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December 27, 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**
Radio License Holding CBC, LLC
Station KFOG(AM), Little Rock, Arkansas
Facility ID 24150

Dear Ms. Goldin:

Radio License Holding CBC, LLC ("RLH-CBC"), licensee of radio station KFOG(AM), Little Rock, Arkansas, hereby submits its Response to your letter of October 30, 2023 ("EEO Audit Letter") concerning the Station's compliance with the Commission's Equal Employment Opportunity Rule, 47 C.F.R. § 73.2080. KFOG is part of a station employment unit based in Little Rock, Arkansas, that includes stations KAAY(AM), Little Rock, Arkansas (Facility ID 33253), KARN(AM), Little Rock, Arkansas (Facility ID 60703), KIPR(FM), Pine Bluff, Arkansas (Facility ID 13925), KLAL(FM), Wrightsville, Arkansas (Facility ID 47880), KURB(FM), Little Rock, Arkansas (Facility ID 19559), and KARN-FM, Sheridan, Arkansas (Facility ID 24151). For this reason, RLH-CBC's Response to the EEO Audit Letter involves the entire Little Rock SEU.

To comply with the procedures presented in Item 5(a) of the aforementioned EEO Audit Letter, RLH-CBC 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 Radio License Holding CBC, LLC.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark N. Lipp", is written over a horizontal line.

Mark Lipp

Enclosures

DECLARATION OF RICHARD S. DENNING

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

I am Executive Vice President and General Counsel of Radio License Holding CBC, LLC, licensee of radio station KFOG(AM), Little Rock, Arkansas (Facility ID 24150), which is part of a station employment unit based in Little Rock, Arkansas, that includes stations KAA Y(AM), Little Rock, Arkansas (Facility ID 33253), KARN(AM), Little Rock, Arkansas (Facility ID 60703), KIPR(FM), Pine Bluff, Arkansas (Facility ID 13925), KLAL(FM), Wrightsville, Arkansas (Facility ID 47880), KURB(FM), Little Rock, Arkansas (Facility ID 19559), and KARN-FM, Sheridan, Arkansas (Facility ID 24151) (collectively, the "SEU"). The stations in this SEU are commonly owned through indirect subsidiaries ultimately owned and controlled by Cumulus Media Inc. (collectively, "Cumulus").¹ This Declaration and the attachments provided hereto are being submitted in response to a letter dated October 30, 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: KFOG(AM) and KIPR(FM) share www.power923.com; KAA Y(AM), www.1090kaay.com; KARN(AM), www.sportsanimal920.com; KLAL(FM), www.alice1077.com; KURB(FM), www.b98.com; and KARN-FM, www.newsradio1029.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 Section 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

¹ Cumulus provides services to The Last Bastion Station Trust, LLC's, Stations KOKY(FM), Sherwood, Arkansas, and KPZK-FM, Cabot, Arkansas, pursuant to a Facilities and Services Agreement. These Stations have its own employees which are under the control of The Last Bastion Station Trust, LLC.

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 twenty-eight (28) 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 Market Managers, Regional Vice Presidents, and HR Business Partners, are up to date.

Since the focus of this Response covers reporting periods from February 1, 2021, through January 31, 2023, 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.

As mentioned previously, 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 2023 EEO Public File Report ("Report") was posted on station websites as well as uploaded into the online public inspection files ("OPIF") of six of its seven stations in a timely fashion, the SEU inadvertently overlooked the uploading of this Report into the KURB(FM) OPIF in a timely manner. It is important to note that the FCC's OPIF site was malfunctioning, so much so that on January 27, 2023, the FCC released a Public Notice extending the deadlines for uploading certain documents which included annual EEO public file reports due February 1, 2023. A number of times during the end of January 2023 Cumulus employees attempted to upload the Little Rock 2023 EEO Public File Report into the KURB OPIF without success. Once the System was finally working properly again, the 2023 EEO Report was timely uploaded into the online files of six of the seven Little Rock stations. Regrettably, the KURB file was accidentally overlooked. This has been remedied and steps have been taken to prevent this from happening again.

Keeping its general outreach obligations in mind, this SEU was able to exceed the required number of supplemental recruitment initiative points over the two-year period even though events it would have typically hosted or participated in were curtailed due to the COVID-19 pandemic. Since in-person events were not safe, Cumulus 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.

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 typically examines its EEO program on an annual basis and shares ideas about improving its vacancy-specific recruitment efforts as well as its general outreach to better inform the Little Rock community 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. 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 MRS�, 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 and 2023 reporting periods.

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, Keith Liesmann, who works in conjunction with in-house counsel at Cumulus headquarters and, when applicable, outside employment and labor counsel.

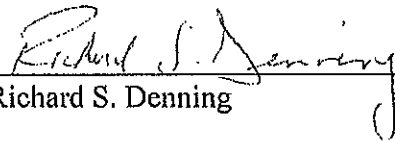
In response to 2(b)(x) of the Audit Letter, Radio License Holding CBC, LLC, is not a religious broadcaster.

[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 21st day of December 2023.


Richard S. Denning

Attachment A

**KLAL(FM), KIPR(FM), KURB(FM), KAAV(AM),
KARN(AM), KARN-FM, KFOG(AM)
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022¹**

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-23, 25, 29, 33-49	29
Account Executive	1-23, 25, 29, 33-49	25
Sales Assistant	22-23, 25, 29, 33-49	25
On-Air Host	2-23, 25, 29, 33-49	25

¹ Cumulus provides services to The Last Bastion Station Trust, LLC's, Stations KOKY(FM), Sherwood, Arkansas, and KPZK-FM, Cabot, Arkansas, pursuant to a Facilities and Services Agreement. These Stations have its own employees which are under the control of The Last Bastion Station Trust, LLC. Further, this Report was revised in December 2023 to address reporting issues.

**KLAL(FM), KIPR(FM), KURB(FM), KAAY(AM),
KARN(AM), KARN-FM, KFOG(AM)
EEO PUBLIC FILE REPORT
February 1, 2021 - January 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	On-Air Announcements (<i>one or more SEU stations</i>)	No	2
2	www.abilitiesinjobs.com	No	0
3	www.asianinjobs.com	No	0
4	www.blackinjobs.com	No	0
5	www.blackinjobs.com	No	0
6	www.hispanicinjobs.com	No	0
7	www.lgbtqinjobs.com	No	0
8	www.diversityinjobs.com	No	0
9	www.seniorsinjobs.com	No	0
10	www.womeninjobs.com	No	0
11	www.JOFDAV.com	No	0
12	www.disAbledperson.com	No	0
13	www.hireblacknow.com/	No	0
14	www.hispanicjobexchange.com	No	0
15	www.africanamericanjobsearch.com	No	0
16	www.asianjobsearch.com	No	0
17	www.lgbtjobsearch.com	No	0
18	www.disabledjobseekers.com	No	0
19	www.usdiversityjobsearch.com	No	0
20	www.veterancareercenter.com	No	0
21	www.seniorstowork.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	No	2
23	Glassdoor (<i>not directly contacted by SEU</i>) www.glassdoor.com	No	0
24	SEU Job Fairs (<i>see Section III</i>)	No	0
25	Employee Referral	No	3
26	Walk In/Self-Referral	No	0
27	Client/Outside Referral	No	0
28	All Access Website www.allaccess.com	No	0
29	Cumulus Careers Website www.cumulusmediajobs.net	No	18
30	Internal Transfer/Promotion	No	0
31	LinkedIn (www.linkedin.com)	No	0
32	Internal Posting	No	0
33	Adunza (www.adzuna.com)	No	0
34	Job Is Job (www.jobisjob.com)	No	0
35	My Job Helper (www.myjobhelper.com)	No	0
36	Oodle (www.oodle.com)	No	0
37	Trovit (www.trovit.com)	No	0
38	The Job Spider (www.jobspider.com)	No	0
39	Arkansas Workforce Center at Little Rock 5401 South University Phone: 501.6827719 lee.bland@arkansas.gov rani.cooksey@arkansas.gov	No	0
40	Arkansas Workforce Center at Lonoke 902 North Center Phone: 501.676.2721 Russell.cook@arkansas.gov Shawntel.brown@capdd.org	No	0
41	Arkansas Workforce Center at Benton 400 Edison Avenue Phone: 501.315.7702 Cynthia.Farmer@arkansas.gov	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Arkansas Workforce Center at North Little Rock Pulaski County 324 W Pershing Boulevard, Suite 1 Phone: 501.376.4119 George.woolfolk@arkansas.gov	No	0
43	Goodwill Industries of Arkansas 1110 W. 7 th Street Phone: 501.372.5100 Scroom-raley@goodwillar.org	No	0
44	Goodwill Industries of Arkansas, Inc. – Benton 1716 Military Road bitzkowitz@goodwillar.org	No	0
45	Arkansas Department of Veterans Affairs 2200 Fort Roots Drive Phone: 501.370.3820 Kevin.steele@sos.arkansas.gov Loreen.orage@va.gov	No	0
46	Central Arkansas Disability Service Inc. 201 W. Broadway Phone: 501.537.1080 pcross@cadsinc.net bwestbrook@cadsinc.net	No	0
47	National Association of Women in Construction – Chapter 12 717 W 7 th Street, c/o Todays Office Phone: 501.375.5050 Shelly.gough@hancockstaffing.com	No	0
48	UALR Office of Cooperative Education 2801 South University Avenue Phone: 501.569.3584 jwmason@ualr.edu	No	0
49	American Indian Center of Arkansas 1100 N University Phone: 501.666.9032 lbethards@arindianctr.org nyork@arindianctr.org	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			25

**KLAL(FM), KIPR(FM), KURB(FM), KAAY(AM),
KARN(AM), KARN-FM, KFOG(AM)
EEO PUBLIC FILE REPORT
February 1, 2021- January 31, 2022**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-Level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 12, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & 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.
2	Management-Level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 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.
3	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting.	On April 14, 2021, our KLAL and KURB Program Director led a discussion with the Communications Class at eStem High School in Little Rock. He talked about the current state of the broadcast industry and what kind of education, training, skills and abilities are needed in today's broadcast industry.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Training Program to enable station personnel to acquire skills to qualify them for higher positions	Our SEU's Engineering Assistant, who joined us with no engineering experience, not only received extensive IT training but was also mentored by a number of senior engineers within the Company. His training continued under the tutelage of the Company's Regional Engineer, which led to his promotion to the SEU's Engineer in September 2021 as well as a significant pay increase. Our SEU is proud of his progress and pleased to have him.
5	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, Operations, Local Sales, Digital Sales, and Business Managers—as well as all staff members 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.
6	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, Business Manager, Local Sales Manager, Digital Sales Manager, and Promotions Manager—as well as all staff members were required to complete courses online using ThinkZoom. Participants viewed five segments entitled "Working Well With Everyone," which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.

**KAAY(AM), KLAL(FM), KURB(FM), KARN-FM, KIPR(FM), KFOG(AM),
KARN(AM)**

EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-32, 34-35, 37-44	1

¹ Cumulus provides services to The Last Bastion Station Trust, LLC’s, Stations KOKY(FM), Sherwood, Arkansas, and KPZK-FM, Cabot, Arkansas, pursuant to a Facilities and Services Agreement. These Stations have its own employees which are under the control of The Last Bastion Station Trust, LLC. Further, this Report was revised in December 2023 to address reporting issues.

**KAAY(AM), KLAL(FM), KURB(FM), KARN-FM, KIPR(FM), KFOG(AM),
KARN(AM)**

EEO PUBLIC FILE REPORT

February 1, 2022 – January 31, 2023

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	1
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Arkansas Workforce Center at Little Rock 5401 South University 501-682-7719 lee.bland@arkansas.gov william.craton@arkansas.gov	N	0
31	Arkansas Workforce Center at Lonoke 902 North Center 501-676-2721 dorine.smith@capdd.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Arkansas Workforce Center at Benton 400 Edison Avenue 501-315-7702 lee.bland@arkansas.gov orlando.freeman@capdd.org	N	0
33	Arkansas Workforce Center at Cabot 1 City Plaza 501-941-2185 russell.cook@arkansas.gov	N	0
34	Arkansas Workforce Center at North Little Rock Pulaski County 324 W Pershing Boulevard 501-376-4119 cynthia.terry@capdd.org	N	0
35	Goodwill Industries of Arkansas 1110 W. 7th Sreet 501-372-5100 scroom-raley@goodwillar.org	N	0
36	Arkansas Workforce Center at Jacksonville #2 Crestview Plaza 501-982-3835 charles.danner@arkansas.gov	N	0
37	Goodwill Industries of Arkansas, Inc. - Benton 1716 Military Road bitzkowitz@goodwillar.org	N	0
38	Arkansas Department of Veterans Affairs 2200 Fort Roots Drive 501-370-3820 kevin.steele@sos.arkansas.gov loreen.orage@va.gov	N	0
39	Central Arkansas Disability Service Inc 201 W. Broadway 501-537-1080 pcross@cadsync.net	N	0
40	National Association of Women in Construction - Chapter 12 717 W 7th Street C/O Todays Office 501-375-5050 shelly.gough@hancockstaffing.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	UALR Office of Cooperative Education 2801 South University Avenue 501-569-3584 jwmason@ualr.edu	N	0
42	American Indian Center of Arkansas 1100 N University 501-666-9032 lbethards@arindianctr.org nyork@arindianctr.org	N	0
43	Wounded Warrior Project 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
44	Central Arkansas Development Council, Inc (CADC) 321 Edison Avenue, PO Box 580 501-778-1133 lcogburn@cadc.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			1

**KAAY(AM), KLAL(FM), KURB(FM), KARN-FM, KIPR(FM),
KFOG(AM), KARN(AM)**

EEO PUBLIC FILE REPORT

February 1, 2022 -- January 31, 2023

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled "Unconscious Bias," which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.

Attachment B

KLAL(FM), KIPR(FM), KURB(FM), KAAY(AM), KARN(AM), KARN-FM, KFOG(AM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 09/01/2021
Recruitment Source ("RS") Referring Hiree: Cumulus Careers Website	Total Number of Interviewees: 21

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1.	On-Air Announcements <i>(one or more SEU stations)</i>	No	2
2.	www.abilitiesinjobs.com	No	0
3.	www.asianinjobs.com	No	0
4.	www.blackinjobs.com	No	0
5.	www.blackinjobs.com	No	0
6.	www.hispanicinjobs.com	No	0
7.	www.lgbtqinjobs.com	No	0
8.	www.diversityinjobs.com	No	0
9.	www.seniorsinjobs.com	No	0
10.	www.womeninjobs.com	No	0
11.	www.JOFDAV.com	No	0
12.	www.disAbledperson.com	No	0
13.	www.hireblacknow.com/	No	0
14.	www.hispanicjobexchange.com	No	0
15.	www.africanamericanjobsearch.com	No	0
16.	www.asianjobsearch.com	No	0
17.	www.lgbtjobsearch.com	No	0
18.	www.disabledjobseekers.com	No	0
19.	www.usdiversityjobsearch.com	No	0
20.	www.veterancareercenter.com	No	0
21.	www.seniorstowork.com	No	0
22.	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	No	2
23.	Glassdoor <i>(not directly contacted by SEU)</i> www.glassdoor.com	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
25.	Employee Referral	No	1
29.	Cumulus Careers Website www.cumulusmediajobs.net	No	16
33.	Adunza (www.adzuna.com)	No	0
34.	Job Is Job (www.jobisjob.com)	No	0
35.	My Job Helper (www.myjobhelper.com)	No	0
36.	Oodle (www.oodle.com)	No	0
37.	Trovit (www.trovit.com)	No	0
38.	The Job Spider (www.jobspider.com)	No	0
39.	Arkansas Workforce Center at Little Rock 5401 South University Phone: 501.6827719 lee.bland@arkansas.gov rani.cooksey@arkansas.gov	No	0
40.	Arkansas Workforce Center at Lonoke 902 North Center Phone: 501.676.2721 Russell.cook@arkansas.gov Shawntel.brown@capdd.org	No	0
41.	Arkansas Workforce Center at Benton 400 Edison Avenue Phone: 501.315.7702 Cynthia.Farmer@arkansas.gov	No	0
42.	Arkansas Workforce Center at North Little Rock Pulaski County 324 W Pershing Boulevard, Suite 1 Phone: 501.376.4119 George.woolfolk@arkansas.gov	No	0
43.	Goodwill Industries of Arkansas 1110 W. 7 th Street Phone: 501.372.5100 Scroom-raley@goodwillar.org	No	0
44.	Goodwill Industries of Arkansas, Inc. – Benton 1716 Military Road bitzkowitz@goodwillar.org	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
45.	Arkansas Department of Veterans Affairs 2200 Fort Roots Drive Phone: 501.370.3820 Kevin.steele@sos.arkansas.gov Loreen.orage@va.gov	No	0
46.	Central Arkansas Disability Service Inc. 201 W. Broadway Phone: 501.537.1080 pcross@cadsync.net bwestbrook@cadsync.net	No	0
47.	National Association of Women in Construction – Chapter 12 717 W 7 th Street, c/o Todays Office Phone: 501.375.5050 Shelly.gough@hancockstaffing.com	No	0
48.	UALR Office of Cooperative Education 2801 South University Avenue Phone: 501.569.3584 jwmason@ualr.edu	No	0
49.	American Indian Center of Arkansas 1100 N University Phone: 501.666.9032 lbethards@arindianctr.org nyork@arindianctr.org	No	0
Total Interviewees			21

Job Description and Responsibilities

CUMULUS MEDIA | Little Rock, Arkansas 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 training and tools to help you succeed, and the chance to realize your full potential as a sales professional.

Cumulus Media - Little Rock currently features 8 stations in the Little Rock market: KIPR 92.3 "Power 92 Jams", KLAL 107.7 "Alice 107.7", KURB 98.5 "B98.5", KARN-FM 102.9 "News Radio 102.9", KOKY 102.1 "The Legendary KOKY", KPZK 102.5 "Praise", KARN-AM 920 "The Sports Animal" and KAAV-AM 1090 "The Mighty 1090".

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:

- 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 are core competencies of a Cumulus seller
- 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
- 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:

- Experience developing new business relationships in an outside (B2B) sales role
- Excellent presenter to clients of sales opportunities and post-sale successes (in-person, virtual)
- Strong understanding of lead generation and ability to connect with viable prospects
- Strong influencing, selling and upselling skills
- 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
- Digitally savvy
- Strong time management and organizational skills
- Excellent communication skills
- High energy and passion for the job
- Flexible and creative
- Proficient in Microsoft Office suite, social networking platforms and CRM tools
- 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:

- Competitive pay with uncapped earning potential
- A career path to grow your professional experiences and embark on a career with the fastest growing media company in the U.S.
- Training equivalent to acquiring a Sales-MBA. Our training program is designed to be continuous with supportive leadership that are invested in the success of each of our reps
- Focused, responsible and collaborative work environment with the ability to ask "what if" and try innovative solutions
- Recognition and reward for outstanding performance
- Benefits include: Medical, dental, vision, Health Savings Accounts, 401K savings plan with company match, and Life and Disability coverage.
- Vacation & paid holidays to enjoy the fruits of your labor

For immediate consideration, please complete the application process at <https://www.cumulusmedia.com/careers/>

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).

Career Site & Manual Options Posting History

Posting ID *:

001020/1

Career Site Posting Template :

Website



Career Site Go Live Date *:

06/11/2021



Career Site Expiration Date *:

08/09/2021



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)

Account Executive (1020/937)

[Delete](#)

Account Executive June 11, 2021 4:14 PM
Resend (with changes)

N. America > USA > Arkansas > Pulaski County > Little Rock

Board Name	Clicks	Activity	Status	Activity
Adzuna	0	Posted: June 11, 2021 4:14 PM Removed: July 9, 2021 4:14 PM	✓ Expired	
Glassdoor.com	0	Posted: June 11, 2021 4:14 PM Removed: August 9, 2021 7:33 PM	✓ Deleted	
Job Is Job	0	Posted: June 11, 2021 4:14 PM Removed: July 11, 2021 4:14 PM	✓ Expired	
Job Spider	0	Posted: June 11, 2021 4:14 PM Removed: August 9, 2021 7:33 PM	✓ Deleted	
MyJobHelper	0	Posted: June 11, 2021 4:14 PM Removed: August 9, 2021 7:33 PM	✓ Deleted	
Oodle	0	Posted: June 11, 2021 4:14 PM Removed: July 9, 2021 4:14 PM	✓ Expired	
Trova	0	Posted: June 11, 2021 4:14 PM Removed: July 9, 2021 4:14 PM	✓ Expired	

Candidate file: N°035667
Candidate Status: Hired (09/01/2021)
Creation Date: 07/12/2021 16:26:09
Form Modified: 10/12/2021 10:48:56

[Candidate interaction](#)

[Mark as reviewed](#)

[Add to favorites](#)

Select an Action

Go

[View](#) [Edit](#) [Attachments](#) [History](#) [Folders](#) [Interview](#) [Employee Recommendation](#) [Mass Mailing](#) [Screening question templates](#)

Candidate Recommended By

Last Name

No record found

Recommended

Last Name:

First Name:

Occupation:

Search

Last Name

Jeffrey Ozenbaugh



Report Summary For: **Cumulus Media**

Start Date: **04-11-2021** End Date: **12-01-2021** Location: **Little Rock, Arkansas**

Total: **12**

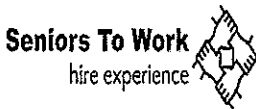
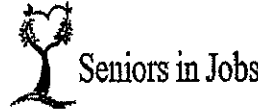
Distribution to Diversity Sites

Information in this section lists which Diversity sites that Broadbean has sent for each job requisition for the period of 01-01-2021 to 11-01-2023. 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
www.asianinjobs.com
www.blackinjobs.com
www.hispanicinjobs.com
www.lgbtinjobs.com
www.diversityinjobs.com
www.seniorsinjobs.com
www.womeninjobs.com
www.disabledperson.com
www.jofdav.com
www.hireblack.com

www.africanamericanjobsearch.com
www.asianjobsearch.com
www.disabledjobseekers.com
www.hispanicjobexchange.com
www.lgbtjobsearch.com
www.seniorstowork.com
www.usdiversityjobsearch.com
www.veteranjobcenter.com





Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **04-11-2021** End Date: **12-01-2021** Location: **Little Rock, Arkansas**

Total: **12**

Cumulus Media	Account Executive J3P3146K47G1TRB7KV2	Little Rock	Arkansas	2021/08/08	0
Cumulus Media	Account Executive J3N5NK79MR28VJ8SSR6	Little Rock	Arkansas	2021/06/09	0



Job Distribution Summary Report

Report Summary For: Cumulus Media

Start Date: 04-01-2021 End Date: 12-01-2021 Location: Little Rock, Arkansas

Total: 12

Job Req: J3P3146K47G1TRB7KV2

Date Received: 06-11-2021

Account Executive

Cumulus Media Little Rock, Arkansas

Center Name	Center Type	Address	Phone	Email	Date Sent
Arkansas Workforce Center at Little Rock	One-Stop Career Center	5401 South University	501-682-7719	lee.bland@arkansas.gov rani.cooksey@arkansas.gov	06/13/2021
Arkansas Workforce Center at Lonoke	One-Stop Career Center	902 North Center	501-676-2721	russell.cook@arkansas.gov shawntel.brown@capdd.org	06/13/2021
Arkansas Workforce Center at Benton	One-Stop Career Center	400 Edison Avenue	501-315-7702	Cynthia.Farmer@arkansas.gov	06/13/2021
Arkansas Workforce Center at North Little Rock Pulaski County	One-Stop Career Center	324 W Pershing Blvd. Suite 1	501-376-4119	George.woolfolk@arkansas.gov	06/13/2021
Goodwill Industries of Arkansas	Diversity	1110 W. 7th St.	501-372-5100	scroom-raley@goodwillar.org	06/13/2021
Goodwill Industries of Arkansas, Inc. - Benton	Disability	1716 Military Road		blitzkowitz@goodwillar.org	06/13/2021
Arkansas Department of Veterans Affairs	Veterans Center	2200 Fort Roots Drive	501-370-3820	kevin.steele@sos.arkansas.gov loreen.orage@va.gov	06/13/2021
Central Arkansas Disability Service Inc	Disability	201 W. Broadway	501-537-1080	pcross@cadsync.net bwestbrook@cadsync.net	06/13/2021
National Association of Women in Construction - Chapter 12	Diversity Women's Services	717 W 7Th Street C/O Todays Office	501-375-5050	shelly.gough@hancockstaffing.com	06/13/2021
UALR Office of Cooperative Education	Education	2801 South University Avenue	501-569-3584	jwmason@ualr.edu	06/13/2021



Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **04-01-2021** End Date: **12-01-2021** Location: **Little Rock, Arkansas**

Total: **12**

American Indian Center of Arkansas Native Americans 1100 N University 501-666-9032 lbethards@arindianctr.org
nyork@arindianctr.org

06/13/2021

KLAL(FM), KIPR(FM), KURB(FM), KAAY(AM), KARN(AM), KARN-FM, KFOG(AM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 09/15/2021
Recruitment Source ("RS") Referring Hiree: Employee Referral, RS # 25	Total Number of Interviewees: See VDF for Account Executive #1 filled on 09/01/2021

Please note that Account Executive #2 was part of the same recruitment effort as Account Executive #1. See the Vacancy Data Form for Account Executive #1, filled 09/01/2021, for recruitment and interviewee information.

KLAL(FM), KIPR(FM), KURB(FM), KAAV(AM), KARN(AM), KARN-FM, KFOG(AM)

VACANCY DATA FORM

Full-Time Job Title: Sales Assistant	Date Filled: 09/22/2021
Recruitment Source ("RS") Referring Hiree: Employee Referral, RS #25	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
22.	Indeed Website (not directly contacted by SEU) www.indeed.com	No	0
23.	Glassdoor (not directly contacted by SEU) www.glassdoor.com	No	0
25.	Employee Referral	No	1
29.	Cumulus Careers Website www.cumulusmediajobs.net	No	0
33.	Adunza (www.adzuna.com)	No	0
34.	Job Is Job (www.jobisjob.com)	No	0
35.	My Job Helper (www.myjobhelper.com)	No	0
36.	Oodle (www.oodle.com)	No	0
37.	Trovit (www.trovit.com)	No	0
38.	The Job Spider (www.jobspider.com)	No	0
39.	Arkansas Workforce Center at Little Rock 5401 South University Phone: 501.6827719 lee.bland@arkansas.gov rani.cooksey@arkansas.gov	No	0
40.	Arkansas Workforce Center at Lonoke 902 North Center Phone: 501.676.2721 Russell.cook@arkansas.gov Shawntel.brown@capdd.org	No	0
41.	Arkansas Workforce Center at Benton 400 Edison Avenue Phone: 501.315.7702 Cynthia.Farmer@arkansas.gov	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
42.	Arkansas Workforce Center at North Little Rock Pulaski County 324 W Pershing Boulevard, Suite 1 Phone: 501.376.4119 George.woolfolk@arkansas.gov	No	0
43.	Goodwill Industries of Arkansas 1110 W. 7 th Street Phone: 501.372.5100 Scroom-raley@goodwillar.org	No	0
44.	Goodwill Industries of Arkansas, Inc. – Benton 1716 Military Road bitzkowitz@goodwillar.org	No	0
45.	Arkansas Department of Veterans Affairs 2200 Fort Roots Drive Phone: 501.370.3820 Kevin.steele@sos.arkansas.gov Loreen.orage@va.gov	No	0
46.	Central Arkansas Disability Service Inc. 201 W. Broadway Phone: 501.537.1080 pcross@cadsinc.net bwestbrook@cadsinc.net	No	0
47.	National Association of Women in Construction – Chapter 12 717 W 7 th Street, c/o Todays Office Phone: 501.375.5050 Shelly.gough@hancockstaffing.com	No	0
48.	UALR Office of Cooperative Education 2801 South University Avenue Phone: 501.569.3584 jwmason@ualr.edu	No	0
49.	American Indian Center of Arkansas 1100 N University Phone: 501.666.9032 lbethards@arindianctr.org nyork@arindianctr.org	No	0
Total Interviewees			1

Job Description and Responsibilities

CUMULUS MEDIA | Little Rock has an immediate opening for a full time **Sales Assistant** for our 8 station cluster. The sales assistant is an integral part of a radio advertising sales team and provides administrative support to the sales reps 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 sense of humor in a fast-paced work environment. If this sounds like you, and you are looking for a great opportunity to learn the sales side of the radio broadcasting industry, read on.

Who We Are:

Cumulus Media Little Rock features 8 stations Radio Stations in the Little Rock metro area and a State-Wide News Network: KIPR 92.3FM, KLAL 107.7FM, KOKY 102.1FM, KURB 98.5FM, KARN 102.9FM, KPZK 102.5FM, KARN 920AM, KAAY 1090AM. Our Radio and digital assets reach half a million Arkansans each week.

Key Responsibilities:

- Primary role is acting as a liaison between our sales team, our clients and our other inter-company departments
- Organize and input both new and revised orders; assist in creating sales proposals, digital campaigns; and provide customer care to help eliminate problems, and grow our business
- Assists Account Executives with orders and traffic as needed
- Prepares and assembles reports and presentations
- Provide research materials using Tapscan, Media Monitors, Scarborough, etc.
- Keep sales materials/ media kits up to date
- Backup for Account Executives as needed to input traffic instructions into Vcreative
- Backup for Receptionist
- Attend National promotions as needed
- Answers telephones, type correspondence and schedules appointments
- Maintains account lists and mailing lists and employee lists
- Provide support to clients by providing documents, forms and other paperwork to ensure seamless execution of client media buys
- Assist Traffic Managers by gathering copy and traffic and working to solve clearance issues
- Works on highly time sensitive projects, adhering to deadlines
- Manages multiple project requests simultaneously with quick turnaround time
- Responsible for entering National orders and commercial copy
- Additional duties as designated by the General Sales Manager, Market Manager or Business Manager related to sales or administrative functions

Requirements**Qualifications:**

- All new hires must be fully vaccinated for COVID-19 by date of hire, subject to legally-mandated accommodations
- 1-3 Years of experience in sales, marketing, advertising and/or promotions preferred
- Extensive computer skills including but not limited to extensive knowledge of Microsoft Office, Word, PowerPoint, Excel, image manipulation, social media and the ability to adapt to proprietary computer systems
- Some basic graphic design skills a plus
- Background in radio station continuity or sales helpful

- Self-starter that is detail oriented, organized, and must be excellent at written and oral communication and possess strong multitasking skills
- Dependable with a strong work ethic and possess a team player attitude
- Aptitude to make decisions and work independently without immediate direction or supervision
- Ability to interact with management and staff at all levels

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).



Posting ID *:

001551



Career Site Posting Template :

Website

Career Site Go Live Date *:

09/03/2021  

Career Site Expiration Date *:

11/01/2021  


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)

Sales Assistant (1551/1274)

[Delete](#)

Sales Assistant September 3, 2021 12:51 PM
Resend (with changes)

N. America > USA > Arkansas > Pulaski County > Little Rock

Board Name	Clicks	Activity	Status	Activity
Adzuna	0	Posted: September 3, 2021 12:51 PM Removed: October 1, 2021 12:51 PM	✓ Expired	
Glassdoor.com	0	Posted: September 3, 2021 12:51 PM Removed: November 1, 2021 7:47 PM	✓ Deleted	
Job Is Job	0	Posted: September 3, 2021 12:51 PM Removed: October 3, 2021 12:51 PM	✓ Expired	
Job Spider	0	Posted: September 3, 2021 12:51 PM Removed: November 1, 2021 7:47 PM	✓ Deleted	
MyJobHelper	0	Posted: September 3, 2021 12:51 PM Removed: November 1, 2021 7:47 PM	✓ Deleted	
Oodle	70	Posted: September 3, 2021 12:51 PM Removed: October 1, 2021 12:51 PM	✓ Expired	
Trovit	0	Posted: September 3, 2021 12:51 PM Removed: October 1, 2021 12:51 PM	✓ Expired	



Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **04-01-2021** End Date: **12-01-2021** Location: **Little Rock, Arkansas**

Total: **12**

Job Req: J3V1CP6LVW179XNTV3H

Date Received: 09-03-2021

Sales Assistant

Cumulus Media Little Rock, Arkansas



Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **04-01-2021** End Date: **12-01-2021** Location: **Little Rock, Arkansas**

Total: **12**

Center Name	Center Type	Address	Phone	Email	Date Sent
Arkansas Workforce Center at Little Rock	One-Stop Career Center	5401 South University	501-682-7719	lee.bland@arkansas.gov rani.cooksey@arkansas.gov	09/07/2021
Arkansas Workforce Center at Lonoke	One-Stop Career Center	902 North Center	501-676-2721	russell.cook@arkansas.gov shawntel.brown@capdd.org	09/07/2021
Arkansas Workforce Center at Benton	One-Stop Career Center	400 Edison Avenue	501-315-7702	Cynthia.Farmer@arkansas.gov	09/07/2021
Arkansas Workforce Center at North Little Rock Pulaski County	One-Stop Career Center	324 W Pershing Blvd. Suite 1	501-376-4119	George.woolfolk@arkansas.gov	09/07/2021
Goodwill Industries of Arkansas	Diversity	1110 W. 7th St.	501-372-5100	scroom-raley@goodwillar.org	09/07/2021
Goodwill Industries of Arkansas, Inc. - Benton	Disability	1716 Military Road		bitzkowitz@goodwillar.org	09/07/2021
Arkansas Department of Veterans Affairs	Veterans Center	2200 Fort Roots Drive	501-370-3820	kevin.steele@sos.arkansas.gov loreen.orage@va.gov	09/07/2021
Central Arkansas Disability Service Inc	Disability	201 W. Broadway	501-537-1080	pcross@cadsync.net bwestbrook@cadsync.net	09/07/2021
National Association of Women in Construction - Chapter 12	Diversity Women's Services	717 W 7Th Street C/O Todays Office	501-375-5050	shelly.gough@hancockstaffing.com	09/07/2021
UALR Office of Cooperative Education	Education	2801 South University Avenue	501-569-3584	jwmason@ualr.edu	09/07/2021
American Indian Center of Arkansas	Native Americans	1100 N University	501-666-9032	lbethards@arindianctr.org nyork@arindianctr.org	09/07/2021

KLAL(FM), KIPR(FM), KURB(FM), KAAV(AM), KARN(AM), KARN-FM, KFOG(AM)

VACANCY DATA FORM

Full-Time Job Title: On-Air Host	Date Filled: 01/03/2022
Recruitment Source ("RS") Referring Hiree: Employee Referral, RS #25	Total Number of Interviewees: 3

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
2.	www.abilitiesinjobs.com	No	0
3.	www.asianinjobs.com	No	0
4.	www.blackinjobs.com	No	0
5.	www.blackinjobs.com	No	0
6.	www.hispanicinjobs.com	No	0
7.	www.lgbtqinjobs.com	No	0
8.	www.diversityinjobs.com	No	0
9.	www.seniorsinjobs.com	No	0
10.	www.womeninjobs.com	No	0
11.	www.JOFDAV.com	No	0
12.	www.disAbledperson.com	No	0
13.	www.hireblacknow.com/	No	0
14.	www.hispanicjobexchange.com	No	0
15.	www.africanamericanjobsearch.com	No	0
16.	www.asianjobsearch.com	No	0
17.	www.lgbtjobsearch.com	No	0
18.	www.disabledjobseekers.com	No	0
19.	www.usdiversityjobsearch.com	No	0
20.	www.veterancareercenter.com	No	0
21.	www.seniorstowork.com	No	0
22.	Indeed Website (not directly contacted by SEU) www.indeed.com	No	0
23.	Glassdoor (not directly contacted by SEU) www.glassdoor.com	No	0
25.	Employee Referral	No	1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
29.	Cumulus Careers Website www.cumulusmediajobs.net	No	2
33.	Adunza (www.adzuna.com)	No	0
34.	Job Is Job (www.jobisjob.com)	No	0
35.	My Job Helper (www.myjobhelper.com)	No	0
36.	Oodle (www.oodle.com)	No	0
37.	Trovit (www.trovit.com)	No	0
38.	The Job Spider (www.jobspider.com)	No	0
39.	Arkansas Workforce Center at Little Rock 5401 South University Phone: 501.6827719 lee.bland@arkansas.gov rani.cooksey@arkansas.gov	No	0
40.	Arkansas Workforce Center at Lonoke 902 North Center Phone: 501.676.2721 Russell.cook@arkansas.gov Shawntel.brown@capdd.org	No	0
41.	Arkansas Workforce Center at Benton 400 Edison Avenue Phone: 501.315.7702 Cynthia.Farmer@arkansas.gov	No	0
42.	Arkansas Workforce Center at North Little Rock Pulaski County 324 W Pershing Boulevard. Suite 1 Phone: 501.376.4119 George.woolfolk@arkansas.gov	No	0
43.	Goodwill Industries of Arkansas 1110 W. 7 th Street Phone: 501.372.5100 Scroom-raley@goodwillar.org	No	0
44.	Goodwill Industries of Arkansas, Inc. – Benton 1716 Military Road bitzkowitz@goodwillar.org	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
45.	Arkansas Department of Veterans Affairs 2200 Fort Roots Drive Phone: 501.370.3820 Kevin.steele@sos.arkansas.gov Loreen.orage@va.gov	No	0
46	Central Arkansas Disability Service Inc. 201 W. Broadway Phone: 501.537.1080 pcross@cadsinc.net bwestbrook@cadsinc.net	No	0
47.	National Association of Women in Construction – Chapter 12 717 W 7 th Street, c/o Todays Office Phone: 501.375.5050 Shelly.gough@hancockstaffing.com	No	0
48.	UALR Office of Cooperative Education 2801 South University Avenue Phone: 501.569.3584 jwmason@ualr.edu	No	0
49.	American Indian Center of Arkansas 1100 N University Phone: 501.666.9032 lbethards@arindianctr.org nyork@arindianctr.org	No	0
Total Interviewees			3

Career Site & Manual Options Posting History

Posting ID *:

001566

Career Site Posting Template :

Website



Career Site Go Live Date *:

09/07/2021



Career Site Expiration Date *:

11/05/2021



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)

PM Drive On-Air Talk Show Host (1566/1280)

Delete

PM Drive On-Air Talk Show Host September 7, 2021 1:58 PM

N. America > USA > Arkansas > Pulaski County > Little Rock

Resend (with changes)

Board Name	Clicks	Activity	Status	Activity
Adzuna	0	Posted: September 7, 2021 1:58 PM Removed: October 5, 2021 1:58 PM	✓ Expired	
Glassdoor.com	0	Posted: September 7, 2021 1:58 PM Removed: November 5, 2021 9:36 PM	✓ Deleted	
Job Is Job	0	Posted: September 7, 2021 1:58 PM Removed: October 7, 2021 1:58 PM	✓ Expired	
Job Spider	0	Posted: September 7, 2021 1:58 PM Removed: November 5, 2021 9:36 PM	✓ Deleted	
MyJobHelper	0	Posted: September 7, 2021 1:58 PM Removed: November 5, 2021 9:36 PM	✓ Deleted	
Oodle	230	Posted: September 7, 2021 1:58 PM Removed: October 5, 2021 1:58 PM	✓ Expired	
Trovit	0	Posted: September 7, 2021 1:58 PM Removed: October 5, 2021 1:58 PM	✓ Expired	



Report Summary For: **Cumulus Media**

Start Date: **04-11-2021** End Date: **12-01-2021** Location: **Little Rock, Arkansas**

Total: **12**

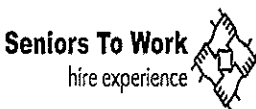
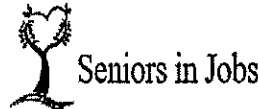
Distribution to Diversity Sites

Information in this section lists which Diversity sites that Broadbean has sent for each job requisition for the period of 01-01-2021 to 11-01-2023. 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
www.asianinjobs.com
www.blackinjobs.com
www.hispanicinjobs.com
www.lgbtinjobs.com
www.diversityinjobs.com
www.seniorsinjobs.com
www.womeninjobs.com
www.disabledperson.com
www.jofdav.com
www.hireblack.com

www.africanamericanjobsearch.com
www.asianjobsearch.com
www.disabledjobseekers.com
www.hispanicjobexchange.com
www.lgbtjobsearch.com
www.seniorstowork.com
www.usdiversityjobsearch.com
www.veteranjobcenter.com





Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **04-11-2021** End Date: **12-01-2021** Location: **Little Rock, Arkansas**

Total: **12**

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Brand	Job Title/Req	City	State	Listing Date	EOI
Cumulus Media	PM Drive On-Air Talk Show Host J3N3HG625H2QJXZ7C1G	Little Rock	Arkansas	2021/11/03	0



Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **04-01-2021** End Date: **12-01-2021** Location: **Little Rock, Arkansas**

Total: 12

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

Job Req: J3N3HG625H2QJXZ7C1G

Date Received: 09-07-2021

PM Drive On-Air Talk Show Host

Cumulus Media Little Rock, Arkansas



Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **04-01-2021** End Date: **12-01-2021** Location: **Little Rock, Arkansas**

Total: **12**

Center Name	Center Type	Address	Phone	Email	Date Sent
Arkansas Workforce Center at Little Rock	One-Stop Career Center	5401 South University	501-682-7719	lee.bland@arkansas.gov rani.cooksey@arkansas.gov	09/10/2021
Arkansas Workforce Center at Lonoke	One-Stop Career Center	902 North Center	501-676-2721	russell.cook@arkansas.gov shawntel.brown@capdd.org	09/10/2021
Arkansas Workforce Center at Benton	One-Stop Career Center	400 Edison Avenue	501-315-7702	Cynthia.Farmer@arkansas.gov	09/10/2021
Arkansas Workforce Center at North Little Rock Pulaski County	One-Stop Career Center	324 W Pershing Blvd. Suite 1	501-376-4119	George.woolfolk@arkansas.gov	09/10/2021
Goodwill Industries of Arkansas	Diversity	1110 W. 7th St.	501-372-5100	scroom-raley@goodwillar.org	09/10/2021
Goodwill Industries of Arkansas, Inc. - Benton	Disability	1716 Military Road		bitzkowitz@goodwillar.org	09/10/2021
Arkansas Department of Veterans Affairs	Veterans Center	2200 Fort Roots Drive	501-370-3820	kevin.steele@sos.arkansas.gov loreen.orage@va.gov	09/10/2021
Central Arkansas Disability Service Inc	Disability	201 W. Broadway	501-537-1080	pcross@cadsync.net bwestbrook@cadsync.net	09/10/2021
National Association of Women in Construction - Chapter 12	Diversity Women's Services	717 W 7Th Street C/O Todays Office	501-375-5050	shelly.gough@hancockstaffing.com	09/10/2021
UALR Office of Cooperative Education	Education	2801 South University Avenue	501-569-3584	jwmason@ualr.edu	09/10/2021
American Indian Center of Arkansas	Native Americans	1100 N University	501-666-9032	lbethards@arindianctr.org nyork@arindianctr.org	09/10/2021

KLAL(FM), KIPR(FM), KURB(FM), KAAV(AM), KARN(AM), KARN-FM, KFOG(AM)

VACANCY DATA FORM

Full-Time Job Title: Account Executive	Date Filled: 12/12/2022
Recruitment Source ("RS") Referring Hiree: Cumulus Careers Website, RS #1	Total Number of Interviewees: 1

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

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
17.	Seniors in Jobs www.seniorsinjobs.com	N	0
18.	Women in Jobs www.womeninjobs.com	N	0
19.	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20.	Disabled Person www.disAbledperson.com	N	0
21.	Hire Black Now www.hireblacknow.com	N	0
22.	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23.	African American Job Search www.africanamericanjobsearch.com	N	0
24.	Asian Job Search www.asianjobsearch.com	N	0
25.	LGBT Job Search www.lgbtjobsearch.com	N	0
26.	Disabled Job Seekers www.disabledjobseekers.com	N	0
27.	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28.	Veteran Career Center www.veterancareercenter.com	N	0
29.	Seniors to Work www.seniorstowork.com	N	0
30.	Arkansas Workforce Center at Little Rock 5401 South University 501-682-7719 lee.bland@arkansas.gov william.craton@arkansas.gov	N	0
31.	Arkansas Workforce Center at Lonoke 902 North Center 501-676-2721 dorine.smith@capdd.org	N	0
32.	Arkansas Workforce Center at Benton 400 Edison Avenue 501-315-7702 lee.bland@arkansas.gov orlando.freeman@capdd.org	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
34.	Arkansas Workforce Center at North Little Rock Pulaski County 324 W Pershing Boulevard 501-376-4119 cynthia.terry@capdd.org	N	0
35.	Goodwill Industries of Arkansas 1110 W. 7th Sreet 501-372-5100 scroom-raley@goodwillar.org	N	0
37.	Goodwill Industries of Arkansas, Inc. - Benton 1716 Military Road bitzkowitz@goodwillar.org	N	0
38.	Arkansas Department of Veterans Affairs 2200 Fort Roots Drive 501-370-3820 kevin.steele@sos.arkansas.gov lorean.orage@va.gov	N	0
39.	Central Arkansas Disability Service Inc 201 W. Broadway 501-537-1080 pcross@cadsinc.net	N	0
40.	National Association of Women in Construction - Chapter 12 717 W 7th Street C/O Todays Office 501-375-5050 shelly.gough@hancockstaffing.com	N	0
41.	UALR Office of Cooperative Education 2801 South University Avenue 501-569-3584 jwmason@ualr.edu	N	0
42.	American Indian Center of Arkansas 1100 N University 501-666-9032 lbethards@arindianctr.org nyork@arindianctr.org	N	0
43.	Wounded Warrior Project 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
44.	Central Arkansas Development Council, Inc (CADC) 321 Edison Avenue, PO Box 580 501-778-1133 lcogburn@cadc.com	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
		Total Interviewees	1

Job Description and Responsibilities

CUMULUS MEDIA | Little Rock 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 sales professional.

Who We Are:

CUMULUS | Little Rock, AR currently features 8 stations in the Little Rock market: KIPR 92.3 "Power 92 Jams", KLAL 107.7 "Alice 107.7", KURB 98.5 "B98.5", KARN-FM 102.9 "News Radio 102.9", KOKY 102.1 "The Legendary KOKY", KPZK 102.5 "Praise", KARN-AM 920 "The Sports Animal" and KAAY-AM 1090 "The Mighty 1090".

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
- 1-3 years in Media Sales background 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).

Career Site & Manual Options Posting History

Posting ID *:

002873

Career Site Posting Template :



Career Site Go Live Date *:

10/28/2022



Career Site Expiration Date *:

12/09/2022



Length (in days) *:

43

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)

Account Executive (2873/2781)

[Delete](#)

Account Executive October 28, 2022 9:21 AM

N. America > USA > Arkansas > Pulaski County > Little Rock

[Resend \(with changes\)](#)

Board Name	Clicks	Activity	Status	Activity
Adzuna	0	Posted: October 28, 2022 9:21 AM Removed: November 25, 2022 9:21 AM	✓ Expired	
Job Is Job	0	Posted: October 28, 2022 9:21 AM Removed: November 27, 2022 9:21 AM	✓ Expired	
Job Spider	0	Posted: October 28, 2022 9:22 AM Removed: December 9, 2022 11:01 AM	✓ Deleted	
MyJobHelper	0	Posted: October 28, 2022 9:22 AM Removed: December 9, 2022 11:01 AM	✓ Deleted	
Oodle	1	Posted: October 28, 2022 9:21 AM Removed: November 25, 2022 9:21 AM	✓ Expired	
Trovit	0	Posted: October 28, 2022 9:31 AM Removed: November 25, 2022 9:31 AM	✓ Expired	



Report Summary For: **Cumulus Media**

Start Date: **10-01-2022** End Date: **12-31-2022** Location: **Little Rock, Arkansas**

Total: **3**

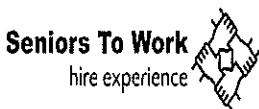
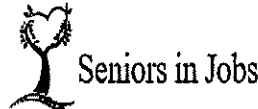
Distribution to Diversity Sites

Information in this section lists which Diversity sites that Broadbean has sent for each job requisition for the period of 01-01-2021 to 11-01-2023. 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
www.asianinjobs.com
www.blackinjobs.com
www.hispanicinjobs.com
www.lgbtqinjobs.com
www.diversityinjobs.com
www.seniorsinjobs.com
www.womeninjobs.com
www.disabledperson.com
www.jofdav.com
www.hireblack.com

www.africanamericanjobsearch.com
www.asianjobsearch.com
www.disabledjobseekers.com
www.hispanicjobexchange.com
www.lgbtjobsearch.com
www.seniorstowork.com
www.usdiversityjobsearch.com
www.veteranjobcenter.com





Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **10-01-2022** End Date: **12-31-2022** Location: **Little Rock, Arkansas**

Total: **3**

Brand	Job Title/Req	City	State	Listing Date	EOI
Cumulus Media	Account Executive job in Little Rock at CUMULUS MEDIA Inc. J3P7VK66WLTQW3N7NPC	Little Rock	Arkansas	2022/12/06	0



Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: 10-01-2022 End Date: 12-31-2022 Location: Little Rock, Arkansas

Total: 3

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

Job Req: J3P7VK66WLTQW3N7NPC

Date Received: 10-29-2022

Account Executive

Cumulus Media Little Rock, Arkansas

Center Name	Center Type	Address	Phone	Email	Date Sent
Arkansas Workforce Center at Little Rock	One-Stop Career Center	5401 South University	501-682-7719	lee.bland@arkansas.gov rani.cooksey@arkansas.gov	11/01/2022
Arkansas Workforce Center at Lonoke	One-Stop Career Center	902 North Center	501-676-2721	russell.cook@arkansas.gov shawntel.brown@capdd.org	11/01/2022
Arkansas Workforce Center at Benton	One-Stop Career Center	400 Edison Avenue	501-315-7702	Cynthia.Farmer@arkansas.gov	11/01/2022
Arkansas Workforce Center at North Little Rock Pulaski County	One-Stop Career Center	324 W Pershing Blvd. Suite 1	501-376-4119	George.woolfolk@arkansas.gov	11/01/2022
Goodwill Industries of Arkansas	Diversity	1110 W. 7th St.	501-372-5100	scroom-raley@goodwillar.org	11/01/2022
Goodwill Industries of Arkansas, Inc. - Benton	Disability	1716 Military Road		blitzkowitz@goodwillar.org	11/01/2022
Arkansas Department of Veterans Affairs	Veterans Center	2200 Fort Roots Drive	501-370-3820	kevin.steele@sos.arkansas.gov loreen.orage@va.gov	11/01/2022
Central Arkansas Disability Service Inc	Disability	201 W. Broadway	501-537-1080	pcross@cadinc.net bwestbrook@cadinc.net	11/01/2022
National Association of Women in Construction - Chapter 12	Diversity Women's Services	717 W 7Th Street C/O Todays Office	501-375-5050	shelly.gough@hancockstaffing.com	11/01/2022
UALR Office of Cooperative Education	Education	2801 South University Avenue	501-569-3584	jwmason@ualr.edu	11/01/2022
American Indian Center of Arkansas	Native Americans	1100 N University	501-666-9032	lbethards@arindianctr.org nyork@arindianctr.org	11/01/2022
Wounded Warrior Project	Veterans Center Diversity		615-782-7226	hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	11/01/2022
Central Arkansas Development Council, Inc (CADC)	Diversity	321 Edison Ave, PO BOX 580	501-778-1133	lcogburn@cadc.com	11/01/2022

Attachment C

**KLAL(FM), KIPR(FM), KURB(FM), KAAY(AM),
KARN(AM), KARN-FM, KFOG(AM)**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-Level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 12, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & 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.
2	Management-Level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 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.
3	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting.	On April 14, 2021, our KLAL and KURB Program Director led a discussion with the Communications Class at eStem High School in Little Rock. He talked about the current state of the broadcast industry and what kind of education, training, skills and abilities are needed in today's broadcast industry.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Training Program to enable station personnel to acquire skills to qualify them for higher positions	Our SEU's Engineering Assistant, who joined us with no engineering experience, not only received extensive IT training but was also mentored by a number of senior engineers within the Company. His training continued under the tutelage of the Company's Regional Engineer, which led to his promotion to the SEU's Engineer in September 2021 as well as a significant pay increase. Our SEU is proud of his progress and pleased to have him.
5	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, Operations, Local Sales, Digital Sales, and Business Managers—as well as all staff members 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.
6	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, Business Manager, Local Sales Manager, Digital Sales Manager, and Promotions Manager—as well as all staff members were required to complete courses online using ThinkZoom. Participants viewed five segments entitled "Working Well With Everyone," which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.

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.

July 12, 2021

Monday

July 2021

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 2021

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

	MONDAY	Daily Task List
	12	Arrange by: Due Date
7 ^{AM}		
8		
9	<div>DEI Meeting</div> <div>Race & Allyship in the Workplace CUMULUS MEDIA See information below Todd McCarty</div>	
10		
11		
12 ^{PM}		
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		Notes

August 11, 2021

Wednesday

August 2021

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September 2021

Su	Mo	Tu	We	Th	Fr	Sa
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12	13	14	15	16	17	18
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26	27	28	29	30		

WEDNESDAY		Daily Task List
11		Arrange by: Due Date
7 AM		
8		
9		
10	<div>DEI Meeting</div> <div>Managing Unconscious Bias CUMULUS MEDIA See information below Todd McCarty</div>	
11		
12 PM		
1		Notes
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----- Original Message -----

From: "Sitz, Moriah" <moriah.sitz@estemschools.org>

To: randy_cain15 <randy_cain15@comcast.net>

Date: 04/14/2021 1:17 PM CDT

Subject: RE: Communications Class - Virtual Speaker

Thank you SO much for joining us! The students love having a guest speaker, and it was especially fun that you had a connection to one of their peers (I think they were the most jealous about Emma meeting Taylor Swift)!

Thank you also for being so well prepared with outside resources. It makes a huge difference! Thank you for investing time and effort on sharing and connecting with our students.

Moriah Sitz

P.S. I will greatly miss Emma when she finishes up classes in a few weeks! She is a joy to be around.

From: randy_cain15 [mailto:randy_cain15@comcast.net]

Sent: Wednesday, April 14, 2021 12:46 PM

To: Sitz, Moriah <moriah.sitz@estemschools.org>

Subject: RE: Communications Class - Virtual Speaker

Ms. Sitz,

Thank you for the opportunity to share with your class today. I hope they were able to hear a few things that intrigued or even inspired them.

Sent via the Samsung Galaxy S®6 active, an AT&T 4G LTE smartphone

----- Original message -----

From: "Sitz, Moriah" <moriah.sitz@estemschools.org>

Date: 3/31/21 9:55 AM (GMT-06:00)

To: randy_cain15@comcast.net

Subject: Communications Class - Virtual Speaker

Mr. Cain,

My name is Moriah Sitz, and I am Emma's Communications teacher. We are working through a unit on radio in connection with mass communications. Emma let me know that you work in radio. I have been trying to find a radio-expert guest speaker in the next few weeks, and she suggested I ask you!

I would love to have you join our class virtually (Zoom) for an interview-style discussion about the impact of radio and information about a career in that field.

Our class meets Monday, Wednesday, and Friday from 9:20-10:10 and Tuesday and Thursday from 10:25-11:05. Please let me know if you're interested!

Thanks!

Moriah Sitz

Moriah Sitz

English 10/Personal and Professional Communication

WE are students. WE are educators. WE are fearless. WE are eStem.

Transcript for Keith Liesmann: 2023-11-01

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

Course	Enrolled Via	Status	Completion
Anti-Harassment Training - Managers (non-state specific)	Requirement	Complete	3/22/2023
Anti-Harassment: 02. Anti-Harassment for Managers	Requirement	Complete	3/21/2023
Anti-Harassment: 03. Investigating Harassment	Requirement	Complete	3/21/2023
Anti-Racism: Calling Out and Calling In	Historical	Complete	8/22/2022
Anti-Racism: Colorblindness Doesn't Work	Historical	Complete	9/5/2022
Anti-Racism: Learning to Listen and Listening to Learn	Historical	Complete	8/22/2022
Anti-Racism: Maintaining Momentum	Historical	Complete	8/22/2022
Anti-Racism: Maintaining Momentum	Historical	Complete	8/22/2022
Anti-Racism: The Anti-Racism Continuum	Historical	Complete	9/5/2022
DEI Education - Privilege	Requirement	Complete	10/9/2023
DEI Track 1	Requirement	Complete	3/22/2023
Microaggressions	Requirement	Complete	3/22/2023
Privilege: 01. What Is Privilege?	Requirement	Complete	10/9/2023
Privilege: 02. Privilege Scenarios	Requirement	Complete	10/9/2023
Privilege: 03. Using Your Privilege	Requirement	Complete	10/9/2023
Tokenism	Requirement	Complete	3/22/2023
Unconscious Bias: 01. What is Unconscious Bias?	Historical	Complete	5/11/2022
Unconscious Bias: 01. What is Unconscious Bias?	Historical	Complete	5/11/2022
Unconscious Bias: 01. What is Unconscious Bias?	Historical	Complete	5/11/2022

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Unconscious Bias: 02. Types of Unconscious Bias	Historical	Complete	5/12/2022
Unconscious Bias: 03. Overcoming Unconscious Bias	Historical	Complete	5/12/2022
Understanding Harassment: 01. Introduction to Understanding	Requirement	Complete	3/21/2023
Understanding Harassment: 02. Understanding Offenders	Requirement	Complete	3/21/2023
Understanding Harassment: 03. Understanding Targets	Requirement	Complete	3/22/2023
Understanding Harassment: 04. Bystander Training	Requirement	Complete	3/22/2023
Understanding Harassment: 05. Warning Signs	Requirement	Complete	3/22/2023
Understanding Harassment: 06. Healthy Culture	Requirement	Complete	3/22/2023
Working Well with Everyone: 01. What is Diversity?	Historical	Complete	12/20/2021
Working Well with Everyone: 02. Diversity by Design	Historical	Complete	12/20/2021
Working Well with Everyone: 03. The Mistake of Stereotyping	Historical	Complete	12/20/2021
Working Well with Everyone: 04. The Power of Inclusion	Historical	Complete	12/20/2021
Working Well with Everyone: 05. Diversity = Greatness	Historical	Complete	12/20/2021

**KAAY(AM), KLAL(FM), KURB(FM), KARN-FM, KIPR(FM),
KFOG(AM), KARN(AM)**


III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled "Unconscious Bias," which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.

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Cumulus Legal Department
 Official - Open group • 255 members • Updates and reminders from the Legal team at Cumulus

Q EEQ

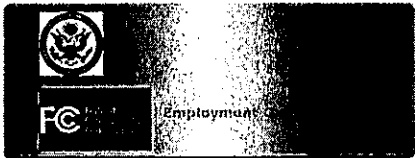
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Comment
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 Amber Hodgson uploaded a file in the group Cumulus Legal Department U. May 24, 2022

FCC EEQ Training Webinar from May 24, 2022

The FCC EEQ 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!



Your Guide to Compliance
 for Cumulus Market Managers, Business Managers & HR Business Partners
 May 24, 2022

Transcript for Keith Liesmann

Report Filters: Completion Status: Not Started, In Progress, Complete, Failed, Time Requirement Not Met, Pending Approval, Locked, Did Not Attend
Report Created On: 11/1/2023 12:46:12 PM

Course	Enrolled Via	Status
Anti-Harassment Training - Managers (non-state specific)	Requirement	Complete3/22/2023
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Anti-Harassment: 03. Investigating Harassment Complaints	Requirement	Complete3/21/2023
Anti-Racism: Calling Out and Calling In	Historical	Complete8/22/2022
Anti-Racism: Colorblindness Doesn't Work	Historical	Complete9/5/2022
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Anti-Racism: Maintaining Momentum	Historical	Complete8/22/2022
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DEI Track 1	Requirement	Complete3/22/2023
Microaggressions	Requirement	Complete3/22/2023
Privilege: 01. What Is Privilege?	Requirement	Complete10/9/2023
Privilege: 02. Privilege Scenarios	Requirement	Complete10/9/2023
Privilege: 03. Using Your Privilege	Requirement	Complete10/9/2023
Tokenism	Requirement	Complete3/22/2023

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Unconscious Bias: 01. What is Unconscious Bias?	Historical	Complete5/11/2022
Unconscious Bias: 02. Types of Unconscious Bias	Historical	Complete5/12/2022
Unconscious Bias: 03. Overcoming Unconscious Bias	Historical	Complete5/12/2022
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Working Well with Everyone: 04. The Power of Inclusion	Historical	Complete12/20/2021
Working Well with Everyone: 05. Diversity = Greatness	Historical	Complete12/20/2021