

WXTA(FM), WRIE(AM), WXKC(FM), WQHZ(FM)
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023

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 |
|----------------------------------------|--------------------------------------------------------|---------------------------|
| Programming Director (Justin Schubert) | 1-30, 32-45 | 30 |

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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 | 0 |
| 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 |

| 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 | 2 |
| 31 | Internal Transfer/Promotion | N | 0 |
| 32 | Chautauqua Works 4 East 3rd Street 716-661-9553 ClementE@co.chautauqua.ny.us Daniel.Culbreth@labor.ny.gov | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 33 | PA CareerLink - Erie County 155 West 8th Street 814-455-9966 Jmiceli@pa.gov sadejesus@pa.gov | N | 0 |
| 34 | PA Office of Vocational Rehabilitation 1521 North Sixth Street 814-451-5421 rhodapp@pa.gov | N | 0 |
| 35 | Barber National Institute 100 Barber Place 814-878-4085 steved@barberinstitute.org | N | 0 |
| 36 | Greater Erie Community Center 440 West 18th Street 814-451-5618 amccoy@gecac.org | N | 0 |
| 37 | Office of Vocational Rehabilitation 3200 Lovell Place 814-871-4551 thwellingt@state.pa.us | N | 0 |
| 38 | Gaudenzia Crossroads 414 W 5th Street (814) 459-4775 bvincent@gecac.org | N | 0 |
| 39 | Martin Luther King Centert 312 Chestnut Street (814) 459-2761 bmlkcenter@aol.com | N | 0 |
| 40 | Safenet Inc. 1702 French Street (814) 464-5695 scanston@safeneterie.org | N | 0 |
| 41 | Saint Martin Center Inc. 1701 Parade Street (814) 452-6113 rzawacki@stmartincenter.org | N | 0 |
| 42 | Family Services of NW PA 5100 Peach Street (814) 866-4500 tammiew@fsnwpa.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-------------------------------------------------|------------------------------------------------------------------------------------------------------------|---------------------------------------------------|----------------------------------------------------------|
| 43 | Triangle Tech (Erie) 2000 Liberty Street 814-453-6016 mspilko@triangle-tech.edu | N | 0 |
| 44 | Northwest Regional Technology Institute 3104 State Street 814-455-4446 director@nwrsti.com | N | 0 |
| 45 | Gannon University Education Career Services 814-871-7680 cdes@gannon.edu | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 2 |

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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> . The 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. |
| 5 | Management-level training regarding Diversity, Equity, and Inclusion | On January 24, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a re-fresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are and provided a re-cap regarding Anti-Racism and Bias & Microaggressions, which was addressed through both our initial facilitated sessions and our subsequent video trainings. |
| 6 | Host Job Fair | On March 7, 2023, our SEU hosted a job fair at Millcreek Mall Complex in Erie, Pennsylvania. Our SEU organized this event which involved approximately 28 local employers. Our Operations and Local Sales Managers represented Cumulus and were present to talk with individuals who expressed interest about the company, career opportunities in radio broadcasting, and job openings within the Erie SEU. |
| 7 | Participate in Job Fair | On March 29, 2023, our SEU participated in the Penn State Behrend Spring Career and Internship Fair, which took place at the Junker Center on its campus. Our General Sales Manager spoke with interested students and other attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU. |