

KBGG(AM), KJJY(FM), KWQW(FM), KGGO(FM), KHKI(FM)
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022

I. VACANCY LIST

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

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|-----------------------|--|---------------------------|
| Account Executive | 1-29, 32-34 | 1 |
| Chief Engineer | 1-30 | 1 |
| Marketing Manager | 1-29, 32 | 1 |
| Account Executive | 1-30, 33-34 | 8 |
| Digital Sales Manager | 1-29, 31 | 31 |
| Promotions Manager | 1-29, 31, 33, 34 | 31 |

KBGG(AM), KJJY(FM), KWQW(FM), KGGO(FM), KHKI(FM)
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 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 | Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/ | N | 8 |
| 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 | 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 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 16 | Diversity in Jobs www.diversityinjobs.com | N | 0 |
| 17 | Seniors in Jobs www.seniorsinjobs.com | N | 0 |
| 18 | Women in Jobs www.womeninjobs.com | N | 0 |
| 19 | Job Opportunities for Disabled Veterans www.JOFDAV.com | N | 0 |
| 20 | Disabled Person www.disAbledperson.com | N | 0 |
| 21 | Hire Black Now www.hireblacknow.com | N | 0 |
| 22 | Hispanic Job Exchange www.hispanicjobexchange.com | N | 0 |
| 23 | African American Job Search www.africanamericanjobsearch.com | N | 0 |
| 24 | Asian Job Search www.asianjobsearch.com | N | 0 |
| 25 | LGBT Job Search www.lgbtjobsearch.com | N | 0 |
| 26 | Disabled Job Seekers www.disabledjobseekers.com | N | 0 |
| 27 | US Diversity Job Search www.usdiversityjobsearch.com | N | 0 |
| 28 | Veteran Career Center www.veterancareercenter.com | N | 0 |
| 29 | Seniors to Work www.seniorstowork.com | N | 0 |
| 30 | Employee Referral | N | 3 |
| 31 | Internal Transfer/Promotion | N | 2 |
| 32 | LinkedIn Website www.linkedin.com/jobs/ | N | 0 |
| 33 | West Des Moines Chamber of Commerce 650 S Prairie View Drive, Ste. 110 Des Moines, IA 50266 (515) 225-6009 https://wdmchamber.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|--|---|
| 34 | Urbandale Chamber of Commerce 2830 100 th Street, Ste. 110 Urbandale, IA 50322 (515) 331-6855 https://uniquelyurbandale.com | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 14 |

KBGG(AM), KJJY(FM), KWQW(FM), KGGO(FM), KHKI(FM)
EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|---|
| 1 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment | During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial. |
| 2 | Management-level training regarding Diversity, Equity, and Inclusion | During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness. |
| 3 | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination | On 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 |
|---|--|--|
| 4 | 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> |
| 5 | Management-level training regarding Diversity, Equity, and Inclusion | <p>During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.</p> |
| 6 | Participate in Career Fair | <p>On February 14, 2022, our SEU participated in the Drake University Micro Career Fair, which took place on its campus. Our Market Manager occupied the Cumulus booth and engaged with interested college graduates about the company, careers in radio broadcasting, and job opportunities within our SEU.</p> |