

**KPLX(FM), WBAP-FM, KLIF(AM), KSCS(FM), KTCK(AM), KTCK-FM,  
and WBAP(AM)**

**EEO PUBLIC FILE REPORT**

**April 1, 2023 – March 31, 2024**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Content Director	1 – 30, 32-33, 36, 67, 80, 82, 84, 87-88, 102-103, 308, 310-313, 316	10
On-Air Personality	1 –30, 32-33, 36, 67, 80, 82, 84, 87-88, 102, 308, 310-313	30
On-Air Personality	1 –30, 32-33, 36, 67, 80, 82, 84, 87-88, 102, 308, 310–313, 317	30
On-Air Personality	1 – 30, 32-33, 36, 67, 80, 82, 84, 87, 88, 102, 308, 310-313	1
News Anchor/Reporter	1 –30, 32-33, 36, 67, 80, 82, 84, 87-88, 102, 308, 310-313	30
Director of Digital Sales	1 – 30, 32-33, 36, 67, 80, 82, 84, 87-88, 102, 308, 310-313	1
Account Executive	1 –30, 32-33, 36, 67, 80, 82, 84, 87-88, 102-103, 308, 310–313	30
Account Executive	1 – 30, 32-33, 36, 67, 80, 82, 84, 87-88, 102-103, 308, 310-313	1
Account Executive	1 – 30, 32-33, 36, 67, 80, 82, 84, 87-88, 102-103, 308, 310-313	1
Digital Content Director	1 – 30, 32-33, 36, 67, 80, 82, 84, 87-88, 102-103, 308, 310-313, 316	30
General Sales Manager	1 – 30, 32-33, 36, 42-43 67, 80, 82, 84, 87-88, 308, 310-314	1
Producer	1 – 29, 31-33, 36, 42-43 67, 80, 82, 84, 87-88, 308, 310-314	31
Producer	1 – 29, 31-33, 36, 42-43 67, 80, 82, 84, 87-88, 308, 310-314	31
On-Air Personality	1 –29, 31-33, 36, 67, 80, 82, 84, 87-88, 102, 308, 310-313	31
Sales Marketing Coordinator	1 –29, 31-102, 104-314	31
Morning News Editor	1 –29, 31-102, 104-315	31

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April 1, 2023 – March 31, 2024

**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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	25
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	2
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	11
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbleperson.com">www.disAbleperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	13
31	<b>Internal Transfer/Promotion</b>	N	5
32	<b>Workforce Solutions - Irving</b> 2520 W Irving Boulevard, Suite 100 972-573-3500 ginahodge@rescare.com margaret.young@tvc.state.tx.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Workforce Solutions for Tarrant County Arlington</b> 140 W Mitchell Street 817-804-2649 cynthia.george@workforcesolutions.net kay.griffiths@workforcesolutions.net	N	0
34	<b>Workforce Solutions of Greater Dallas Mesquite</b> 2110 N Galloway Avenue, Suite 116 Ronald.yun@rescare.com	N	0
35	<b>Workforce Solutions Greater Dallas Town Market</b> 3402 N Buckner Boulevard 972-288-2703 curtis.owens@tvc.texas.gov Pepe.Huerta@tvc.texas.gov	N	0
36	<b>Workforce Solutions Greater Dallas</b> 217 N 10th Street 972-276-8361 catherine.smith@tvc.state.tx.us pam.hardin@tvc.texas.gov	N	0
37	<b>Workforce Solutions for North Central Texas</b> 102 S 1st Street, Suite C 972-722-1573 <a href="mailto:ethomas@dfwjobs.com">ethomas@dfwjobs.com</a>	N	0
38	<b>Workforce Solutions for North Central Texas</b> 109 Tejas, Suite 300 972-563-7271 <a href="mailto:knorris@dfwjobs.com">knorris@dfwjobs.com</a> <a href="mailto:kware@dfwjobs.com">kware@dfwjobs.com</a>	N	0
39	<b>Workforce Solutions for North Central Texas</b> 1712 W 287 Business 972-937-8114 <a href="mailto:dwyatt@dfwjobs.com">dwyatt@dfwjobs.com</a> <a href="mailto:jedrington@dfwjobs.com">jedrington@dfwjobs.com</a>	N	0
40	<b>Workforce Solutions for North Central Texas</b> 1701 W. Eldorado Parkway, # 250 972-542-3381 <a href="mailto:badlakra@dfwjobs.com">badlakra@dfwjobs.com</a> <a href="mailto:bobby.williams@tvc.texas.gov">bobby.williams@tvc.texas.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	<b>Workforce Solutions for North Central Texas</b> 2500 Stonewall Street, Suite 201 903-454-9350 greenvilleworkforce@dfwjobs.com <a href="mailto:pam.hardin@tvc.state.tx.us">pam.hardin@tvc.state.tx.us</a>	N	0
42	<b>Workforce Solutions Preston at Alpha</b> 5955 Alpha Road, Suite 200 972-234-5391 jay.joiner@tvc.texas.gov kathleen.nisbett@rescare.com	N	0
43	<b>Workforce Solutions for North Central Texas</b> 1101 Resource Drive 469-229-0099 jcigan@dfwjobs.com <a href="mailto:kellynorris@dfwjobs.com">kellynorris@dfwjobs.com</a>	N	0
44	<b>Garland Day Labor Center</b> 2007 Saturn Road 972-864-1739 patriciawashington@rescare.com	N	0
45	<b>Texas WorkForce Solutions for Greater Dallas</b> 801 South State Highway 161 972-264-5881 clifton.bland@twc.state.tx.us sterling.washington@tvc.texas.gov	N	0
46	<b>Workforce Solutions Greater Dallas</b> 7330 S Westmoreland Road, Ste 200 curtis.owens@tvc.texas.gov <a href="mailto:teranunn@rescare.com">teranunn@rescare.com</a>	N	0
47	<b>Central Texas College</b> 6200 W. Central Expressway, Bldg. 111 254-526-1106 ataylor@ctcd.edu	N	0
48	<b>Workforce Solutions for North Central Texas - Plano</b> 1101 Resource Drive jcigan@dfwjobs.com <a href="mailto:kellynorris@dfwjobs.com">kellynorris@dfwjobs.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	<b>Texas Veteran Commission</b> 8701 Bedford Eules Road 817-548-5295 curtis.chalupa@tvc.texas.gov robert.newsom@tvc.texas.gov	N	0
50	<b>Veterans Center</b> 2500 Stonewall Street, Suite 201 pam.hardin@tvc.texas.gov	N	0
51	<b>Brookhaven College Career Dept</b> 3939 Valley View Lane 972-860-4894 bhjobs@dcccd.edu <a href="mailto:mcunningham@dcccd.edu">mcunningham@dcccd.edu</a>	N	0
52	<b>Cedar Valley College Career Center</b> 3030 N. Dallas Avenue 972-860-8146 malford@dcccd.edu	N	0
53	<b>Citizens Development Center</b> 8800 Ambassador Row 214-637-2911 ghillman@cdcdallas.org <a href="mailto:kmckinney@cdcdallas.org">kmckinney@cdcdallas.org</a>	N	0
54	<b>El Centro College Career Services</b> 801 Main Street 214-521-0407 <a href="mailto:eccjobs@dcccd.edu">eccjobs@dcccd.edu</a>	N	0
55	<b>Eastfield College Career Center</b> 3737 Motley Drive 972-860-8310 sharonmckinney@dcccd.edu	N	0
56	<b>Goodwill Career Services</b> 3020 N. Westmoreland 214-638-2800 mayyr@goodwilldallas.org	N	0
57	<b>Bridges from School to Work</b> 1201 Main Street 214-658-9820 robert.mollard@marriott.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
58	<b>Greater Dallas Asian American</b> 11171 Harry Hines Boulevard (972) 241-8250 info@gdaacc.com	N	0
59	<b>Collin College</b> 4800 Preston Park Boulevard, # A420 (972) 985-3790 studentjobs@collin.edu	N	0
60	<b>Dallas Christian College</b> 2700 Christian Parkway 972-241-3371 community@dallas.edu	N	0
61	<b>North Lake College</b> 5001 N Macarthur Boulevard 972-273-3140 csn7320@dcccd.edu	N	0
62	<b>Wade College</b> 1950 Stemmons Freeway (214) 658-8802 careerservices@wadecollege.edu	N	0
63	<b>University of Dallas</b> 1845 E Northgate Drive (972) 721-5131 career@udallas.edu	N	0
64	<b>Jewish Family Services</b> 5402 Arapaho Road (972) 437-9950 aharding@jfsdallas.org	N	0
65	<b>Reach of Dallas Resource Center</b> 8625 King George Drive (214) 630-5995 kjohnson@reachcils.org	N	0
66	<b>Family Gateway Inc.</b> 711 S St Paul Street (214) 741-6515 kkidwell@familygateway.org	N	0
67	<b>Lighthouse For the Blind / Envision, Inc</b> 4306 Capitol Avenue (214) 420-9405 melissa.hildebrand@dallaslighthouse.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
68	<b>Life Path Systems</b> PO Box 828 (972) 727-9133 pschmidt@lifepathsystems.org	N	0
69	<b>Mountain View College</b> 4849 W Illinois Avenue 214-860-8677 mvccareers@dcccd.edu	N	0
70	<b>Dallas Baptist University</b> 3000 Mountain Creek Parkway 214-333-5556 careerservices@dbu.edu	N	0
71	<b>Northwood University</b> 1114 W FM 1382 (972) 291-1541 gentchev@northwood.edu	N	0
72	<b>Christian Community Action</b> 200 S Mill Street (972) 219-4369 careerplanning@ccahelps.org	N	0
73	<b>Duncanville Outreach</b> PO Box 380998 (972) 296-4986 dom202@prodigy.net	N	0
74	<b>Concord Career Institute</b> 600 E Lamar Street (817) 792-2577 lbosley@concorde.edu	N	0
75	<b>The Job Companion</b> 1023 W. Arkansas Lane (214) 434-0947 jobcompanion428@gmail.com	N	0
76	<b>Grapevine Relief &amp; Community Exchange</b> 610 Shady Brook Drive (817) 488-7009 vyarnell@gracegrapevine.org	N	0



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77	<b>Devry University/Career Services</b> 4800 Regent Boulevard 972-929-9341 ginahodge@rescare.com margaret.young@tvc.state.tx.us	N	0
78	<b>VA North Texas</b> 4500 S. Lancaster Road michael.sparks1@va.gov	N	0
79	<b>Allies in Service</b> 8343 Douglas Avenue, Suite #100 dwhitley@alliesinservice.org jpurvis@alliesinservice.org	N	0
80	<b>Dallas SER - Jobs for Progress, Inc</b> 100 E Royal Lane 469-549-3600 <a href="mailto:info@ser-national.org">info@ser-national.org</a>	N	0
81	<b>Body of Christ Assembly</b> PO Box 381877 <a href="mailto:boca9@att.net">boca9@att.net</a>	N	0
82	<b>Veterans' Employment and Training Service (VETS) Office of the Regional Administrator</b> 525 S. Griffin Street, Room 858 cook.terri@dol.gov heather.higgins@dol.gov	N	0
83	<b>Metrocare Services Career Design &amp; Development Services</b> 1353 N. Westmoreland <a href="mailto:carrie.parks@metrocareservices.org">carrie.parks@metrocareservices.org</a>	N	0
84	<b>American Council for the Blind</b> PO Box 5251 409-866-5838 <a href="mailto:semien@sbcglobal.net">semien@sbcglobal.net</a>	N	0
85	<b>Homeless to Independence - Texas</b> <a href="mailto:anne@homelesstoindpendence.org">anne@homelesstoindpendence.org</a>	N	0
86	<b>Veteran Employment Center - TX</b> <a href="mailto:norma.gutierrez.ctr@mail.mil">norma.gutierrez.ctr@mail.mil</a>	N	0
87	<b>CHADD</b> 1340 N White Chapel Boulevard, #130 817-751-5430 <a href="mailto:north-texas@chadd.net">north-texas@chadd.net</a>	N	0

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88	<b>Deaf Action Center</b> 3115 Crestview 214-521-0407 <a href="mailto:RS3A@dactexas.org">RS3A@dactexas.org</a>	N	0
89	<b>Hire Heroes USA</b> <a href="mailto:ltalbot@hireherosusa.org">ltalbot@hireherosusa.org</a>	N	0
90	<b>Veteran Coalition of North Central Texas</b> 8737 King George Drive <a href="mailto:info@vcnct.org">info@vcnct.org</a>	N	0
91	<b>Career Jump Start - First United Methodist Church in Richardson</b> <a href="mailto:sagerl@swbell.net">sagerl@swbell.net</a>	N	0
92	<b>CSN Community - Bible Way Community Baptist Church</b> <a href="mailto:TScoggins@CathedralofHope.com">TScoggins@CathedralofHope.com</a>	N	0
93	<b>Career-in-Motion – Watermark Community Church</b> 214-361-2275 <a href="mailto:info@watermark.org">info@watermark.org</a>	N	0
94	<b>CareerBridge - Trietsch Memorial United Methodist Church</b> 972-539-0413 <a href="mailto:linda_mihalick@hotmail.com">linda_mihalick@hotmail.com</a>	N	0
95	<b>Carrollton Career Focus Group - Prince of Peace Lutheran Church</b> 972-447-9887 <a href="mailto:carrolltoncfg@gmail.com">carrolltoncfg@gmail.com</a>	N	0
96	<b>Concord Career Unlimited Network - Concord Church</b> 214-331-8522 <a href="mailto:ofrance48@yahoo.com">ofrance48@yahoo.com</a>	N	0
97	<b>Grace Outreach Center Employment Network - Grace Outreach Center</b> 972-985-1112 <a href="mailto:vicki.walker@expresspros.com">vicki.walker@expresspros.com</a>	N	0
98	<b>Grand Prairie TX Career Networking Group - First United Methodist Church of Grand Prairie</b> 214-868-6465 <a href="mailto:ronblackwell@sbcglobal.net">ronblackwell@sbcglobal.net</a>	N	0
99	<b>Job Seekers Ministry – Heights Baptist Church of Richardson</b> 972-238-7243 <a href="mailto:info@stpeterfw.org">info@stpeterfw.org</a>	N	0

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100	<b>Senior Connection - The Senior Source</b> 214-823-5700 info@whiteschapelumc.com	N	0
101	<b>National Association of Women in Construction</b> 327 S. Adams Street 817-877-5551 autumnd@nawic.org <a href="mailto:colleenc@nawic.org">colleenc@nawic.org</a>	N	0
102	<b>WF SOL Dallas Opportunity WFC</b> 1610 S Malcolm X Boulevard, Suite 201 469-802-1800 nicole.arrington@rescare.com	N	0
103	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	8
104	<b>Aaniih Nakoda College</b> rhorn@ancollege.edu	N	0
105	<b>Alabama A&amp;M University</b> yvette.clayton@aamu.edu	N	0
106	<b>Alabama State University</b> careerservices@alasu.edu	N	0
107	<b>Alamo Colleges District</b> careerservices@alasu.edu	N	0
108	<b>Albany State University</b> careerservices@asurams.edu	N	0
109	<b>Alcorn State University</b> cadavis@alcorn.edu	N	0
110	<b>Allen University</b> lreeves@allenuniversity.edu	N	0
111	<b>American Baptist College</b> americanbaptistcollege@abcnash.edu	N	0
112	<b>Arkansas Baptist College</b> melissa.rivers@arkansasbaptist.edu	N	0
113	<b>Atlas Talen Agency</b> tim@atlastalent.com leah@atlastalent.com	N	0
114	<b>Austin College</b> career@austincollege.edu	N	0
115	<b>Austin Community College</b> twelch2@austincc.edu	N	0

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116	<b>Bay Mills Community College</b> dwilson@bmcc.edu	N	0
117	<b>Benedict College</b> careerpathwaysinitiativeandservice-learningprogram@my.benedict.edu	N	0
118	<b>Bennet College for Women</b> yjohnson@bennett.edu	N	0
119	<b>Bethune-Cookman University</b> bonnerd@cookman.edu	N	0
120	<b>Bishop State Community College</b> smcdonald@bishop.edu	N	0
121	<b>Blackfeet Community College</b> toni.rf@bfcc.edu	N	0
122	<b>Bluefield State College</b> rhatch@bluefieldstate.edu	N	0
123	<b>Bowie State University</b> careerdevelopment@bowiestate.edu	N	0
124	<b>Cankdeska Cikana Community College</b> careers@littlehoop.edu	N	0
125	<b>Central State University</b> careerservices@centralstate.edu	N	0
126	<b>Cheyney University of Pennsylvania</b> careerdevelopmentcenter@cheyney.edu	N	0
127	<b>Claflin University</b> csnell@claflin.edu	N	0
128	<b>Clark Atlanta University</b> thector@cau.edu	N	0
129	<b>Coastal Bend College</b> kdjones@coastalbend.edu	N	0
130	<b>College of Menominee Nation</b> gsanapaw@menominee.edu	N	0
131	<b>College of the Mainland</b> gsanapaw@menominee.edu	N	0
132	<b>College of Muscogee Nation</b> mlewis@cmn.edu	N	0
133	<b>Concordia University of Texas</b> careerservices@concordia.edu	N	0

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134	<b>Coppin State University</b> careerservices@coppin.edu	N	0
135	<b>Country AirCheck</b> jimdorman2@aol.com	N	0
136	<b>Dallas Baptist University</b> leoni@dbu.edu	N	0
137	<b>Dallas Black Chamber of Commerce</b> info@dbcc.org	N	0
138	<b>Dallas Hispanic Chamber of Commerce</b> sortiz@gdhcc.com	N	0
139	<b>Danis Panaro Nlst. Talent</b> info@dpntalent.com	N	0
139	<b>DCCCD</b> varteaga@dcccd.edu kcheek@dcccd.edu careerdevelopment@dcccd.edu employerresourcecenter@dcccd.edu	N	0
140	<b>Delaware State University</b> careerservices@desu.edu	N	0
141	<b>Denmark Technical College</b> holman-brooksl@denmarktech.edu	N	0
142	<b>DeVry University</b> dfortier@devry.edu	N	0
143	<b>Dillard University</b> jwright@dillard.edu	N	0
144	<b>Dine College</b> ghaskey@dinecollege.edu	N	0
145	<b>Edward Waters College</b> queen.ofori@ewc.edu	N	0
146	<b>El Paso Community College</b> careerservices@epcc.edu	N	0
147	<b>Elizabeth City State University</b> alennonharmon@ecs.edu	N	0
148	<b>Fayetteville State University</b> careerservices@uncfsu.edu	N	0
149	<b>Fisk University</b> lwells@fisk.edu	N	0
150	<b>Florida Agricultural and Mechanical University</b> lwells@fisk.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
151	<b>Fond du Lac Tribal and Community College</b> anita.hanson@fdltcc.edu	N	0
152	<b>Fort Berthold Community College</b> cfrank@nhsc.edu	N	0
153	<b>Fort Peck Community College</b> dbelgarde@fpcc.edu	N	0
154	<b>Fort Valley State University</b> careerservices@fvsu.edu	N	0
155	<b>Gadsden State Community College</b> careerservices@gadsdenstate.edu	N	0
156	<b>Galveston College</b> mstockfleth@gc.edu	N	0
157	<b>Grambling State University</b> careerservices@gram.edu	N	0
158	<b>Greater Austin Black Chamber of Commerce</b> admin@austinbcc.org	N	0
159	<b>Hallmark University</b> nrafati@hallmarkuniversity.edu	N	0
160	<b>Hampton University</b> careercenter@hamptonu.edu	N	0
161	<b>Harris Stowe State University</b> harrisv@hssu.edu	N	0
162	<b>Haskell Indian Nations University</b> rmckinney@haskell.edu	N	0
163	<b>Houston Baptist University</b> careerandcalling@hbu.edu	N	0
164	<b>Houston Community College System</b> hcc.careerservices@hccs.edu	N	0
165	<b>Huston Tillotson University</b> hcc.careerservices@hccs.edu	N	0
166	<b>Howard University</b> careerservices@howard.edu lauren.jackson@law.howard.edu	N	0
167	<b>Ilisagvik College</b> hal.haynes@ilisagvik.edu	N	0
168	<b>Institute of American Indian Arts</b> levans@iaia.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
169	<b>Interdenominational Theological Center</b> humanresources@itc.edu	N	0
170	<b>J.F Drake State Technical College</b> karen.ray@drakestate.edu	N	0
171	<b>Jackson State University</b> lashanda.w.jordan@jsums.edu	N	0
172	<b>Jarvis Christian College</b> lashanda.w.jordan@jsums.edu	N	0
173	<b>Kentucky State University</b> daryl.love@kysu.edu	N	0
174	<b>Keweenaw Bay Ojibwa Community College</b> amanda.nordstrom@kbocc.edu	N	0
175	<b>Kim Dawson Agency</b> info@kimdawsonagency.com	N	0
176	<b>Knoxville College</b> info@knoxvillecollege.edu	N	0
177	<b>Lac Courte Oreille Ojibwa Community College</b> dcarley@lco.edu	N	0
178	<b>Lamar Stae College Port Arthur</b> millsappa@lamarpa.edu	N	0
179	<b>Lane College</b> cpi@lanecollege.edu	N	0
180	<b>Langston University</b> lucareerdev@langston.edu	N	0
181	<b>Laredo Community College</b> careerservices@laredo.edu	N	0
182	<b>Lawson State Community College</b> ahaley@lawsonstate.edu	N	0
183	<b>Le Moyne-Owen College</b> careerservices@loc.edu robert_williams@loc.edu	N	0
184	<b>Leech Lake Tribal College</b> jorge.mendoza@lltc.edu	N	0
185	<b>Lincoln University</b> careerservices@lincolnu.edu	N	0
186	<b>Lincoln University of Pennsylvania</b> wkerr@lincoln.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
187	<b>Lind Macalister Talen Agency</b> linda@lmtalent.com	N	0
188	<b>Little Big Horn College</b> oroscol@lbhc.edu	N	0
189	<b>Little Priest Tribal College</b> trisha.wegner@littlepriest.edu	N	0
190	<b>Lone Star College system</b> shortel.s.brent@lonestar.edu	N	0
191	<b>Mary Collins Agency</b> info@marycollins.com	N	0
192	<b>Media Staffing Network</b> info@mediastaffingnetwork.com	N	0
193	<b>Meharry Medical College</b> mcn@mmc.edu	N	0
194	<b>Miles College</b> sperkings@miles.edu	N	0
195	<b>Mississippi Valley State University</b> careerservices@mvsu.edu	N	0
196	<b>Morehouse College</b> hr@morehouse.edu jstiles@msm.edu	N	0
197	<b>Morgan State University</b> careers@morgan.edu	N	0
198	<b>Morris Brown College</b> devonne.mckenzie@morrisbrown.edu	N	0
199	<b>Morris College</b> reaves@morris.edu	N	0
200	<b>Navajo Technical College</b> careerservices@navajotech.edu	N	0
201	<b>Nebraska Indian Community College</b> macdclark@thenicc.edu	N	0
202	<b>Nort Carolina AT&amp;T State University</b> downingc@ncat.edu	N	0
203	<b>North Carolina Central University</b> shannon.keith@nccu.edu lawcareerservices@nccu.edu	N	0
204	<b>Northwest Indian College</b> pesmith@nwic.edu	N	0



<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
205	<b>Northwest Vista College</b> nvc-cats@alamo.edu	N	0
206	<b>Oakwood University</b> dfinley@oakwood.edu	N	0
207	<b>Ogalal Lakota College</b> mfineran@olc.edu	N	0
208	<b>Ohio Center for Broadcasting</b> amoore@beonair.com	N	0
209	<b>Our Lady of The Lake University</b> ccdt@ollusa.edu	N	0
210	<b>Paine College</b> aewing@paine.edu	N	0
211	<b>Palo Alto College</b> pac-jobs@alamo.edu	N	0
212	<b>Paul Quinn College</b> opcd@pqc.edu	N	0
213	<b>Philander Smith College</b> vbowens@philander.edu	N	0
214	<b>Prairie View A&amp;M University</b> careers@pvamu.edu	N	0
215	<b>Rust College</b> sburke@rustcollege.edu	N	0
216	<b>Saginaw Chippewa Tribal college</b> studentservices@sagchip.edu	N	0
217	<b>St. Augustine College</b> careerservices@st-aug.edu	N	0
218	<b>Salish Kootenai College</b> careerservices@st-aug.edu	N	0
219	<b>Sam Houston State College</b> careersuccesscenter@shsu.edu	N	0
220	<b>San Antonio College</b> sac-sec@alamo.edu	N	0
221	<b>San Jacinto college</b> career.centers@sjcd.edu	N	0
222	<b>Savannah State University</b> careerservices@savannahstate.edu	N	0
223	<b>Shaw University</b> careerdevelopment@shawu.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
224	<b>Shorter College</b> khuskey@shortercollege.edu	N	0
225	<b>Simmons College of Kentucky</b> egray@simmonscollegeky.edu	N	0
226	<b>Sinte Gleska University</b> marianne.lefthandbull@sintegleska.edu	N	0
227	<b>Sisseton Wahpeton College</b> vowen@swcollege.edu	N	0
228	<b>Sitting Bull College</b> laurel.vermillion@sittingbull.edu	N	0
229	<b>Southern Methodist University</b> recruit@smu.edu hegiccareercenter@smu.edu wdonahue@smu.edu	N	0
230	<b>Society of Women Engineers</b> hq@swe.org	N	0
231	<b>South Texas College</b> jmore214@southtexascollege.edu	N	0
232	<b>Southern University and A&amp;M College</b> tamara_montgomery@subr.edu	N	0
233	<b>Southern University at New Orleans</b> kfrancis@suno.edu	N	0
234	<b>Southwest Texas Jr. College</b> analisamartinez@swjtc.edu	N	0
235	<b>Southwestern Adventist University</b> analisamartinez@swjtc.edu	N	0
236	<b>Southwestern Christian College</b> jcath@swcc.edu	N	0
237	<b>Southwestern Indian polytechnic Institute</b> cecilia.cometsevah@bie.edu	N	0
238	<b>Southwestern University</b> pirate2pro@southwestern.edu	N	0
239	<b>Spelman College</b> hbell@spelman.edu	N	0
240	<b>St. Edwards University</b> seucareer@stedwards.edu	N	0
241	<b>St. Mary's University</b> rattlercareers@stmarytx.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
242	<b>St. Philips University</b> spc-jobs@alamo.edu	N	0
243	<b>Stillman College</b> twashington@stillman.edu	N	0
244	<b>Stonechild College</b> mjilot@stonechild.edu	N	0
245	<b>Sul Ross State University</b> careers@sulross.edu	N	0
246	<b>Sutton Barth and Vennari Talent Agency</b> info@sbtalent.com	N	0
247	<b>Talladega College</b> skgaitor@talladega.edu	N	0
248	<b>Tarrant County College- Northeast</b> necareerservices@tccd.edu	N	0
249	<b>Texas Christian University</b> j.cates@tcu.edu	N	0
250	<b>Tennessee State University</b> careerdevelopmentcenter@tnstate.edu	N	0
251	<b>Texas A&amp;M International University</b> careerservices@tamiu.edu	N	0
252	<b>Texas A&amp;M University- Corpus Christ</b> career.center@tamucc.edu	N	0
253	<b>Texas A&amp;M University-Kingsville</b> careerservices@tamuk.edu	N	0
254	<b>Texas A&amp;M University- San Antonio</b> mays@tamusa.edu	N	0
255	<b>Texas College</b> texascollegebridge@tea.texas.gov	N	0
256	<b>Texas Lutheran University</b> careers@tlu.edu	N	0
257	<b>Texas Southern University</b> placementservices@tsu.edu kristen.taylor@tmslaw.tsu.edu	N	0
258	<b>Texas Southmost College</b> rene.valdez@tsc.edu	N	0
259	<b>Texas State University</b> careerservices@txstate.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
260	<b>Texas Tech University</b> careercenter@ttu.edu	N	0
261	<b>Texas Tech University Health Sciences Center</b> soncareer@ttuhsc.edu	N	0
262	<b>Texas Tech University Health Sciences – El Paso</b> robin.dankovich@ttuhsc.edu	N	0
263	<b>Texas Women’s University</b> careers@twu.edu	N	0
264	<b>The Art Institute of Dallas</b> delias@aia.edu	N	0
265	<b>The Clutts Agency</b> info@thecluttsagency.com	N	0
266	<b>The Horne Agency</b> thehorneagency@sbcglobal.net	N	0
267	<b>The University of Texas at San Antonio</b> career.services@utsa.edu	N	0
268	<b>The University of Texas at Austin</b> careerengagement@austin.utexas.edu	N	0
269	<b>The University of Texas at Health Science Center at San Antonio</b> gsbs@uthscsa.edu	N	0
270	<b>The University of Texas at Permian Basin</b> careerservices@utpb.edu	N	0
271	<b>The University of Texas at Rio Grande Valley</b> careercenter@utrgv.edu	N	0
272	<b>The University of Texas at El Paso</b> recruit@utep.edu	N	0
273	<b>Ticherman Gilbert Motley Drozdoski Talent Agency</b> kevin@tgmtdtalent.com	N	0
274	<b>Tohono O’odam Community College</b> info@toocc.edu	N	0
275	<b>Tougaloo College</b> mmccoy@tougaloo.edu	N	0
276	<b>Trenholm State Technical College</b> cholloway@trenholmstate.edu	N	0
277	<b>Trinity University</b> celcs@trinity.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
278	<b>Turtle Mountain Community College</b> mlavallie@tm.edu	N	0
279	<b>Tuskegee University</b> ctarverross@tuskegee.edu	N	0
280	<b>United Tribes Technical College</b> csheehan@uttc.edu	N	0
281	<b>University of Arkansas Pine Bluff</b> careersvcs@uapb.edu	N	0
282	<b>University of Dallas</b> career@udallas.edu	N	0
283	<b>University of Houston</b> ucs@uh.edu	N	0
284	<b>University of Houston Clear Lake</b> careerservices@uhcl.edu	N	0
285	<b>University of Houston Downtown</b> uhdcareer@uhd.edu	N	0
286	<b>University of Houston Victoria</b> careerservices@uhv.edu	N	0
287	<b>University of Houston System</b> selindsey@uh.edu	N	0
288	<b>University of Maryland Eastern Shore</b> tqueenan@umes.edu	N	0
289	<b>University of North Texas</b> naegeli@unt.edu career.center@unt.edu	N	0
290	<b>University of North Texas Dallas</b> arthur.lumzy@untdallas.edu	N	0
291	<b>University of Texas Arlington</b> careers@uta.edu	N	0
292	<b>University of Texas Dalla</b> recruit@utdallas.edu	N	0
293	<b>University of District of Columbia</b> jared.moffett@udc.edu	N	0
294	<b>University of Incarnate Word</b> careers@uiwtx.edu	N	0
295	<b>University of Texas-Arlington</b> caron@uta.edu nikki@uta.edu	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
296	<b>Virginia State University</b> careerservices@vsu.edu	N	0
297	<b>Virginia Union University</b> workforcedevelopment@vuu.edu	N	0
298	<b>Virginia University of Lynchburg</b> lkrajecki@vul.edu	N	0
299	<b>West Texas A&amp;M University</b> kkimsey@wtamu.edu wtcareer@wtamu.edu	N	0
300	<b>West Virginia State University</b> careerserv@wvstateu.edu	N	0
301	<b>Western Texas College</b> careerserv@wvstateu.edu	N	0
302	<b>White Earth Tribal &amp; Community College</b> indosa.montoya@wetcc.edu	N	0
303	<b>Wilberforce University</b> pcarter@wilberforce.edu	N	0
304	<b>Wiley College</b> jhodge@wileyc.edu	N	0
305	<b>William Morris Endeavor Talent Agency</b> sis@wmeentertainment.com	N	0
306	<b>Winston-Salem State University</b> careersvcs@wsssu.edu	N	0
307	<b>Xavier University of Louisiana</b> ocs@xula.edu	N	0
308	<b>University of Texas at Dallas Diversity</b> 800 West Campbell Road 972-883-2943 jane.shipman@utdallas.edu jessica.elder@utdallas.edu	N	0
309	<b>Washington Vocational Services</b> 425-774-3338 jbruckshen@wvs.org	N	0
310	<b>Alamed Heights Outreach</b> 2712 Lyola Street 214-372-4620 ahcoc@aol.com	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
311	<b>Arlington Charities Inc</b> 811 Secretary Drive 817-275-1511 wefeed@att.net	N	0
312	<b>Launch Ability</b> 4350 Sigma Road, #100 469-515-9648 anne.hudson@launchability.org	N	0
313	<b>Resource Center Dallas</b> 2701 Reagan Street 214-540-4495 jhumphrey@rcdallas.org	N	0
314	<b>Workforce Solutions Greater Dallas -Grand Prairie</b> 801 South State Highway 161 972-264-5881 Felicia.rabon@equusworks.com keith.davis@tvc.texas.gov	N	0
315	<b>National Association of Black Journalists – Dallas/Ft. Worth</b> dfwabj@gmail.com	N	0
316	<b>Word-of-Mouth Referral</b>	N	3
317	<b>Social Media</b> (Facebook, Twitter, etc.)	N	1
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**KPLX(FM), WBAP-FM, KLIF(AM), KSCS(FM), KTCK(AM), KTCK-FM, and WBAP(AM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2023 – March 31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>Microaggressions</i> and <i>Tokenism</i> . The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
<b>3</b>	Management-level training regarding Diversity, Equity, and Inclusion	On April 11, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.



	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our VP/Market Manager 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 Director of Centralized HR Operations & Talent Acquisition entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
5	Management-level training regarding Diversity, Equity, and Inclusion	On August 4, 2023, our SEU's Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Privilege &amp; Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a "DEI Practice Lab" that focused on Privilege and Access.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
7	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, 2023, our SEU's Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Advocacy &amp; Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.
8	Participate in Job Fair	On July 14, 2023, the Regional Finance Director, Sales Manager, Director of Engineering, and Promotions Directors attended a job fair hosted by MediaTech Institute, during which they talked with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
9	Participate in Job Fair	On August 7, 2023, the Account Executives and Sales Coordinator attended the North Texas (NTX) job fair hosted by Congresswoman Van Duyne at the Irving Convention Center, during which they talked with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.
10	Participate in event sponsored by a professional organization relating to careers in broadcasting	On November 15, 2023, our SEU participated in a virtual Student Networking Night: Careers in Broadcast Media sponsored by the National Association of Broadcasters. The Regional Vice President of our Dallas and Houston SEU's was available to engage with interested students about the company, careers in radio broadcasting, and job opportunities within our SEU.
11	Participate in Job Fair	On November 1, 2023, one of our Account Executives, Promotions Assistant, and an On Air Personality attended the Forney Independent School District (Forney ISD) job fair hosted by Forney ISD, during which they talked with students/attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.
12	Host event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On January 31, 2024, our Promotions Directors and Program Directors welcomed Gainesville High School students for a tour of our studios, during which they discussed podcasting and explained how radio stations operate as well as the opportunities available for a future career in broadcasting.
13	Host event sponsored by or on behalf of a professional organization relating to careers in broadcasting	On March 1, 2024, our SEU hosted the 14 <sup>th</sup> Annual Student Media Tour sponsored by the Alliance for Women in Media. Students majoring in media-related fields received a tour of our facilities during which our Market Manager, Promotions Directors, Program Directors, Regional Finance Manager, and WBAP Morning News Anchor spoke with them about how radio stations operate as well as the opportunities available for a future career in broadcasting. Questions were encouraged. Information about job openings within the Dallas SEU was also shared.
14	Mentoring Program	Beginning April 2023 through March 2024, our SEU's seasoned Market Manager has been/is mentoring a new Market Manager in another Cumulus market. They communicated on a weekly basis throughout this period, during which they discussed all aspects of the day-to-day business as well as career goals and challenges.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>15</b>	Host event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 26, 2024, our Promotions Directors, Promotions Coordinator, and two On Air Personalities welcomed students from Sachse High School's DECA club for a tour of our studios, during which they discussed podcasting and explained how radio stations operate as well as the opportunities available for a future career in broadcasting.
<b>16</b>	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 27, 2024, one of our On Air Personalities was invited by a professor to speak to a broadcasting class at the University of North Texas, during which he shared details about his journey in radio broadcasting. He also discussed the various career opportunities available in media generally as well as current job openings within the SEU and the company.