

WGVX(FM), WWWW-FM, WLUP(FM), KQRS-FM, KXXR(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 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
Chief Engineer	1-29, 32-82	1
Account Executive	1-30, 32-45, 47-52, 54-58, 60-73, 75-92	30
IT/Assistant Engineer	1-29, 32-45, 47-52, 54-58, 60-73, 75-92	8
Promotions Director	1-30, 32-45, 47-52, 54-58, 60-73, 75-92	1
Sales Assistant	1-29, 31-45, 47-52, 54-58, 60-73, 75-92	31
Promotions Director	1-29, 31-45, 47-52, 54-58, 60-73, 75-92	31

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	3
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	4
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	8
31	Internal Transfer/Promotion	N	2
32	Avivo 2438 27th Avenue S Minneapolis, MN 55406 612-752-8000 marjie.blevins@avivomn.org	N	0
33	Women In Transition - Lennox Community Center St. Louis Park, MN 612-752-8444 wit@resource-mn.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Westwood Job Transition - Westwood Community Church Chanhassen, MN 952-457-8866 matthewpbeck@yahoo.com	N	0
35	The Minneapolis Job Support Workshop - The Minneapolis Job Support Workshop Minneapolis, MN 952-857-2242 stan@stanbrown.us wetze105@umn.edu	N	0
36	The Big Net Job Seekers -St. John The Evangelist St. Paul, MN 651-228-1172 TheBigNetstp@gmail.com	N	0
37	Starbucks Networking Group Hwy 55 & Winnetka Strip Mall Golden Valley, MN 612-791-5544 y_haddad@yahoo.com	N	0
38	North Hennepin Community Job Support - North Hennepin Community North Brooklyn Park, MN 763-493-0501 mugargol@nhcc.edu rkrohn@nhcc.edu	N	0
39	New Day Career Connections Job Search Support Group - Wayzata Community Church Wayzata, MN 55391 952-473-8877 c.smith@nextstone.net	N	0
40	Networking Job Club - Dakota County Northern Service Center West Saint Paul, MN 55118 952-895-7663 lisa.odland@co.dakota.mn.us	N	0
41	Mt. Olive Networking Group - Mt Olive Lutheran Church Anoka, MN 612-827-5919 networkteamcommunication@gmail.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Job Transition and Support Group - JVS Minnetonka, MN 952-417-2108 castanianinfo@gmail.com	N	0
43	Job Search Support Group - St. Stephen's Episcopal Church Edina, MN mreichard@ststephens.com	N	0
44	HSW (Hennepin Southwest) Networkers - St. Richards's Church Richfield, MN ganders35@yahoo.com	N	0
45	Forest Lake Networking Job Seekers Club - Forest Lake Work Force Center Forest Lake, MN 651-275-7247 flang.mn@gmail.com	N	0
46	Faith Based Job Search - Living Word Christian Center Brooklyn Park, MN 763-315-7000 info@faithbasedjobsearch.com	N	0
47	Easter Lutheran Church Job Transitions Group - Easter Lutheran Church Eagon, MN catherine@arbez.com	N	0
48	Crossroads Career Network - Grace Church of Eden Prairie Eden Prairie, MN 952-934-2327 david_sparkman@uhc.com	N	0
49	VivusNet Corporation 5120 Sheridan Ave Minneapolis, MN 55410 203-554-5426 adavis@vivusnet.com	N	0
50	CLUES - St Paul 797 East Seventh Street St Paul, MN 55106 651-357-4200 ameyers@clues.org atyler@clues.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	Multicultural Center for Academic Excellence (formerly African American Learning Resource Center) 322 Appleby Hall Minneapolis, MN 55455 612-624-6386 mcae@umn.edu	N	0
52	Pillsbury United Communities 3501 Chicago Ave, S Minneapolis, MN 55407 612-302-3436 dubea@puc-mn.org	N	0
53	Summit Academy OIC 935 Olsen Memorial Highway Minneapolis, MN 55405 (612) 337-0150 felomon@saoic.org	N	0
54	Centro 1915 Chicago Avenue South Minneapolis, MN 55404 612-874-1412 infocenter@centromn.org	N	0
55	Lifeworks Services, Inc. 2965 Lone Oak Drive Eagan, MN 55121 612-220-4162 swinterfeld@lifeworks.org	N	0
56	Vet Success 1 Federal Drive St Paul, MN 55417 612-970-5452 candy.kriska@va.gov	N	0
57	Minneapolis American Indian Center 1530 East Franklin Avenue Minneapolis, MN 55404 612-879-1710 tcox@maicnet.org	N	0
58	Urban Institute for Service and Learning 125 West Broadway Ave Minneapolis, MN 55411 612-302-3400 antonioc@publicallies.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
59	Opportunity Partners 5500 Opportunity Court Minnetonka, MN 55343 952-930-4242 pfredendall@opportunities.org	N	0
60	Blind Inc Org 100 East 22nd St Minneapolis, MN 55404 612-872-0100 ddavis@blindinc.org scottdacon93@gmail.com	N	0
61	CAPI Organization for Refugees Job Club 3702 East Lake Street Minneapolis, MN 55406 612-721-0122 lisa.harris@capiusa.org	N	0
62	American Indian Center 1845 East Franklin Avenue Minneapolis, MN 55404 612-341-3358 donec@aioic.org tcox@maicnet.org	N	0
63	St. Paul Career Center 332 Minnesota St., Ste. E200 St. Paul, MN 55101 651-259-7114 Shane.M.Delaney@state.mn.us	N	0
64	St Paul Career Center St Paul, MN lee.okerstrom@state.mn.us	N	0
65	Hired Job Link 310 East 38th Street Minneapolis, MN 55409 612-287-1381 lorelei.anderson@hired.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
66	Minnesota WorkForce Center - Washington County Woodbury 2150 Radio Dr. Woodbury, MN 55125 651-275-8650 lee.okerstrom@state.mn.us woodbury.wfc@state.mn.us	N	0
67	Minnesota WorkForce Center - Washington County Forest Lake 19955 Forest Road North Forest Lake, MN 55025 651-275-7265 forestlake.wfc@state.mn.us lee.okerstrom@state.mn.us	N	0
68	Minnesota WorkForce Center - Washington County Cottage Grove 13000 Ravine Parkway South Cottage Grove, MN 55016 651-430-4162 cottagesgrove.wfc@state.mn.us lee.okerstrom@state.mn.us	N	0
69	Minnesota WorkForce Center - Shakopee 752 Canterbury Road South Shakopee, MN 55379 952-445-7087 Jeffrey.Dexter@state.mn.us jsinell@co.scott.mn.us	N	0
70	Minnesota WorkForce Center - Rochester 2070 College View Rd E Rochester, MN 55904 507-923-2828 barry.platt@state.mn.us rochester.wfc@state.mn.us	N	0
71	Minnesota WorkForce Center - Red Wing 1606 West Third Street Red Wing, MN 55066 651-385-6480 barry.platt@state.mn.us scott.metcalfe@state.mn.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
72	Minnesota WorkForce Center - Ramsey County - St. Paul 540 Fairview Ave. North, Suite 100 St. Paul, MN 55104 651-642-0363 lee.okerstrom@state.mn.us saintpaul.wfc@state.mn.us	N	0
73	Minnesota WorkForce Center - Ramsey County - North St. Paul 2098 11th Avenue E. North St. Paul, MN 55109 651-779-5666 neng.lee@state.mn.us northsaintpaul.wfc@state.mn.us	N	0
74	Minnesota WorkForce Center - Monticello 406 E 7th St Monticello, MN 55362 763-271-3700 dwuornos@cmjts.org lee.okerstrom@state.mn.us	N	0
75	Minnesota WorkForce Center - Minneapolis South 777 East Lake Street Minneapolis, MN 55407 612-821-4000 grant.heino@state.mn.us minneapolisouth.wfc@state.mn.us	N	0
76	Minnesota WorkForce Center - Minneapolis North 800 West Broadway Avenue Minneapolis, MN 55411 612-520-3500 adesewa.adesiji@state.mn.us mark.mann@state.mn.us	N	0
77	Minnesota WorkForce Center - Hennepin South 4220 West Old Shakopee Road Bloomington, MN 55437 952-346-4000 grant.heino@state.mn.us hennepinsouth.wfc@state.mn.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
78	Minnesota WorkForce Center - Brooklyn Park 7225 Northland Drive Brooklyn Park, MN 55428 763-279-4400 david.wold@state.mn.us hennepinnorth.wfc@state.mn.us	N	0
79	Minnesota WorkForce Center - Faribault 201 South Lyndale Avenue Faribault, MN 55021 507-333-2047 faribault.wfc@state.mn.us	N	0
80	Minnesota WorkForce Center - West St Paul One-Stop Career Center West St. Paul, MN 55118 651-554-5955 amber.higgins@co.dakota.mn.us mark.nesgoda@state.mn.us	N	0
81	Minnesota WorkForce Center - Burnsville 2800 County Road 42 W Burnsville, MN 55337 952-895-7600 jeffrey.dexter@state.mn.us	N	0
82	Minnesota WorkForce Center - Anoka County 1201 89th Avenue NE Blaine, MN 55434 763-783-4800 anokacounty.wfc@state.mn.us raymond.douha@state.mn.us	N	0
83	St. Croix Valley Job Center 387 Arrow Court River Falls, WI 54022 715-426-0388 mettened@workforceresource.org	N	0
84	Networking for All - Byerly's Golden Valley Golden Valley, MN 763-540-9446 jeffurbanek@yahoo.com	N	0
85	Lutheran Social Service Minneapolis, MN 612-879-5286 LSSjobs@lssmn.org	N	0

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86	Face2Face Job Search Networking for Professionals - Bet Shalom Congregation Minnetonka, MN joanne@thejobsearchqueen.com	N	0
87	Employment Transitions - Westminster Presbyterian Church Minneapolis, MN krh321@gmail.com	N	0
88	East Side Neighborhood Services Minneapolis, MN 612-787-4051 sheglund@esns.org	N	0
89	Caf Networking Group - Jewish Family Children's Services Minnetonka, MN 952-417-2111 bgreenwell@jfcsmpls.org	N	0
90	Basilica Employment Ministry Minneapolis, MN 612-317-3508 jgrove@mary.org	N	0
91	Back Together Careers Class - Eden Prairie Assembly Eden Prairie, MN 952-934-2327 ron@conroyconsult.com	N	0
92	7 Degrees Creativ St. Louis Park, MN 952-334-5700 7degreecreativ@gmail.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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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.” 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	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.
5	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.
6	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (3)	Our SEU’s Digital Sales Manager is a member of the St. Thomas Connect Virtual Networking Platform, which conducts virtual meetings throughout the year. This Platform allows University of St. Thomas alumni to stay in touch and share information about their careers as well as career/job opportunities in the St. Paul/Minneapolis area. On March 4 th , May 6 th , and August 5 th , 2022, the members connected, at which time our Digital Sales Manager shared information about job openings within our SEU.