

**KHKK(FM); KDJK(FM); KJOY(FM); KATM(FM); KHOP(FM);
KWIN(FM); KWNN(FM); KESP(AM)
EEO PUBLIC FILE REPORT
August 1, 2021 – July 31, 2022**

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
Director of Sales	1-29; 32-56; 58	1
Account Executive	1-29; 32-47; 57	1

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

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

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	Employee Referral	N	0
31	Internal Transfer/Promotion	N	0
32	Work For Warriors (CA Military Department) 385 River Oaks Parkway, #1033 San Jose, CA 95134 916-245-0582 jason.m.cameron.ctr@mail.mil	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	West Side Service Center 66 North El Circulo Patterson, CA 95363 209-525-4908 rodgersp@stanalliance.com	N	0
34	VA Health Care 795 Willow Road, MS 116B2 Menlo Park, CA 94025 650-493-5000 priscilla.azcueta@va.gov	N	0
35	Homeless to Independence – California Vocational Rehab californiahti@homelesstoindpendence.org	N	0
36	Alliance Worknet 1405 West F Street Oakdale, CA 95361 henry.timothy@edd.ca.gov steven.potts@edd.ca.gov	N	0
37	WorkNet America's Job Center - Merced County Veterans Center 1205 W. 18th Street Merced, CA 95340 209-724-2100 clewis@co.merced.ca.us david.gomez@edd.ca.gov	N	0
38	SER-Jobs For Progress, Inc. 4700 North River Road Ocean Side, CA 92057 951-296-2929 felix.ramirez48@yahoo.com	N	0
39	Veterans First 1540 East Edinger Avenue Santa Ana, CA 92705 714-322-8789 jeff@veteransfirstoc.org	N	0
40	California Dept. of Rehabilitation 721 Capitol Mall Sacramento, CA 95814 916-558-5406 Sylvia.Hoggatt@dor.ca.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Merritt College 12500 Campus Drive, Building R Oakland, CA 94619 510-436-2637 hgraham@peralta.edu	N	0
42	EDD Workforce Service 801 Turk Street San Francisco, CA 94102 415-749-7503 dtam@edd.ca.gov jenny.carreno@edd.ca.gov	N	0
43	Alliance Worknet (AW) Career Resource Center / Employment Development Department 125 N. Broadway Turlock, CA 95380 209-669-2994 matilde.pena-hernandez@edd.ca.gov spotts@edd.ca.gov	N	0
44	Mark Sanders AJCC 2901 50th Street Sacramento, CA 95817 916-227-1395 billy.thomas@edd.ca.gov ckatalba@edd.ca.gov	N	0
45	Sacramento Works One Stop Career Center – Galt Veterans Center 1000 C Street, Suite 100 Galt, CA 95632 209-744-7702 amy.ruddell@edd.ca.gov juan.herrera@seta.net	N	0
46	EDD WorkNet Center – Manteca Veterans Center 302 Northgate Drive Manteca, CA 95336 209-825-1300 rachel.walker@edd.ca.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Stanislaus County Career Alliance WorkNet 629 12th Street Modesto, CA 95354 209-558-9675 emilia.gaytanreid@edd.ca.gov gregory.morales@edd.ca.gov	N	0
48	NAACP/Stanislaus County Contact: Beverly Gilchrist P.O. Box 5224 Modesto, CA 95351 (866) 63-NAACP	N	0
49	University of the Pacific Career Resource Center Contact: John Carvana 3601 Pacific Avenue Stockton, CA 95211 (209) 946-2344	N	0
50	Hispanic Chamber of Commerce Contact: Theresa Clarke 1114 J Street Modesto, CA 95354 (209) 549-1140	N	0
51	NAACP/San Joaquin County P.O. Box 907 Stockton, CA 95201 (866) 63-NAACP	N	0
52	San Joaquin Delta College Contact: Jazmin Amen 5151 Pacific Avenue Stockton, CA 95207 (209) 954-5614	N	0
53	Modesto Junior College Career Development Center Contact: Claudia Ramirez 435 College Avenue Modesto, CA 95350 (209) 575-6239	N	0
54	Stanislaus Career Network Contact: Kristy Feliciano P.O. Box 3389 Modesto, CA 95353 (209) 558-2113	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	ITT Technical Institute 16916 South Harlan Road Lathrop, CA 95330 (209)858-0077 vkayna@itt-tech.edu	N	0
56	MTI College 5221 Madison Avenue Sacramento, CA 95841 (916)339-1500 jhoang@mticollege.edu	N	0
57	On-Air Announcements (<i>one or more SEU stations</i>)	N	1
58	Word-of-Mouth Referral	N	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention for California Employees” and “Harassment Prevention for California Managers.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 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.
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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>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.</p>