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September 19, 2021

Ms. Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street, NE
Washington, DC 20554

Re: **Response to Broadcast EEO Audit Letter**
Radio License Holding CBC, LLC
Station KKOH(AM), Reno, Nevada
Facility Identifier Number 60006

Dear Ms. Goldin:

Radio License Holding CBC, LLC ("RLH-CBC"), licensee of radio station KKOH(AM), Reno, Nevada hereby submits its Response to your letter of August 6, 2021 ("EEO Audit Letter") concerning the Station's compliance with the Commission's Equal Employment Opportunity Rule, 47 C.F.R. § 73.2080. Station KKOH is part of a station employment unit ("SEU") based in Reno, Nevada, that includes stations KBUL-FM, Carson City, Nevada, KNEV(FM), Reno, Nevada, and KWYL(FM), South Lake Tahoe, California (Facility ID 67816). For this reason, the RLH-CBC Response to the EEO Audit Letter involves the entire Reno SEU.

To comply with the procedures presented in Item 4(a) of the aforementioned EEO Audit Letter, RLH-CBC is uploading its Response into the online public inspection file of each station in this SEU.

9/19/2021

Page 2

If there are any questions about this submission, please contact undersigned counsel to Radio License Holding CBC, LLC.

Sincerely,


Mark Lipp

Attachment

DECLARATION OF RICHARD S. DENNING

I, Richard S. Denning, hereby declare as follows:

I am Executive Vice President and General Counsel of Radio License Holding CBC, LLC, licensee of radio stations KKOH(AM), Reno Nevada (Facility ID 11236), which are part of a station employment unit based in Reno, Nevada, which includes stations KBUL-FM, Carson City, Nevada (Facility ID 11245), KNEV(FM), Reno, Nevada (Facility ID 11244) , and KWYL(FM), South Lake Tahoe, California (Facility ID 67816) (collectively, the "SEU"). The stations in this SEU are commonly owned through indirect subsidiaries ultimately owned and controlled by Cumulus Media Inc. (collectively, "Cumulus"). This Declaration and the attachments provided hereto are being submitted in response to a letter dated August 6, 2021 (the "Audit Letter") from Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division, Enforcement Bureau, Federal Communications Commission ("FCC"), concerning a random audit of the SEU's compliance with the FCC's equal employment opportunity ("EEO") rule, 47 C.F.R. § 73.2080.

The SEU employs five (5) or more full-time employees as the term is defined in Section 73.2080(e)(1) of the FCC's rules.

In response to Question 2(b)(i) of the Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are included as Attachment A.

The web address of each station in the SEU is as follows: KKOH(AM), www.kkoh.com; KKBUL-FM, www.kbul.com; KNEV(FM), www.955thevibe.com; and, KWYL(FM), www.wild1029.com.

A copy of the current EEO public file report is on or linked to each of the above websites.

This SEU did not hire any full-time employees during the period covered by the above-referenced EEO public file reports, therefore, there is no documentation to submit in response to 2(b)(ii) of the Audit Letter. It is the SEU's standard practice, however, to retain copies of job vacancy announcements that are sent to all recruitment sources, as required by §73.2080(c)(5)(iii). Further, the SEU routinely notifies its three "entitled" recruitment sources about its job openings, as described in §73.2080(c)(1)(ii), when it does have full-time vacancies.

There is no interviewee data to submit in response to 2(b)(iii) of the Audit Letter, since there were no full-time hires during the period covered by the aforementioned EEO public file reports.

In response to 2(b)(iv) of the Audit Letter, documentation of the SEU's performance of the recruitment initiatives as described in §73.2080(c)(2) during the relevant time period is included in Attachment C. Station personnel involved in the recruitment initiatives are identified in Attachment C as well. The SEU employs a total of twenty eight (28) full-time employees.

The stations are located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four (4) recruitment initiatives during a two-year period.

In response to 2(b)(v) of the Audit Letter, Cumulus affirms that it is not aware of any pending or resolved discrimination complaints filed against this SEU during the time period covered by this response.

In response to 2(b)(vi) of the Audit Letter, Cumulus has established and implemented a company-wide EEO compliance plan. At the corporate level, Cumulus recognizes the importance of EEO compliance and has communicated the importance of complying with the FCC's broad outreach and recordkeeping requirements to employees at all levels within the company, including its national, regional and local personnel. Cumulus previously engaged its outside communications counsel to conduct comprehensive FCC EEO training sessions, which were mandatory for all market and business managers. Those training sessions were followed by the distribution of written compliance materials to key personnel in each station employment unit who have recruitment and hiring responsibility. These materials continue to be an excellent resource. Cumulus also instituted a policy designed to help reduce the inevitable recordkeeping lapses which occur as a result of employee turnover. The SEU's compliance efforts also include identifying Cumulus' efforts to afford equal employment opportunities to employees through statements disseminated in job applications and vacancy announcements posted in conspicuous areas within the workplace.

Since 2017, Cumulus has engaged ClearCompany, a talent management system, to assist all markets with their recruitment efforts. ClearCompany automatically routed descriptions of job openings to a specific group of recruitment sources. On February 15, 2020, the company changed course and employed the services of CareerBuilder to help it locate, manage and hire talented applicants. It, too, automatically directs descriptions of job openings to certain recruitment sources.

Cumulus hired in-house regulatory counsel, who not only continued to use the reference tools provided by outside counsel, but also developed additional compliance aids to help all station employment units meet FCC EEO requirements. In-house counsel conducted periodic FCC EEO training sessions for all market and business managers and assisted the markets with their EEO public file reports on an annual basis, reviewing vacancy-specific and general outreach efforts and providing recommendations for improvement.

When in-house regulatory counsel left the company, Cumulus retained outside communications counsel to address questions and concerns related to FCC EEO compliance as they arose, and review annual EEO public file reports for all of its station employment units. As General Counsel to Cumulus, I assumed responsibility for conducting comprehensive FCC EEO training sessions, which continue to be mandatory for all market and business managers. During preparation for these sessions, I conferred with outside counsel to ensure that presentations were up-to-date.

The SEU's Market Manager ("MM") is ultimately responsible for the SEU's EEO program at the local level. The MM is knowledgeable about the company's EEO policies and

hiring practices, and works closely with managers in the Market that have hiring authority, as well as the corporate Human Resources department, to ensure that compliance efforts are observed. The MM is involved in the drafting and approving of all job vacancy announcements, interviewing and approving the hiring of all full-time employees, and overseeing all recruitment initiatives.

The Business Manager (“BM”) is responsible for implementing the SEU’s EEO program and maintaining the SEU’s Master Recruitment Source List, which includes a wide-ranging selection of sources. The BM ensures that job postings are broadly distributed. When the decision is made to hire a new employee in the Market, the BM obtains the necessary information from the hiring manager and posts the job vacancy announcement(s) on the Cumulus careers website as well as other recruitment source websites. He also notifies specific sources via email and U. S. mail.

Mindful of its general recruitment obligations, the SEU participated in or hosted a variety of supplemental recruitment initiatives, both physically and virtually, which its EEO Public File Reports aptly describe. Members of the management team also took time to participate in presentations about the prevention of harassment in the workplace and compliance with FCC EEO rules.

In response to 2(b)(vii) of the Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of the recruitment sources listed therein in terms of both the quantity and quality of the interviewees that are being generated from those recruitment sources, as well as the results that are being generated from its recruitment initiatives. Accordingly, the SEU holds monthly meetings among its managers to discuss the quantity and quality of the interviewees that are being generated from its recruitment sources. They also discuss the results obtained from its supplemental recruitment initiatives and share new ideas for community events that the SEU can participate in or host to better inform its communities about career opportunities in broadcasting. Typically, the Business Manager sends an email to management staff following these meetings to remind them of the SEU’s on-going EEO responsibilities.

In response to 2(b)(viii) of the Audit Letter, the SEU makes a concerted effort to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the SEU is providing equal employment opportunity, and is not discriminating against employees or job applicants. Accordingly, the SEU’s MM, department managers, and Business department, together with Cumulus’s corporate Human Resources Department, review the compensation, benefits, promotions and other employment practices of the SEU to ensure that they are fair and are based solely on an employee’s experience and performance record. Further, in hiring a new employee, all responsible parties consider an applicant’s experience to determine whether they are qualified for the position and analyze the candidate’s past performance to determine their likelihood for success. The SEU’s employment practices are the ultimate responsibility of its MM, Jennifer Odom, who works in conjunction with in-house counsel at Cumulus headquarters and, when applicable, outside employment and labor counsel.


In response to 2(b)(ix) of the Audit Letter, Radio License Holding CBC, LLC is not a religious broadcaster.

[SIGNATURE ON THE FOLLOWING PAGE]

**SIGNATURE PAGE TO
DECLARATION OF RICHARD S. DENNING**

I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge and belief.

Signed and dated this 17th day of September, 2021.


Richard S. Denning

Attachment A

**KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020**

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 |
|---|--|-------------------------------|
| No Full-Time Positions Were Filled During this Reporting Period. | | |

**KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020**

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

**KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020**

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 1 | Participate in Job Fair | On August 29, 2019, our SEU participated in a Career Fair hosted by the University of Nevada Reno on its campus. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as internships and job openings within the SEU. SEU participants included our Business Manager and Promotions Director. |
| 2 | Participate in Job Fair | On February 13, 2020, our SEU participated in a Career Fair hosted by the University of Nevada Reno on its campus. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as internships and job openings within the SEU. SEU participants included our Business Manager and Promotions Director. |
| 3 | Internship Program | <p>Our SEU maintains an on-going Internship Program. Students from local high schools and colleges participate in this Program, which offers meaningful educational and work experiences designed to meet the academic and career goals of each intern. Student interns are exposed to all facets of radio broadcasting including programming, production, marketing, sales, business and more.</p> <p>During this reporting period, our SEU is hosting one student, who attends Innovations High School.</p> |
| 4 | EEO Management Training | On October 16, 2019, our SEU participated in a training seminar conducted by the Nevada Equal Rights Commission (NERC). Two hour training session discussing Federal and State Laws, Pre and Post Employment Hiring practices, Protected Classes, and Interview do's and don'ts. Open forum at the end training for questions: Market Manager, KKOH Program Director, KBUL Program Director, Business Manager, Chief Engineer, KWYL and KNEV Program Director and Promotions Director were the managers who completed the NERC Training Seminar. |

KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 5 | EEO Management Training | During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial. |

**KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2020 – May 31, 2021**

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 |
|---|--|-------------------------------|
| No Full-Time Positions Were Filled During this Reporting Period. | | |

**KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2020 – May 31, 2021**

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

**KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2020 – May 31, 2021**

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 1 | Participate in Job Fair | <p>Our SEU's Program Director produced a video entitled, "Day in the Life of a Broadcaster," which he presented to the Nevada Broadcasters Association to share at its Junior Achievement Inspire Virtual Career Expo which opened on May 4, 2021. Participants were able to view this video, which provided information about the various career paths and opportunities in radio broadcasting.</p> |
| 2 | Internship Program | <p>Our SEU maintains an on-going Internship Program. Students from local high schools and colleges participate in this Program, which offers meaningful educational and work experiences designed to meet the academic and career goals of each intern. Student interns are exposed to all facets of radio broadcasting, including programming, production, marketing, sales, business and more.</p> <p>During this reporting period, our SEU hosted a student who attends the University of Nevada for a Spring internship—March 2021 through May 2021.</p> |
| 3 | Management-level training methods of ensuring equal employment opportunity and preventing discrimination | <p>On July 22, 2020, our Market and Business Managers attended the management-level training session conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.</p> |

Attachment B

This SEU did not hire any full-time employees during the two reporting periods that its 2020 and 2021 EEO Public File Reports covered (see Attachment A).

Attachment C

KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 1 | Participate in Job Fair | On August 29, 2019, our SEU participated in a Career Fair hosted by the University of Nevada Reno on its campus. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as internships and job openings within the SEU. SEU participants included our Business Manager and Promotions Director. |
| 2 | Participate in Job Fair | On February 13, 2020, our SEU participated in a Career Fair hosted by the University of Nevada Reno on its campus. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as internships and job openings within the SEU. SEU participants included our Business Manager and Promotions Director. |
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| 4 | EEO Management Training | On October 16, 2019, our SEU participated in a training seminar conducted by the Nevada Equal Rights Commission (NERC). Two hour training session discussing Federal and State Laws, Pre and Post Employment Hiring practices, Protected Classes, and Interview do's and don'ts. Open forum at the end training for questions: Market Manager, KKOH Program Director, KBUL Program Director, Business Manager, Chief Engineer, KWYL and KNEV Program Director and Promotions Director were the managers who completed the NERC Training Seminar. |

KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 5 | EEO Management Training | During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial. |

Part-Time Job & Internship Expo

Nevada Career Studio, the University's Central Career Services Office

University of Nevada, Reno

Joe Crowley Student Union Ballrooms

Thursday, August 29, 2019 • 10 am-2 pm



Career Studio

at The University's Central Career Services Office

Unloading Items

To unload materials, find the loading dock on the north side of the Joe Crowley Student Union—easily accessed via Evans Avenue. Student workers are available to unload and carry items to the fourth floor Ballrooms between 9:00-9:45 am. Due to changes in parking lot assignments, parking for this event has moved to the North Tan Lot. Due to this change, we strongly recommend that you unload your materials at the loading dock before parking.

Set Up and Break Down

Set up begins at 9:00 am on the day of the Expo—Thursday, August 29. Employer spaces include a 6' x 3' table and two chairs. Additional chairs are provided as needed. Tables are pre-assigned. An event map is provided at check-in. Student workers are available to assist with check-in and set-up in the Ballrooms. The Expo is open to students at 10 am sharp.

IF YOU ARE SHIPPING MATERIALS:

Be sure your materials arrive at UNR 3 days before the event. A US Post Office is located a few blocks away on 18th and North Virginia Streets. If you use FedEx or UPS to return your items, please make the arrangements, and we will facilitate logistics as needed.

Parking

Due to changes in parking lot assignments, parking for this event has moved to the North Tan Lot. Due to this change, we strongly recommend that you unload your materials at the loading dock before parking. Once you have unloaded your items, please move your car to the North Tan lot on Enterprise Road. Outside signage to direct you to the parking area. No parking passes needed for this event.

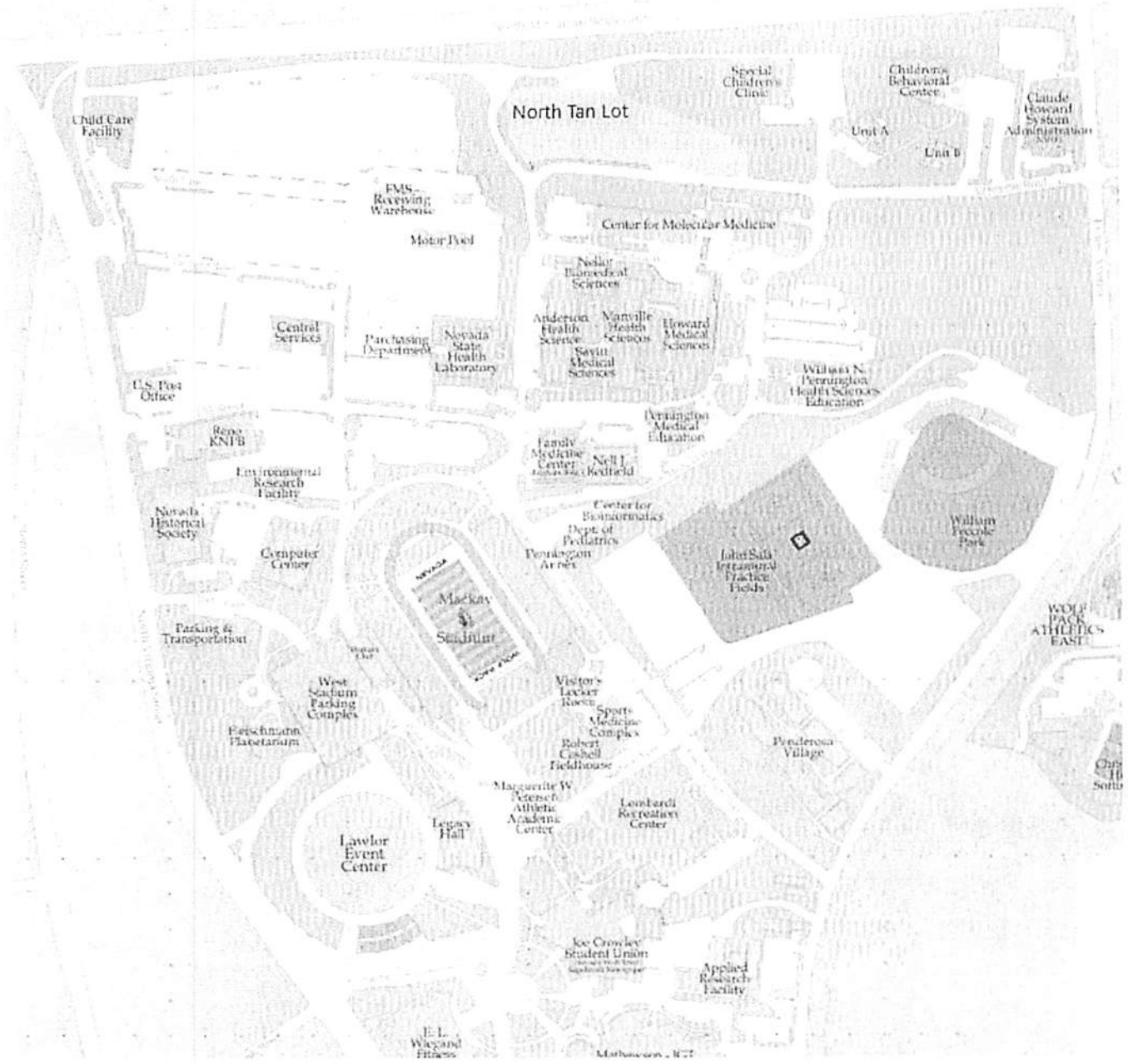
Food

Your registration includes two boxed lunches. If you purchased registrations for extra representatives, there will be one lunch for each. At the time of check-in, you will receive a voucher to pick up lunch in our employer break room (adjacent the Ballrooms). Water dispensers will be available in the Break Room (adjacent to the Ball Rooms) during the event.

What to Bring

- Anything that will help you engage students and get them excited about working with you.
- Consider a table drape, promotional signs and flyers, job description handouts with hiring dates, branded giveaways, and edible treats.
- A “dressed up” table attracts more student attention!
- In the interest of reducing waste and keeping plastic out of our oceans, we will provide water in large dispensers (rather than individual plastic bottles and canned soda). Please bring your favorite water bottle or cup to stay hydrated. Cups will not be provided.

Questions? Please contact the Nevada Career Studio at (775) 682-7114.



Spring Career & Internship Expo

Nevada Career Studio, the University's Central Career Services Office

University of Nevada, Reno

Joe Crowley Student Union Ballrooms

Thursday, February 13, 2020 • 10 am-2 pm



Unloading Items

To unload materials, find the loading dock on the north side of the Joe Crowley Student Union-easily accessed via Evans Avenue. Student workers are available to unload and carry items to the fourth floor Ballrooms between 9:00-9:45 am.

Set Up and Break Down

Set up begins at 9:00 am on the day of the Expo-Thursday, February 13th. Employer spaces include a 6' x 3' table and two chairs. Additional chairs are provided as needed. Tables are pre-assigned and a map of the event space is included in your check-in packet. Student workers are available to assist with check in and set up in the Ballrooms. The Expo is open to students at 10 am sharp.

IF YOU ARE SHIPPING MATERIALS:

Be sure your materials arrive at UNR 3 days before the event. A US Post Office is located a few blocks away on 18th and North Virginia Streets. If you use FedEx or UPS to return your items, please make the arrangements, and we will facilitate logistics as needed.

Parking

Once you have unloaded your items, please move your car to the top floor of the West Stadium Parking Complex on North Virginia and 16th Streets. There will be outside signage to direct you. Show your parking pass to the parking attendant, who will direct you to park in one of the coned-off spots; parking passes must be printed out and displayed on the dash board of every vehicle attending.

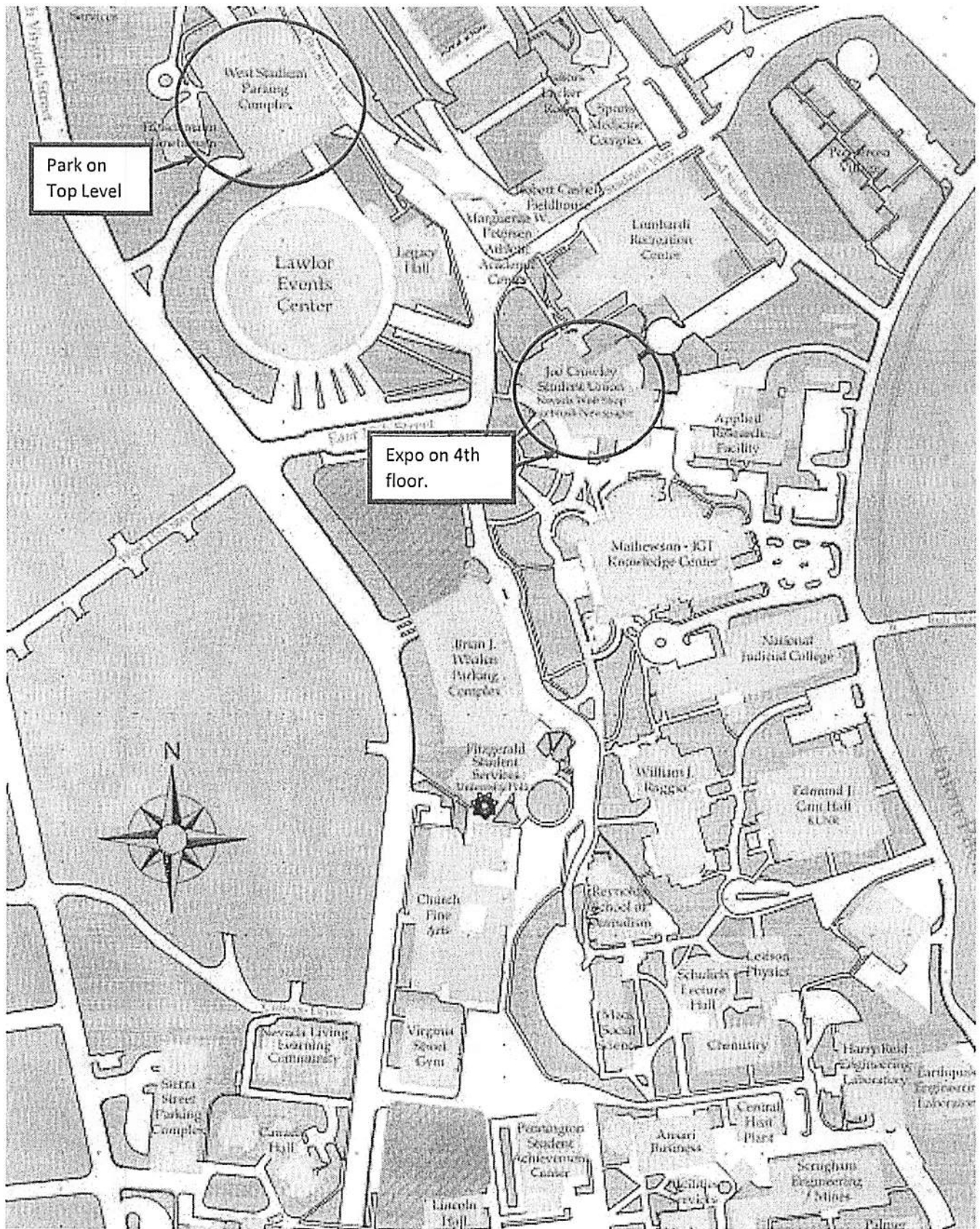
Food

Your registration includes two boxed lunches. If you purchased registrations for extra representatives, there will be one lunch for each. At the time of check-in, you will receive a voucher to pick up lunch in our employer break room (adjacent the Ballrooms). Water dispensers will be available in the Break Room (adjacent to the Ball Rooms) during the event.

What to Bring

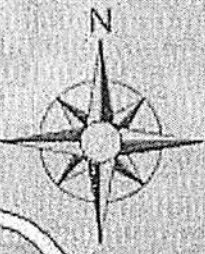
- Anything that will help you engage students and get them excited about working with you.
- Consider a table drape, promotional signs and flyers, job description handouts with hiring dates, branded giveaways, and edible treats.
- A "dressed up" table attracts more student attention!
- In the interest of reducing waste and keeping plastic out of our oceans, we will provide water in large dispensers (rather than individual plastic bottles and canned soda). Please bring your favorite water bottle or cup to stay hydrated. Cups will not be provided.

Questions? Please contact the Nevada Career Studio at (775) 682-7114.



Park on Top Level

Expo on 4th floor.



Joe King

From: R Boogie
Sent: Wednesday, March 04, 2020 2:18 PM
To: Joe King
Subject: RE: KWYL - EEO Re-cap

Joe,

The program is called "Learning Through Interest" through innovations High School. I am a community mentor to a student named Gabriel Over several weeks Gabriel will learn the different facets of our industry like marketing, promotions, on-air presentation, sales, music philosophy, imaging, professional etiquette and more! Gabriel is responsible for completing projects that benefit him and I through deep investigations. Through these projects the idea is to develop the real skills relationships & work ethic that he can use in the real world. The "shadow days" are on Wednesdays where the student, Gabriel, will spend 3 hours "shadowing" me from 11a-2p. It started 1/15/2020 and will run through the end of the school year. Supplemental information will be delivered to you shortly.

Thank you!

Raul Alvarado
(R-Boogie)

Program Director
Wild 102.9 KWYL
595 E. Plumb Lane
Reno, NV 89509

o) 775-325-9170
c) 775-200-3335

From: Joe King
Sent: Thursday, February 13, 2020 9:56 AM
To: R Boogie
Subject: RE: KWYL - EEO Re-cap

R,

Do you have additional information for the EEO file regarding your job shadowing?

Joe King
Business Manager
Cumulus Radio - Reno
595 E. Plumb Lane
Reno, NV 89502
775-325-9103 Direct
775-325-6303 Fax
775-391-9559 Cell



RENO



From: R Boogie
Sent: Wednesday, November 13, 2019 3:36 PM
To: Joe King <Joe.King@cumulus.com>
Subject: KWYL - EEO Re-cap

Joe,

On Wednesday October 16th I spent the afternoon (1p-3p) with Gabriel from Innovations High School. We talked about a career in the radio industry and all the different aspects and opportunities available. We covered the following.

- What a career in radio entails
- What kind of courses or training are beneficial
- How our station works (technical aspect)
- Communication Skills
- Marketing and promotions
- How to setup song schedules/playlists
- Music theory
- Programming philosophy
- Positions outside of "on-air" talent (sales, promotions, engineer, techs)
- How radio stations make money and the role of the "on-air" talent plays in the process

Upon completing the 2 hour session Gabe emailed and expressed his interest in a potential internship program that we talked about. I told him I need to reach out to corporate and do some research about the best practices when it comes to internship programs.

Attached are the e-mails that were exchanged from the initial contact to the follow up.

Thank you!

Raul Alvarado (*R-Boogie*)

Program Director
Wild 102.9 KWYL
595 E. Plumb Lane
Reno, NV 89509

o) 775-325-9170

c) 775-200-3335

CUMULUS MEDIA Email Policy

PLEASE NOTE: This message contains confidential information and is intended only for the individual(s) named. Employees of CUMULUS MEDIA Inc. and its subsidiaries are prohibited from forwarding this email or otherwise disclosing the contents of this email, or any portion thereof, to any third party, including any non-employee of the respective companies. Failure of an employee to comply with this policy will result in disciplinary action up to and including immediate termination of employment.



MENTOR GUIDE

Innovations High School - Learning Through Interest



Dear Potential Community Mentor,

We are so grateful to have peaked your interest! One of the key elements of the “activation of learning” at Innovations Big Picture High School is that our scholars learn in the real world. The main component of every scholar’s education is the Learning Through Interest/Internships (LTI). In these experiences, an Innovations scholar works with a mentor, an expert in the field of the scholar’s interest; the scholar completes authentic projects that benefit the scholar and the mentor through deep investigations. These projects are one of the main roots of academic growth and investigation in the curriculum. These authentic projects are connected to the scholar’s interests and needs. Projects are real and strive to meet the needs of the mentors. Through this work, scholars develop 21st-century skills, build adult relationships, and begin establishing a professional network. Scholars at Innovations can have multiple real world learning experiences over the course of years in their school. We have worked diligently to ensure that our internship process is as efficient as possible for our mentors with an awesome data base, remote attendance check-ins, liability insurance, and ongoing support from our Advisors!

Here’s why it’s SO IMPORTANT to have amazing mentors like you in our community:

- Scholars learn how to be adults by being with adults!
- The expertise is out in the *real world*!
- The guidance is invaluable!
- You’re helping to shape the next generation of experts in your field!

Thank you for your interest and we look forward to partnering with you in our mission to help our scholars be the best they can be!

Taylor Harper

Lead Learner (principal)

Joe King *www*

From: Lila Vizcarra <L-VIZCARRA@detr.nv.gov> on behalf of NERC Outreach <nerc-outreach@detr.nv.gov>
Sent: Monday, October 14, 2019 8:54 AM
To: Joe King
Subject: RE: Cumulus Radio - Management level training regarding equal employment and preventing discrimination.

Good Morning, *LILA*
KARA
Laura
Yes, my administrator, Kara Jenkins and I will be there.

Thank you,
Lila

From: Joe King <Joe.King@cumulus.com>
Sent: Monday, October 14, 2019 8:22 AM
To: NERC Outreach <nerc-outreach@detr.nv.gov>
Subject: RE: Cumulus Radio - Management level training regarding equal employment and preventing discrimination.

Good Morning Lila,

Confirming we are still a go for Wednesday (16th) at 10am?

Joe King
Business Manager
Cumulus Radio - Reno
595 E. Plumb Lane
Reno, NV 89502
775-325-9103 Direct
775-325-6303 Fax
775-391-9559 Cell



October 16, 2019

Nevada Equal Rights Commission (NERC)

Management Training Session

Conducted by: Kara Jenkins and Lila Vizcarra

Start Time: 10am

End Time: 12pm

Two hour management training session that discussed the Federal and State laws that protect the Employee...IE Title VII (Civil Rights), ADEA, ADA, Harassment.

Attendance:

Jennifer Odom (Market Manager)

Joe King (Business Manager)

Bob Richardson (KBUL PD)

Dan Mason (KKOH PD)

Raul Alvarado (KWYL PD)

Ryan Nutter (KNEV PD)

Jennifer Marchand (Promotions Director)

Jake Hamar (Production Director)

Daniel Appellof (Chief Engineer)

CERTIFICATE of ACHIEVEMENT

This is to certify that

Jennifer Odom

has completed the course

Workplace Harassment Prevention for Managers – Multi-State
Edition, version 2.0 (Title VII)

April 30, 2019

Think^{HR}

CERTIFICATE of ACHIEVEMENT

This is to certify that

Joe King

has completed the course

**Workplace Harassment Prevention for Managers – Multi-State
Edition, version 2.0 (Title VII)**

April 8, 2019

Think^{HR}

KKOH (AM), KNEV (FM), KBUL-FM and KWYL (FM)

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 1 | Participate in Job Fair | <p>Our SEU's Program Director produced a video entitled, "Day in the Life of a Broadcaster," which he presented to the Nevada Broadcasters Association to share at its Junior Achievement Inspire Virtual Career Expo which opened on May 4, 2021. Participants were able to view this video, which provided information about the various career paths and opportunities in radio broadcasting.</p> |
| 2 | Internship Program | <p>Our SEU maintains an on-going Internship Program. Students from local high schools and colleges participate in this Program, which offers meaningful educational and work experiences designed to meet the academic and career goals of each intern. Student interns are exposed to all facets of radio broadcasting, including programming, production, marketing, sales, business and more.</p> <p>During this reporting period, our SEU hosted a student who attends the University of Nevada for a Spring internship—March 2021 through May 2021.</p> |
| 3 | Management-level training methods of ensuring equal employment opportunity and preventing discrimination | <p>On July 22, 2020, our Market and Business Managers attended the management-level training session conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.</p> |

FW: [EXT] JA Inspire Virtual Career Expo Data

Jennifer Odom <Jennifer.Odom@cumulus.com>

Mon 5/24/2021 6:06 PM

To: Joe King <Joe.King@cumulus.com>

From: Eric Bonnici [mailto:eric@nevadabroadcasters.org]

Sent: Monday, May 24, 2021 3:26 PM

To: Matt Eldredge <matt.eldredge@kolotv.com>; Andrew Perini <aperini@ktvn.com>; Amie Chapman <amchapman@sbgvtv.com>; Kurt Mische <kmische@pbsreno.org>; Viola Cody <vcody@entravision.com>; elkotvdistrict@gmail.com; Lisa Howfield <lhowfield@8newsnow.com>; Chris Way <Chris.Way@ktvn.com>; Larry Strumwasser <lstrumwasser@sbgvtv.com>; Ramiro Lopez <RxLopez@nbcuni.com>; mkorr@fox5vegas.com; Mary Mazur <mmazur@vegaspbs.org>; Vernon Van Winkle <videovern@kpvm.tv>; Swhitney@ctntv.net; Steff Stallworth <Stephanie.Stallworth@cox.com>; Cjordan@entravision.com; A.J. Kenneson <kenneson@kunr.org>; Jennifer Odom <Jennifer.Odom@cumulus.com>; Mike Murray <Mike@lotusradio.com>; Kara Brown <Kara@renomediagroup.com>; lee@renoscrazy80s.com; Ken Sutherland <ken@rubyradio.fm>; Lynn Pearce <KVLV@phonewave.net>; Paul Gardner <paul@elkoradio.com>; Harry W. Dixon <harry@nvgumshoe.com>; Carl Brownfield <carlshop@hotmail.com>; kdssfm@sbcglobal.net; Tim Weidemann <timweidemann@pilgrimradio.com>; Peter Burton <peter.burton@bbgi.com>; glynnalan@iheartmedia.com; TonyMatteo iHeart Las Vegas <tonymatteo@iheartmedia.com>; Craig Knight <craigk@kcefm.com>; Tony Bonnici <tonyb@lvradio.com>; Jesse Leeds <jzleeds@lvradio.com>; Natalie Marsh <natalieo@lvradio.com>; Mauricio Palacios <maupalacios@univision.net>; Dan Kearney <dan.kearney@audacy.com>; Mark Hays <markhays@kshp.com>; William Pollack <whpollack@gmail.com>; Jerry Nadal <Jerry@nevadapublicradio.org>; Scott Gentry <scott@smiradio.com>; Brad@bradstaley.net; Ashton Ridley <ashton.ridley@unlv.edu>; Marty Bash <mbasch@kvegas.com>; eric.palacios@hotmail.com; Roberto Ibarra <Rlbarra@945tv.com>; Karen Jackson KNYE <karen@knye.com>

Cc: Mitch Fox <Mitch@NevadaBroadcasters.org>; Lisa Hack <Lisa@nevadabroadcasters.org>; Matalie Watson <Matalie@NevadaBroadcasters.org>

Subject: [EXT] JA Inspire Virtual Career Expo Data

Good Afternoon,

I hope this email finds you well. We would first like to thank all of you who supported our efforts by participating in the JA Inspire Virtual Career Expo by sending us your video recordings of "Day in the Life of a Broadcaster". Presenting the job opportunities that are available to these young-career minded individuals, is how we keep our industry thriving with new-fresh blood.

Below is the initial data from the career fair for opening day. Though the virtual Career Fair kicked off on Tuesday, May 4, 2021, keep in mind that it remains active for 120 days for students to participate in and explore the various jobs available. I will send you a final summary when it concludes.

Opening day: 679 visits into the simulation.

Here is the data that is specific to the NVVBA engagements:

| | |
|--------------------------|--------|
| Total Visits | 93 |
| Unique Visits | 75 |
| Tab Clicks (White Bar) | 4 |
| Documents Viewed | 1 |
| Videos Viewed | 7 |
| Document | Views |
| Foundation Brochure | 1 |
| Video | Views |
| Digital Content Producer | 2 |
| Radio | 1 |
| Marketing Consultant | 2 |
| Multimedia Journalist | 1 |
| News Anchor | 1 |
| Tab | Clicks |
| Careers | 1 |
| Q&A | 1 |
| Foundation | 2 |

Feel free to reach out to me with any questions.

Best Regards and Happy to Serve,

Eric Bonnici
 Vice President-Executive Director
 Nevada Broadcasters Association EIN 88-0231252
 Nevada Broadcasters Foundation EIN 27-3558079
 (O): 702-794-4994 (C): 702-768-6243
 8985 S Eastern Ave #205

5/25/2021

Mail - Joe King - Outlook

Las Vegas NV 89123
www.nevadabroadcasters.org



NEVADA
Broadcasters
Association &
Foundation



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FW: [EXT] Reynolds School Mentor Evaluation of Intern

Dan Mason <dan.mason@cumulus.com>

Tue 5/11/2021 9:09 AM

To: Joe King <Joe.King@cumulus.com>

Dan Mason
 Program Director/Afternoon Talk Host
 News Talk 780 KKOH
 595 East Plumb Lane
 Reno, NV 89502
 Main: 775-789-6700
 Direct: 775-325-9139
www.kkoh.com

**RENO****KOH**
NEWS TALK**K-Bull**
98.1 fm**100.3****95.5****Cumulus Media Email Policy**

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From: journalism@unr.edu [mailto:noreply+7e89b399e92fe4c2@formstack.com]
 Sent: Wednesday, May 05, 2021 9:42 AM
 To: Dan Mason <dan.mason@cumulus.com>
 Subject: [EXT] Reynolds School Mentor Evaluation of Intern

Please find below the details of your evaluation of your intern.

Student's name: Jiah

Mentor's name: Dan Mason

Mentor's email: dan.mason@cumulus.com

Company or organization: Cumulus Media KKOH Radio

Date: 05052021

Would you like to submit for another intern?:

Attendance and promptness:

Appearance: Adheres to professional appearance matching setting of internship

Assignments are completed promptly:

Work is accurate, complete and well presented:

Demonstrates teamwork: cooperative and collaborative: .

Welcomes and acts on critical feedback:

Grasps workplace fundamentals:

Quickly understands new ideas:

Proposes solutions: .

Shows initiative: A

Understands and uses the style and form of writing appropriate to this workplace:

Writing is error-free: .

Is able to gather information from a variety of sources as appropriate to the task:

Capably interprets and evaluates information:

Possesses a multi-media sensibility and can select various tools for text, video, audio, and photo as applicable to the task:

Composes visual information and images proficiently, meets the requirements of the organization and works appropriately for the assigned task:

Demonstrates competence with media technology to meet the requirements of the organization:

Recognizes ethical issues as they arise, can reason through them, and can explain that reasoning to others:

Shows a sensitivity to and understanding of diverse cultures and an ability to work with members of diverse groups:

Describe the student's understanding of professional basics from your perspective and share expectations of what those basics should be::

Describe any exemplary skills the student demonstrated::

Describe the skills that the student can further develop in his or her collegiate experience that will improve his or her performance::

Overall grade recommendation: Excellent

Comments: He demonstrated a desire to learn as much as possible and did not require any sort of push to do so. This is a rare quality that will serve him well. He has a great attitude and knows the value of hard work. Exemplary!

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Richard Denning uploaded 2 files.

53 mins



Ladies and Gentlemen: As mentioned on the last Market Manager call, the training session on the FCC's EEO rules will be held this Wednesday, July 22. Based on your schedules, you will be able to participate either in an 11:00 am EST session or a 4:00 pm EST session. The join-in instructions for the respective sessions are attached. If you have any questions, please do not hesitate to call me at 678-640-9746.

Best, Richard.



FCC EEO Rules Conf...

Workplace



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