloway; John Lewis; Sommer Frisk; Larry Blumhagen; Bob Goodell; Shelly Wilkes; Dot Ealy; James Robinson; Jim Riley; Alex Cadelago; Marlene Hamilton; Marissa Bouchillon  
**Optional Attendees:** Jason Hutchinson; Emily Boldon

### Managing Unconscious Bias | CUMULUS MEDIA

This 3-hour program is a fast-paced and interactive exploration of our unconscious biases, their impact on our work, and tactics for addressing them. Your facilitator, Brooks E. Scott, the owner and founder of Merging Path Coaching, is a professionally certified Executive Coach and Interpersonal Communications expert that specializes in management training, leadership, all with a focused lens of diversity and inclusion. He delivers conversational style workshops that are designed to provide an open safe space to explore identity themes and topics.

The workshop is anchored by three learning objectives:

- Build our awareness and understanding of our unconscious biases, so that we can become better students of our own behavior (i.e. we can catch ourselves in biased moments so others don't have to)
- Establish a shared language and framework for discussing bias, in a safe and constructive way
- Commit to incremental individual changes that add up to significant collective changes in any organization

---

Brooks E. Scott is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/84492147552?pwd=UUNUaXZaZ0RMeDV0R09NlXQvYmlhZz09>

Meeting ID: 844 9214 7552

Passcode: 517321

One tap mobile

+14086380968,,84492147552#,,,,\*517321# US (San Jose)

+16699006833,,84492147552#,,,,\*517321# US (San Jose)

Dial by your location

+1 408 638 0968 US (San Jose)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

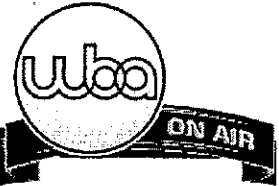
+1 346 248 7799 US (Houston)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

#4. Participate in scholarship program

# Wisconsin Broadcasters Association



The Wisconsin Broadcasters Association fosters and promotes the development of the arts of aural and visual broadenslings in all its forms...

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MICHELLE VETTERKIND, CAE

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TERRY STEVENSON  
Seehafer Broadcasting, Manitowoc

JEFF WRIGHT  
Midwest Communications, Green Bay

Nov. 23, 2022

Brian Davis  
WVBO, WPKR, WWWX, WNAM, WOSH  
491 South Washburn  
Oshkosh, WI 54904

Dear Brian:

As per the WBA's Assistance Action Plan For EEO Compliance, the following is one of the ways your WBA helps you, our members, earn non-job vacancy specific menu option initiative credits: The WBA Foundation has established a scholarship program which extends scholarships to worthy students on an annual basis (the application process is open from the beginning of September to mid/end October). To obtain a full credit for every two year period, each SEU should:

- 1) Once every two years - donate to the Foundation (earmarked for scholarships) a minimum of \$100 for radio SEUs with 1 or 2 stations, a minimum of \$200 for radio SEUs with three or more stations, and a minimum of \$300 for TV SEUs. If it is your year to make a donation the WBA will send you a donation reminder.
- 2) Each year of the 2-year period - promote the availability of the scholarship program over the SEUs stations and direct interested candidates to e-mail, fax or mail the station for an application (sample script enclosed).
- 3) Each year of the 2-year period - provide blank application forms upon request.
- 4) Each year of the 2-year period - be available to answer questions about the program from interested persons.
- 5) Each year of the 2-year period - make an initial evaluation of the candidate for the evaluation committee. The WBA will send each SEU copies of the applications asking for input based on the student's GPA, post high school employment & extracurricular activities, awards & honors, broadcasting experience and commitment, and his/her response to an essay question, before they are sent on to the Education Committee and the WBA Foundation Board for judging.

According to our records, WVBO, WPKR, WWWX, WNAM, WOSH has completed the above requirements for the two-year period of 2021-2022.

Sincerely,

A handwritten signature in black ink that reads 'Kyle Geissler'.

Kyle Geissler

[EXT] [BULK] Nov. 17 DEADLINE: WBA's EEO Scholarship Judging

8



Kyle Geissler

Cc: Michelle Vetterkind <mvetterkind@wi-broadcasters.org>; Kyle Geissler <kgeissler@wi-broadcasters.org>

Mon 11/9/2021 9:10 AM

Kim Leadholm.zip  
289 KB

Mackenzie Savin.zip  
214 KB

Vanessa Rivera.zip  
3 MB

Florence Anderson.zip  
153 KB

Show all 8 attachments (8 MB) Save all to OneDrive - Cumulus Media Inc. Download all

Good morning,

Per your station's request to participate in the WBA's EEO Scholarship Judging option, please review the attached scholarship materials and rate each student 1 - 5 in each of these five categories:

- GPA
- Post High School Employment & Extracurricular Activities
- Awards & Honors
- Broadcasting Experience
- Essay

Please submit your rankings here:  
<https://forms.gle/vos5AE7wXjVUsqJA>

We will calculate an average for each student. These averages will then be passed on to the Education Committee for those individuals to take into consideration in terms of evaluations.

Please complete rankings by Nov. 17.

Thank you!

Kyle Geissler  
Director of Operations and Public Affairs  
Wisconsin Broadcasters Association  
608-255-2600  
800-236-1922  
@WIBroadcasters

#9. . Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination



Amber Hodgson uploaded a file in the group: Cumulus Legal Department



May 24, 2022

### FCC EEO Training Webinar from May 24, 2022

The FCC EEO training PowerPoint materials from today's webinar are attached. The recording of the webinar will be linked in a comment below. Please let the Legal team know if you have any questions!

