

KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFAY(AM), KMCK-FM, KYNG(AM), KNSH(FM), KBBQ-FM, KOMS(FM)

**EEO PUBLIC FILE REPORT
February 1, 2022 – January 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
Account Executive	1-30, 32-41	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	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	4
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	Arkansas Workforce Center at Fayetteville 2143 West Martin Luther King Jr. Boulevard 479-521-5730 sharon.hopper@arkansas.gov	N	0
33	Arkansas Workforce Center at Rogers 100 N. Dixieland Road 479-636-4755 tridena.feaster@arkansas.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Homeless to Independence arkansas@homelesstoindpendence.org	N	0
35	American Indian Center of Arkansas 1100 N University 501-666-9032 lbethards@arindianctr.org nyork@arindianctr.org	N	0
36	Elizabeth Richardson Center 3917 S. Old Missouri Road 479-713-0354 admin@ercinc.org smarkley@ercinc.org	N	0
37	Economic Opportunity Agency of Washington County, Inc. (EOAWC) 614 E Emma 479-872-7479 krandall41@yahoo.com	N	0
38	Missouri Job Center - Joplin 730 South Wall Ave. 417-629-3000 joplin@ded.mo.gov troland@jomowib.com	N	0
39	Workforce Oklahoma - Stilwell Center 219 West Oak 918-696-6608 manager.stilwell@oesc.state.ok.us ron.venters@oesc.state.ok.us	N	0
40	Oklahoma Employment Security Commission Tahlequah Workforce Center 1295 Skills Center Circle 918-456-8846 manager.tahlequah@oesc.state.ok.us	N	0
41	Hero 2 Hired Washington tamie.j.clark.ctr@mail.mil	N	0
42	SEU Job Fair(s) <i>(see Section III)</i>	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

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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> . This 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	Co-Sponsor Job Fair	On January 10, 2023, our SEU co-hosted a job fair with Goodwill Career Services in Springdale, Arkansas. Our Market Manager was available to speak with interested attendees about career opportunities in the radio industry and open positions within the Fayetteville/Fort Smith SEU.
6	Co-Sponsor Job Fair	On January 12, 2023, our SEU co-hosted a job fair with Goodwill Career Services in Rogers, Arkansas. Our Market Manager was available to speak with interested attendees about career opportunities in the radio industry and open positions within the Fayetteville/Fort Smith SEU.
7	Participate in activities reasonably calculated to disseminate information about careers in broadcasting	During the Spring of 2022, our SEU’s Program Director taught a Sports Media course at the University of Arkansas. The curriculum included how to get into the business, with an emphasis on sports broadcasting, how aural and video broadcasts are developed and produced, and the future of radio broadcasting.
8	Participate in activities reasonably calculated to disseminate information about careers in broadcasting	During the Spring of 2022, our SEU’s Program Director taught a Public Speaking course at the University of Arkansas. The topics covered included how to deliver a speech and command the attention of an audience, and how these skills relate to a career in broadcasting.