

**WSOX(FM), WARM-FM, WSBA(AM), WIOV-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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
No Full-Time Positions Were Filled During this Reporting Period.		

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Business Manager and 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.
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity	On May 31, 2022, our Market Manager, who was unavailable when this training originally occurred, viewed the recorded 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.
<b>3</b>	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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Host Job Fair	<p>Between June 20, 2022, and June 28, 2022, our SEU hosted an online job fair via the following website <a href="https://www.centralpajobfair.com/explore-the-job-fair">https://www.centralpajobfair.com/explore-the-job-fair</a>. Employment candidates were provided with an opportunity to contact thirteen (13) employers, including a representative of our SEU. Job seekers attended the online job fair and contacted one or more of the potential employers who participated in the fair. The job fair took place 24 hours per day, seven days per week over the course of nine (9) full days.</p> <p>Our SEU created the concept for the online job fair, solicited the participation of local employers, organized all logistical aspects of the event and participated as an exhibitor. Our Market Manager and Promotions Director were directly involved in the job fair.</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	Management-level training concerning methods of ensuring equal employment opportunity	<p>On September 20, 2022, our Market Manager viewed the "EEO Rules &amp; Regulations Webinar" hosted by the Pennsylvania Association of Broadcasters which was conducted by communications lawyer David Oxenford. This webinar focused on the FCC's EEO rules and addressed topics such as the importance of widely disseminating information about job openings, educating the public about career opportunities in broadcasting, and training current employees for advancement.</p>
7	Management-level training regarding Diversity, Equity, and Inclusion	<p>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.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in Job Fair	On February 24, 2023, our Market Manager participated in the Franklin & Marshall College (“F&M”) Job Fair, which took place on its campus and was attended by approximately fifty-three (53) employers. Our Market Manager talked with interested students/job seekers about the company, career opportunities in broadcasting and job openings within the SEU.
<b>9</b>	Participate in Job Fair	On March 3, 2023, our Market Manager participated in the Franklin & Marshall College (“F&M”) virtual Job Fair, which included approximately twenty-five (25) employers. Our Market Manager was available to talk with interested students/job seekers about the company, career opportunities in broadcasting, and job openings within the SEU.
<b>10</b>	Participate in Job Fair	On March 28, 2023, our Market Manager participated in Millersville University's Job & Internship Fairs hosted by Experiential Learning & Career Management, which was held in the SMC Ville Courts. Our Market Manager talked with interested job seekers about the company, career opportunities in broadcasting and job openings within the SEU.