

**WROK-FM, WHKR(FM), WLZR(AM), WAOA-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021 – September 30, 2022**

**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>
Market Account Executive	1-29, 35-41	1
Sales Manager	1-30, 35-41, 43	30
Market Account Executive	1-29, 35-41	8
Multi Media Account Manager	1-29, 34-41	1
Multi Media Account Manager	1-29, 32, 34-41	32
Operations Manager	1-29, 31, 33, 35-43	31

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	14
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	6
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

<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>
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.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
30	<b>Employee Referral</b>	N	3
31	<b>Internal Transfer/Promotion</b>	N	1
32	<b>Sales Sense</b> Contact: Lucy Rice <a href="mailto:lucy@itmakesalesense.com">lucy@itmakesalesense.com</a> (posts to over 100 job boards via ZipRecruiter)	N	4
33	<b>RAMP</b> <a href="http://www.theramp247.com">www.theramp247.com</a>	N	0
34	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	N	1

<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>
35	<b>CenterPointe Church of Palm Bay</b> Palm Bay, FL 321-704-2580 kdandrea@cfl.rr.com	N	0
36	<b>UNITED 4 U, INC. CHRISTIAN JOB CLUB - St. James Missionary Baptist Church</b> Melbourne, FL 321-622-6330 united4u@gmail.com	N	0
37	<b>Space Coast Center For Independent Living</b> 803 N Fiske Boulevard Cocoa Beach, FL 32922 321-784-9008 llfowler@bellsouth.net	N	0
38	<b>Brevard Achievement Center Inc.</b> 1845 Cogswell Street Rockledge, FL 32955 321-632-8610 jnederhoed@bacbrevard.com	N	0
39	<b>Brevard Bay Job Link-Palm Bay</b> 5275 Babcock Ne Palm Bay, FL 32905 321-394-0701 jlasser@careersourcebrevard.com rsantana@careersourcebrevard.com	N	0
40	<b>Veterans Memorial Center</b> 400 S Sykes Creek Parkway Merritt Island, FL 32952 (321) 453-1776 forestbvc@bellsouth.net	N	0
41	<b>CareerSource Brevard</b> 295 Barnes Boulevard Rockledge, FL 32955 321-504-7600 jlasser@careersourcebrevard.com rsantana@brevardworkforce.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	<b>National Lesbian &amp; Gay Journalist Assoc.</b> 2120 L Street, NW, Suite 850 Washington, DC 20037 202-588-9888 info@nlgja.org	N	0
43	<b>Employ Florida</b> 1-866-FLA-2345 efmhelpmailbox@deo.myflorida.com <b>** Employ Florida</b> links all of Florida's state and local workforce services and resources.	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			29

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**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>	Participate in event sponsored by an educational institution relating to careers in broadcasting	On April 15, 2022, our WLZR & WROK Program Director (“PD”) represented our SEU on a video conference with Full Sail University’s Dan Patrick School of Sportscasting’s online students as well as students on its Winter Park campus. Our PD addressed the steps he took to become a successful sports-talk radio show host as well as the importance of internships, techniques in building a resume, and the skills needed to get a start in the broadcasting industry. The conference included a question-and-answer session.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	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.
5	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.
6	Participate in event sponsored by a community organization relating to careers in broadcasting	On May 4, 2022, one of our WHKR On Air Personalities spoke with the approximately 100 individuals who joined the Brevard Adult & Community Education Career Pathways Live on-line meeting. Our SEU's goal during this one-hour discussion was to broaden the knowledge base of the participants about a career in radio broadcasting and share what it's like to be a professional in this field. Topics covered included the skills necessary for success in radio broadcasting as well as the importance of internships and networking. Other local business representatives shared details about their businesses as well.
7	Participate in event sponsored by an educational institution relating to careers in broadcasting	On July 26, 2022, our WLZR & WROK Program Director represented our SEU at the Eastern Florida State College basketball camp, during which he shared what a career in the world of sports broadcasting is like as well as the education/skill sets necessary for success in the radio business with the athletes, emphasizing the ever-increasing role technology plays in the industry. The conference included a question-and-answer session.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness<sup>5</sup> and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.</p>