

DECLARATION OF RICHARD S. DENNING

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

I am Executive Vice President and General Counsel of Cumulus Licensing LLC, licensee of radio station KQSM-FM, Fayetteville, AR (Facility ID 16569), which is part of a station employment unit based in Fayetteville, AR, that includes stations KRMW(FM), Cedarville, AR (Facility ID 70257), KKEG(FM), Bentonville, AR(Facility ID 16571), KAMO-FM, Rogers, AR (Facility ID 31881), KFAY(AM), Farmington, AR (Facility ID 16573), KMCK-FM, Prairie Grove, AR (Facility ID 64630), and KYNG(AM), Springdale, AR (Facility ID 71702), (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 March 22, 2024 (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.

In response to Question 2(b) of the Audit Letter, 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.

In response to Question 2(b)(ii) of the Audit Letter, the website of each station in the SEU is as follows: KQSM-FM, <https://www.921theticket.com/>; KRMW(FM), <https://www.949radiojondeek.com/>; KKEG(FM), <https://www.983thekeg.com/>; KAMO-FM, <https://www.nashfm943.com/>; KFAY(AM), <https://www.newstalk1030.com/>; KMCK-FM, <https://www.power1057.com/>; and KYNG(AM), <https://www.theticket1590.com/>. A copy of the current EEO public file report is on or linked to each of the above websites.

In response to 2(b)(iii) of the Audit Letter, documentation concerning the recruitment sources used to fill each full-time position during the period covered by the EEO public file reports mentioned above is included in Attachment B, and, pursuant to the Audit Letter, this response provides one such notice for each position filled. The SEU’s standard practice is to retain copies of job vacancy announcements that are sent to all recruitment sources, as required by Section 73.2080(c)(5)(iii).

In response to 2(b)(iv) of the Audit Letter, the Vacancy Data Forms included in Attachment B contain data regarding (a) the total number of interviewees for each full-time vacancy, and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the EEO public file reports.

In response to 2(b)(v) 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. SEU personnel involved in the recruitment initiatives are identified in Attachment C as well. These stations are located in a market with a population of more than 250,000. This SEU employs twelve (12) full-time employees. As a result, the SEU is required to perform at least four (4) recruitment initiatives during a two-year period.

In response to 2(b)(vi) 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)(vii) 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. 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.

Cumulus relies on outside communications counsel to address questions and concerns related to FCC EEO compliance as they arise and to review annual EEO public file reports for many of its station employment units. As General Counsel to Cumulus, I conduct comprehensive FCC EEO training sessions and confer with outside counsel to ensure that these presentations, which are mandatory for all Market Managers, Regional Vice Presidents, and HR Business Partners, are up to date.

Since the focus of this Response covers reporting periods from February 1, 2022, through January 31, 2024, this description explains practices at the local level which changed during the first reporting period. Prior to implementation of a corporate reorganization, the SEU's Market Manager ("MM") and Business Manager ("BM") had primary responsibility for implementing and overseeing the EEO program and were knowledgeable about the company's EEO policies and hiring practices. The MM and BM worked together to ensure that compliance efforts were observed. They, in turn, interacted with managers in the Market that had hiring authority as well as the corporate Human Resources department to ensure that appropriate procedures were followed. The BM maintained the SEU's Master Recruitment Source List ("MRSL"), which included a variety of recruitment sources including the Cumulus careers website, and made sure that notifications about job openings were posted and distributed appropriately. When a decision was made to hire a new employee in the Market, the BM obtained the necessary information from the hiring manager to post the job vacancy announcement(s). Job vacancies were always posted on the Cumulus careers website, which automatically routed these announcements to a specific group of recruitment sources. The description of each job vacancy and the required qualifications determined whether other recruitment sources were notified. Once a position was

posted on the Cumulus careers recruitment site, the System sent an approval notice to the President of Cumulus Operations for final authorization of management position postings and to the MM for final authorization of all other position postings. Once a posting was finalized, the System notified the hiring manager as applicants applied, and it was the responsibility of the hiring manager to track interviewees and associated recruitment sources. Once a hiring decision was made, the hiring manager returned the interviewee information to the BM.

As mentioned previously, during the first reporting period covered by this audit response, Cumulus was implementing a major plan to reorganize at the corporate level that would eventually affect the EEO program of all its Markets. Over time many of the FCC EEO functions previously handled by the company's BMs were turned over to its Human Resources department. The Department's Director of Centralized HR Operations & Talent Acquisition assembled a group of HR specialists referred to as HR Business Partners ("HRBP") to assist with outreach efforts. The HRBPs are assigned to specific markets and help with vacancy-specific and general outreach, working closely with the MM and hiring managers. They also assist with the preparation of annual EEO public file reports and confirm that these reports are uploaded into the stations' online public inspection files and posted on station websites in a timely manner.

Always keeping its general outreach obligations in mind, this SEU exceeded the required number of supplemental recruitment initiative points during this two-year period. Cumulus offered a variety of virtual training sessions to management and/or staff. One such session focused on compliance with FCC EEO rules, while other sessions concentrated on creating a diverse, inclusive, and healthy workplace environment. This SEU also co-sponsored two job fairs at which its Market Manager was available to discuss career opportunities at the SEU and in the industry generally.

In response to 2(b)(viii) 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 typically examines its EEO program on an annual basis. It also conducts periodic brainstorming sessions to share ideas about improving its vacancy-specific recruitment efforts as well as its general outreach to better inform the Fayetteville community and its surrounding neighbors about career opportunities in broadcasting. It should be noted that if any EEO issues arise that warrant special attention, the SEU convenes separate meetings with appropriate personnel to discuss these issues.

In response to 2(b)(ix) 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 and department managers, 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 Keith Liesmann, Regional Vice President / Market Manager, who works in conjunction with in-house counsel at Cumulus headquarters and, when applicable, outside employment and labor counsel.

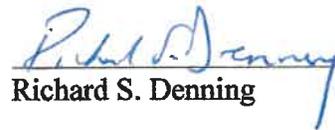
In response to 2(b)(x) of the Audit Letter, Cumulus Licensing LLC, is not a religious broadcaster.

[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 26th day of April 2024.


Richard S. Denning

Attachment A

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFAY(AM),
KMCK-FM, and KYNG(AM)
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023¹**

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, 32-33, 35-41	30

¹ This Report was revised in March 2024 to address reporting issues.

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFAY(AM),
 KMCK-FM, and KYNG(AM)
 EEO PUBLIC FILE REPORT
 February 1, 2022 – January 31, 2023**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	0
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black www.hireblack.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 Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	1
31	Internal Transfer/Promotion	N	0
32	Arkansas Workforce Center at Fayetteville 2153 East Joyce Boulevard, Suite 201 479-521-5730 tridena.feaster@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@homelesstoindependence.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 2006 Kim Ave. 479-872-4657 breynolds@ercinc.org tskipwith@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			1

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFA Y(AM),
 KMCK-FM, and KYNG(AM)
 EEO PUBLIC FILE REPORT
 February 1, 2022 – January 31, 2023**

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/May 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 months of August/September 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.

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFAY(AM),
KMCK-FM, and KYNG(AM)
EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 2024¹**

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	1-10	1

¹ This Report was revised in March 2024 to address reporting issues.

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFA Y(AM),
 KMCK-FM, and KYNG(AM)
 EEO PUBLIC FILE REPORT
 February 1, 2023 – January 31, 2024**

II. MASTER RECRUITMENT SOURCE LIST (“MRS L”)

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	1
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black www.hireblack.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 Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	0
31	Internal Transfer/Promotion	N	0
32	Arkansas Workforce Center at Fayetteville 2153 East Joyce Boulevard, Suite 201 479-521-5730 tridena.feaster@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@homelesstoindependence.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 2006 Kim Ave. 479-872-4657 brenolds@ercinc.org tskipwith@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			1

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFA Y(AM),
 KMCK-FM, and KYNG(AM)
 EEO PUBLIC FILE REPORT
 February 1, 2023 – January 31, 2024**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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 and 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.
2	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.
3	Management-level training regarding Diversity, Equity, and Inclusion	On April 20, 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
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 & 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 29, 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 & 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.

Attachment B

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFAY(AM), KMCK-FM, and KYNG(AM)
VACANCY DATA FORM**

Full-Time Job Title: Account Executive	Date Filled: 02/02/2022
Recruitment Source ("RS") Referring Hiree: Employee Referral (RS #30)	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	0
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
16	Diversity in Jobs www.diversityinjobs.com	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
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 www.hireblack.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 Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	1
32	Arkansas Workforce Center at Fayetteville 2153 East Joyce Boulevard, Suite 201 479-521-5730 tridena.feaster@arkansas.gov	N	0
33	Arkansas Workforce Center at Rogers 100 N. Dixieland Road 479-636-4755 tridena.feaster@arkansas.gov	N	0
35	American Indian Center of Arkansas 1100 N University 501-666-9032 lbethards@arindianctr.org nyork@arindianctr.org	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
36	Elizabeth Richardson Center 2006 Kim Ave. 479-872-4657 breynolds@ercinc.org tskipwith@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
Total Interviewees			1

Job Description and Responsibilities

CUMULUS MEDIA | Fayetteville, AR is seeking a talented and dynamic **Account Executive** who thrives in a fast-paced working environment. We are looking for a passionate, motivated, goal-oriented and highly competitive individual with a proven track record of over-achieving sales goals. We hire driven, resourceful, organized, customer-focused problem solvers who have great communication skills and the ability to cultivate client relationships. In return, we offer a unique career opportunity: one where you are given a challenging mission, world-class tools to help you succeed, and the chance to realize your full potential as a sales professional.

Who We Are:

CUMULUS | Fayetteville currently features 7 stations in the Fayetteville area and surrounding counties. Our stations include: 92.1 the Ticket KQSM Sports, 94.3 Nash Icon KAMO Classic Country, 94.9 Radio Jon/Deek KRMW Adult Alternative, 98.3 the Keg KKEG Rock, Power 105.7 KMCK CHR, 1030 KFAY News Talk, and 1590 Ticket 2 KYNG Sports.

The Account Executive identifies and develops new business opportunities; grows existing client relationships; offers solutions that help clients achieve their business goals; closes business and meets or exceeds set sales targets.

Key Responsibilities:

- Able to identify client business needs by gaining a deep understanding of their goals, objectives and processes as well as their external environment including key market and consumer trends to proactively develop customized advertising solutions to meet client objectives
- Deliver effective multi-platform, integrated sales presentations (broadcast, digital, events); negotiation and closing
- Beyond our broadcast products, have strong familiarity and become full-versed in selling both Cumulus' station digital assets (e.g. streaming, stations website and social advertising) and digital audience extension products to deliver a complete marketing solution to advertisers
- Excel at prospecting and aggressively seeking new clientele by networking, cold calling, canvassing, referrals or other means to build and maintain a full pipeline of sales prospects
- Follow all station and corporate procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis
- Stay abreast of the competitive landscape and emerging technologies to best position Cumulus in the marketplace
- Think creatively and generate original ideas

Requirements

Qualifications:

- Proficient in Microsoft Office suite, social networking platforms and CRM tools
- Excellent communication skills
- Experience developing new business relationships in an outside sales role
- Excellent presenter to clients of sales opportunities and post-sale successes
- Strong understanding of lead generation and ability to connect with viable prospects

- Comprehension of sales metrics in order to fill a sales funnel and robust pipeline of residual business
- Positive attitude with the willingness to get beyond comfort zone to grow professionally
- High energy and passion for the job
- Flexible and creative
- Digitally savvy
- 2 years in Media Sales background preferred
- Bachelor's Degree in Business, Marketing or related field is preferred
- All new hires must be fully vaccinated for COVID-19 by date of hire, subject to legally-mandated accommodations

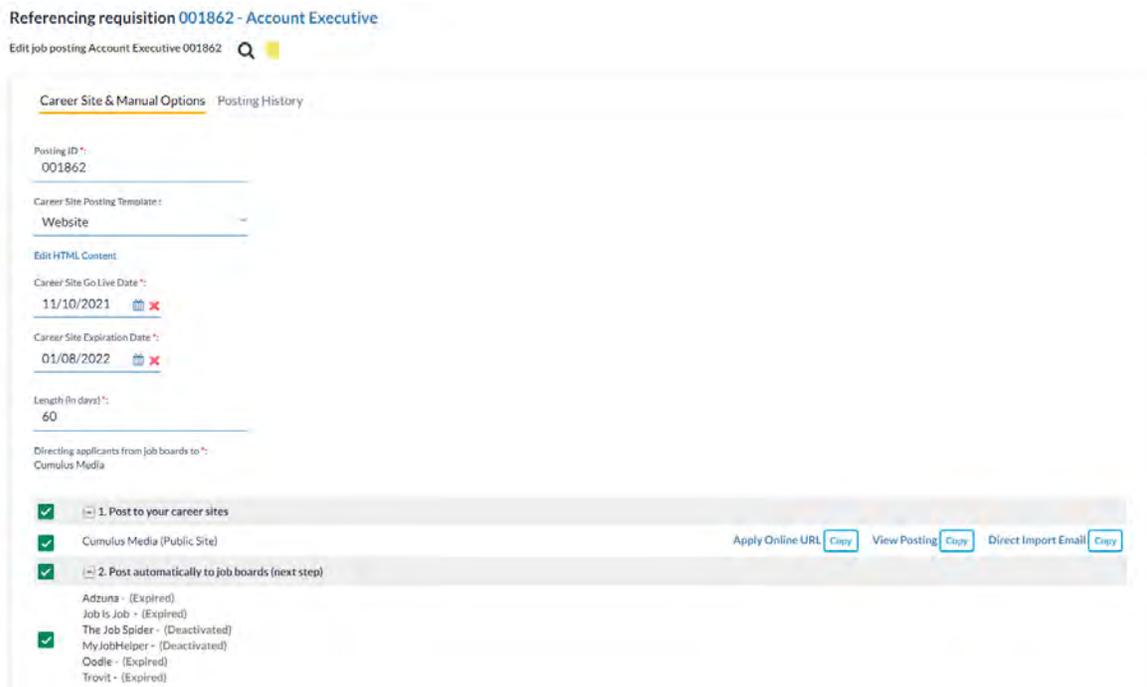
What we offer:

- Commission-based organization with uncapped earning potential
- Focused, responsible and collaborative work environment with the ability, to ask “what if” and try innovative solutions
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays

For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).



Referencing requisition 001862 - Account Executive

Edit Job posting Account Executive 001862  

Career Site & Manual Options **Posting History**

Postings history

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
01/08/2022 19:43:27	11/10/2021	01/08/2022	Automated Luceo Process	Suspension	1596	
11/10/2021 07:33:13	11/10/2021	01/08/2022	mbouchillon	Send to publish	1596	Cumulus Media

Account Executive (1862/1596)

[Delete](#)

Account Executive November 10, 2021 7:34 AM N. America > USA > Arkansas > Washington County > Fayetteville

[Resend \(with changes\)](#)

Board Name	Clicks	Activity	Status	Activity
Account	0	Posted: November 10, 2021 7:34 AM Removed: December 8, 2021 7:34 AM	Expired	
Job in Job	0	Posted: November 10, 2021 7:34 AM Removed: December 10, 2021 7:34 AM	Expired	
Job footer	0	Posted: November 10, 2021 7:34 AM Removed: January 8, 2022 7:43 PM	Deleted	
My colleague	0	Posted: November 10, 2021 7:34 AM Removed: January 8, 2022 7:43 PM	Deleted	
Book	0	Posted: November 10, 2021 7:34 AM Removed: December 8, 2021 7:34 AM	Expired	
Travel	0	Posted: November 10, 2021 7:34 AM Removed: December 8, 2021 7:34 AM	Expired	



Report Summary For: **Cumulus Media**

Start Date: **11-06-2021** End Date: **01-15-2022** Location: **Fayetteville, Arkansas**

Total: **3**

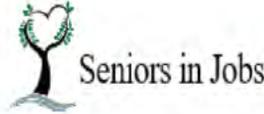
Distribution to Diversity Sites

Information in this section lists which Diversity sites that Broadbean has sent for each job requisition for the period of 01-01-2021 to 11-06-2023. The breakdown of Diversity Listings Expressions of Interest (EOI) can be found at the job level

Broadbean posts all jobs in this report to the following Diversity Network:

www.abilitiesinjobs.com
www.asianinjobs.com
www.blackinjobs.com
www.hispanicinjobs.com
www.lgbtqinjobs.com
www.diversityinjobs.com
www.seniorsinjobs.com
www.womeninjobs.com
www.disabledperson.com
www.jofdav.com
www.hireblack.com

www.africanamericanjobsearch.com
www.asianjobsearch.com
www.disabledjobseekers.com
www.hispanicjobexchange.com
www.lgbtjobsearch.com
www.seniorstowork.com
www.usdiversityjobsearch.com
www.veteranjobcenter.com





Job Distribution Summary Report

Report Summary For: **Cumulus Media**

Start Date: **11-06-2021** End Date: **01-15-2022** Location: **Fayetteville, Arkansas**

Total: **3**

Brand	Job Title/Req	City	State	Listing Date	EOI
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Cumulus Media	Account Executive J3M4TV65Q1DSMK0VPM1	Fayetteville	Arkansas	2021/12/15	0
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Report Summary For: **Cumulus Media**

Start Date: **11-06-2021** End Date: **01-15-2022** Location: **Fayetteville, Arkansas**

Total: **2**

Distribution to Career One-Stop Centers and Community-Based Organizations

Job Req: J3M4TV65Q1DSMK0VPM1

Date Received: 11-10-2021

Account Executive

Cumulus Media Fayetteville, Arkansas

Center Name	Center Type	Address	Phone	Email	Date Sent
Arkansas Workforce Center at Fayetteville	One-Stop Career Center	2153 East Joyce Boulevard Suite 201	479-521-5730	sharon.hopper@arkansas.gov	11/12/2021
Arkansas Workforce Center at Rogers	One-Stop Career Center	100 N. Dixieland Road Suite B1-5	479-636-4755	tridena.feaster@arkansas.gov	11/12/2021
American Indian Center of Arkansas	Native Americans	1100 N University	501-666-9032	lbethards@arindianctr.org nyork@arindianctr.org	11/12/2021
Elizabeth Richardson Center	Diversity	2006 Kim Ave	479-872-4657	breynolds@ercinc.org tskipwith@erinc.org	11/12/2021
Economic Opportunity Agency of Washington County, Inc (EOAWC)	Diversity	614 E Emma	479-872-7479	krandall41@yahoo.com	11/12/2021
Missouri Job Center - Joplin	One-Stop Career Center	730 South Wall Ave.	417-629-3000	joplin@ded.mo.gov troland@jomowib.com	11/12/2021
Workforce Oklahoma - Stilwell Center	One-Stop Career Center	219 West Oak	918-696-6608	manager.stilwell@oesc.state.ok.us ron venters@oesc.state.ok.us	11/12/2021
Oklahoma Employment Security Commission Tahlequah Workforce Center	One-Stop Career Center	1295 Skills Center Circle	918-456-8846	manager.tahlequah@oesc.state.ok.us	11/12/2021
Hero 2 Hired Washington	Veterans Center			tamie.j.clark.ctr@mail.mil	11/12/2021

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFAY(AM), KMCK-FM, and KYNG(AM)
VACANCY DATA FORM**

Full-Time Job Title: Account Executive	Date Filled: 10/02/2023
Recruitment Source (“RS”) Referring Hiree: Cumulus Careers Website (RS #1)	Total Number of Interviewees: 1

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
1	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	1
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
Total Interviewees			1

CUMULUS MEDIA | Fayetteville, AR is seeking a talented and dynamic **Account Executive** who thrives in a fast-paced working environment. We are looking for a passionate, motivated, goal-oriented and highly competitive individual with a proven track record of over-achieving sales goals. We hire driven, resourceful, organized, customer-focused problem solvers who have great communication skills and the ability to cultivate client relationships. In return, we offer a unique career opportunity: one where you are given a challenging mission, world-class tools to help you succeed, and the chance to realize your full potential as a sales professional.

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- Strong understanding of lead generation and ability to connect with viable prospects
- Comprehension of sales metrics in order to fill a sales funnel and robust pipeline of residual business
- Positive attitude with the willingness to get beyond comfort zone to grow professionally

- High energy and passion for the job
- Flexible and creative
- Digitally savvy
- 1-3 years in Media Sales background preferred

What we offer:

- Commission-based organization with uncapped earning potential
- Focused, responsible and collaborative work environment with the ability, to ask, “what if” and try innovative solutions
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays

For immediate consideration, please visit <https://cumulusmedia.jobs.net/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).

Career Site & Manual Options
Posting History

Posting ID*:
003452

Career Site Posting Template:

Career Site Go Live Date*:
07/12/2023

Career Site Expiration Date*:
09/09/2023

Length (in days)*:
60

Directing applicants from job boards to*:
Cumulus Media

1. Post to your career sites

Cumulus Media (Public Site) Apply Online URL View Posting Direct Import Email

2. Post automatically to job boards (next step)

Adzuna - (Expired)
Job Is Job - (Expired)
The Job Spider - (Deactivated)
 MyJobHelper - (Deactivated)
Oodle - (Expired)
Trovit - (Expired)

Update Career Site
Posting List (1)

Referencing requisition 003452 - Local Marketing Account Executive

Edit job posting Local Marketing Account Executive 003452  

Career Site & Manual Options Posting History

Postings history

3 Records

Date modified	Career Site Go Live Date	Career Site Expiration Date	User	Action	Posting ID	Site
09/09/2023 20:19:43	07/12/2023	09/09/2023	sa	Suspension	3594	
07/12/2023 13:54:19	07/12/2023	09/09/2023	jdowning	Send to publish	3594	Cumulus Media
07/26/2023 17:46:45	07/12/2023	09/09/2023	Automated Luceo Process	Modification/Rerun	3594	Cumulus Media

Local Marketing Account Executive (3452/3594)

[Delete](#)

Local Marketing Account Executive July 12, 2023 12:54 PM [Resend \(with changes\)](#) N. America > USA > Arkansas > Washington County > Fayetteville

Board Name	Clicks	Activity	Status	Activity
Adzuna	0	Posted: July 12, 2023 12:54 PM Removed: August 9, 2023 12:54 PM	Expired	
Job Is Job	0	Posted: July 12, 2023 12:54 PM Removed: August 11, 2023 12:54 PM	Expired	
Job Spider	4	Posted: July 12, 2023 12:54 PM Removed: September 9, 2023 7:19 PM	Deleted	
MyJobHelper	0	Posted: July 12, 2023 12:54 PM Removed: September 9, 2023 7:19 PM	Deleted	
Oodle	0	Posted: July 12, 2023 12:54 PM Removed: August 9, 2023 12:54 PM	Expired	
Trove	0	Posted: July 12, 2023 12:54 PM Removed: August 9, 2023 12:54 PM	Expired	

Attachment C

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFA Y(AM),
 KMCK-FM, and KYNG(AM)
 EEO PUBLIC FILE REPORT
 February 1, 2022 – January 31, 2023**

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/May 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 months of August/September 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.



The FCC's Equal Employment Opportunity Rules

*Your Guide to Compliance
for Cumulus Market Managers, Business Managers & HR Business Partners*

May 24, 2022



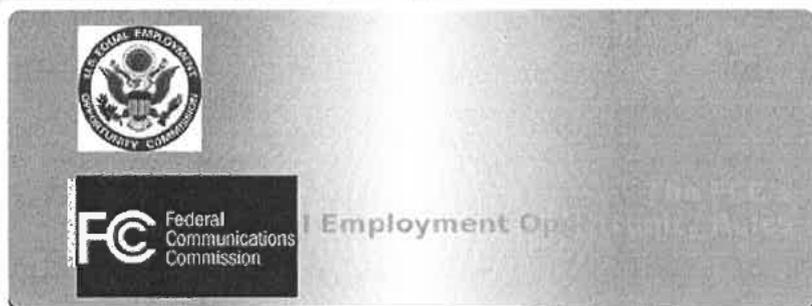
Amber Hodgson uploaded a file.

May 24, 2022 · 🌐



FCC EEO Training Webinar from May 24, 2022

The FCC EEO training PowerPoint materials from today's webinar are attached. The recording of the webinar will be linked in a comment below. Please let the Legal team know if you have any questions!



*Your Guide to Compliance
for Cumulus Market Managers, Business Managers & HR Business Partners*

May 24, 2022



FCC EEOC Rules Powerpoint - May 24 2022 - Final.pptx

Workplace



6

2 comments · Seen by 260



Like



Comment



Share



Amber Hodgson · 🌐

The recording of the webinar is here:

<https://cumulus.zoom.us/j/BMLNEy4lrY2QpIAOc...>



Richard Denning ▸ Cumulus Market Managers

May 20, 2022 · 🌐



Ladies and Gentlemen: Please find below the call-in information for our EEO Rule training session on 5/24/22 at 1:00pm EST.

Topic EEO Training Webinar - May 24, 2022

Time: May 24, 2022 01:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://cumulus.zoom.us/j/89092463781...>

See more



CUMULU
M E D I A

CUMULUS.ZOOM.US

Video Conferencing, Web Conferencing, Online Meetings, Screen Sharing - Zoom

Zoom unifies cloud video conferencing, simple online meetings, and cross platform group cha...



1

Seen by 81



Like



Comment

Transcript for Dale Daniels

Report Filters: Completion Status: Not Started, In Progress, Complete, Failed, Time Requirement Not Met, Pending Approval, Locked, Did Not Attend

Report Created On: 11/1/2023 12:43:54 PM

Course	Enrolled Via	Status	Completion Time Spent
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Anti-Racism: Calling Out and Calling In	Historical	Complete	8/19/2022
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Anti-Racism: Colorblindness Doesn't Work	Historical	Complete	8/19/2022
--	------------	----------	-----------

Anti-Racism: Learning to Listen and Listening to Learn	Historical	Complete	8/19/2022
--	------------	----------	-----------

Anti-Racism: Learning to Listen and Listening to Learn	Historical	Complete	8/19/2022
--	------------	----------	-----------

Anti-Racism: Maintaining Momentum	Historical	Complete	8/19/2022
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Anti-Racism: The Anti-Racism Continuum	Historical	Complete	8/19/2022
--	------------	----------	-----------

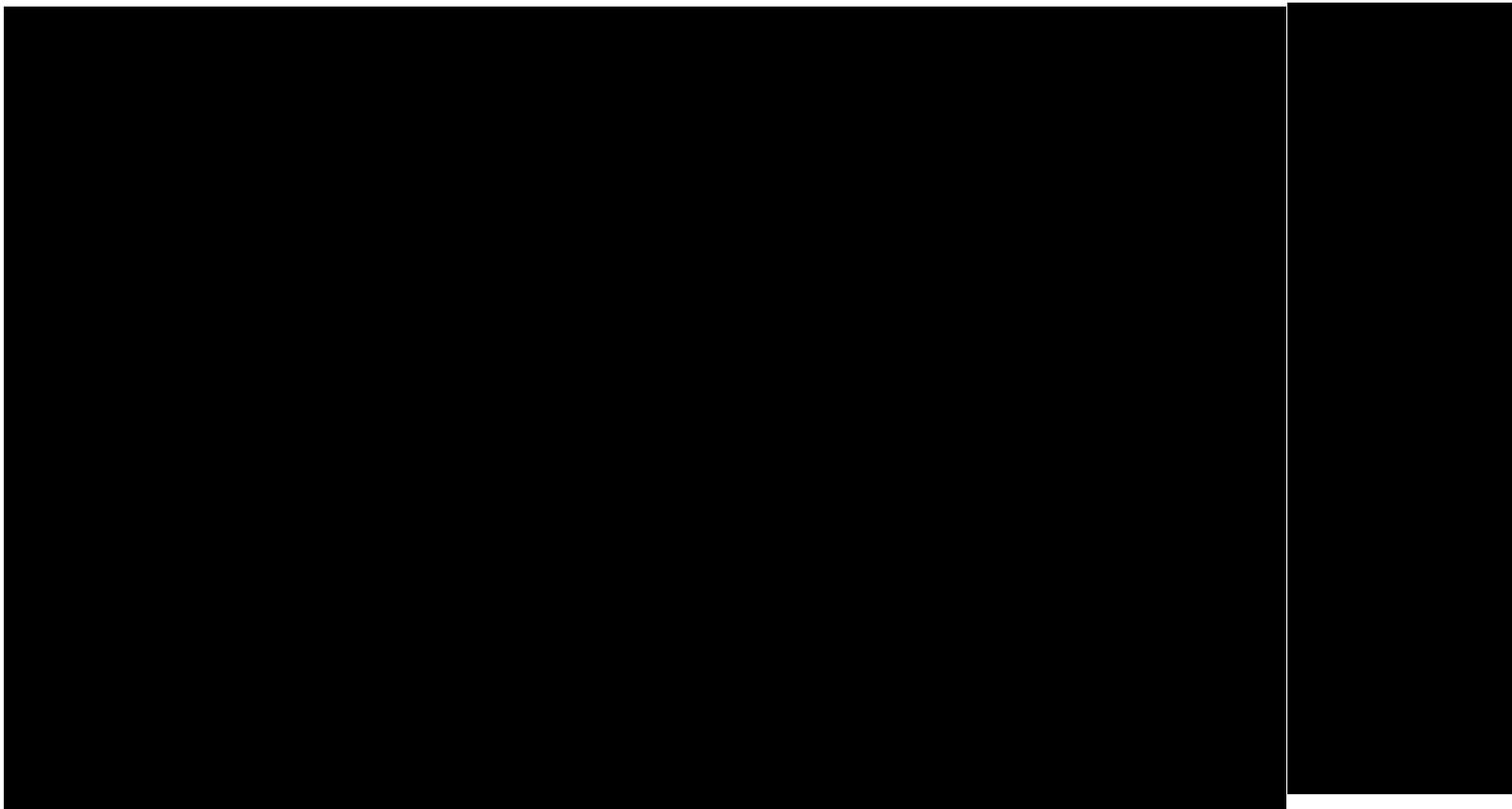
Unconscious Bias: 01. What is Unconscious Bias?	Historical	Complete	5/10/2022
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Unconscious Bias: 02. Types of Unconscious Bias	Historical	Complete	4/28/2022
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Unconscious Bias: 02. Types of Unconscious Bias	Historical	Complete	4/28/2022
---	------------	----------	-----------

Unconscious Bias: 03. Overcoming Unconscious Bias	Historical	Complete	4/28/2022
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Unconscious Bias: 03. Overcoming Unconscious Bias	Historical	Complete	4/28/2022
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January 8, 2023 - January 14, 2023

Section 3
Items #5 & 6

January 2023

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February 2023

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY				
	8	9	10	11	12	13	14				
7 AM											
8			[Redacted]								
9		[Redacted]									
10											
11					[Redacted]						
12 PM			Goodwill Job Fair		Goodwill Job Fair Rogers						
1						[Redacted]					
2											
3				[Redacted]							
4											
5											
6											

*This is an archived version of the Market Manager's January 2023 calendar. Dale Daniels was the MM in January 2023. On June 15, 2023, Keith Liesmann assumed the role of MM. This document was retrieved by Keith Liesmann on November 7, 2023. As such, Keith Liesmann's name and the date of retrieval appear at the bottom of this page.

**KQSM-FM, KRMW(FM), KKEG(FM), KAMO-FM, KFA Y(AM),
 KMCK-FM, and KYNG(AM)
 EEO PUBLIC FILE REPORT
 February 1, 2023 – January 31, 2024**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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 (HIS) entitled, <i>Understanding Harassment and 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.
2	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.
3	Management-level training regarding Diversity, Equity, and Inclusion	On April 20, 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
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 & 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 29, 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 & 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.

Transcript for Dale Daniels

Report Filters: Completion Status: Not Started, In Progress, Complete, Failed, Time Requirement Not Met, Pending Approval, Locked, Did Not Attend

Report Created On: 11/1/2023 12:43:54 PM

Course	Enrolled Via	Status	Completion	Time Spent
Anti-Harassment Training - Managers (non-state specific)	Requirement	Complete	4/7/2023	
Anti-Harassment: 02. Anti-Harassment for Managers	Requirement	Complete	4/7/2023	
Anti-Harassment: 03. Investigating Harassment Complaints	Requirement	Complete	4/7/2023	

DEI Track 1	Requirement	Complete	4/7/2023	
Microaggressions	Requirement	Complete	4/7/2023	
Tokenism	Requirement	Complete	4/7/2023	

Understanding Harassment: 01. Introduction to Understanding Harassment	Requirement	Complete	4/7/2023	
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Understanding Harassment: 02. Understanding Offenders Requirement Complete 4/7/2023

Understanding Harassment: 03. Understanding Targets Requirement Complete 4/7/2023

Understanding Harassment: 04. Bystander Training Requirement Complete 4/7/2023

Understanding Harassment: 05. Warning Signs Requirement Complete 4/7/2023

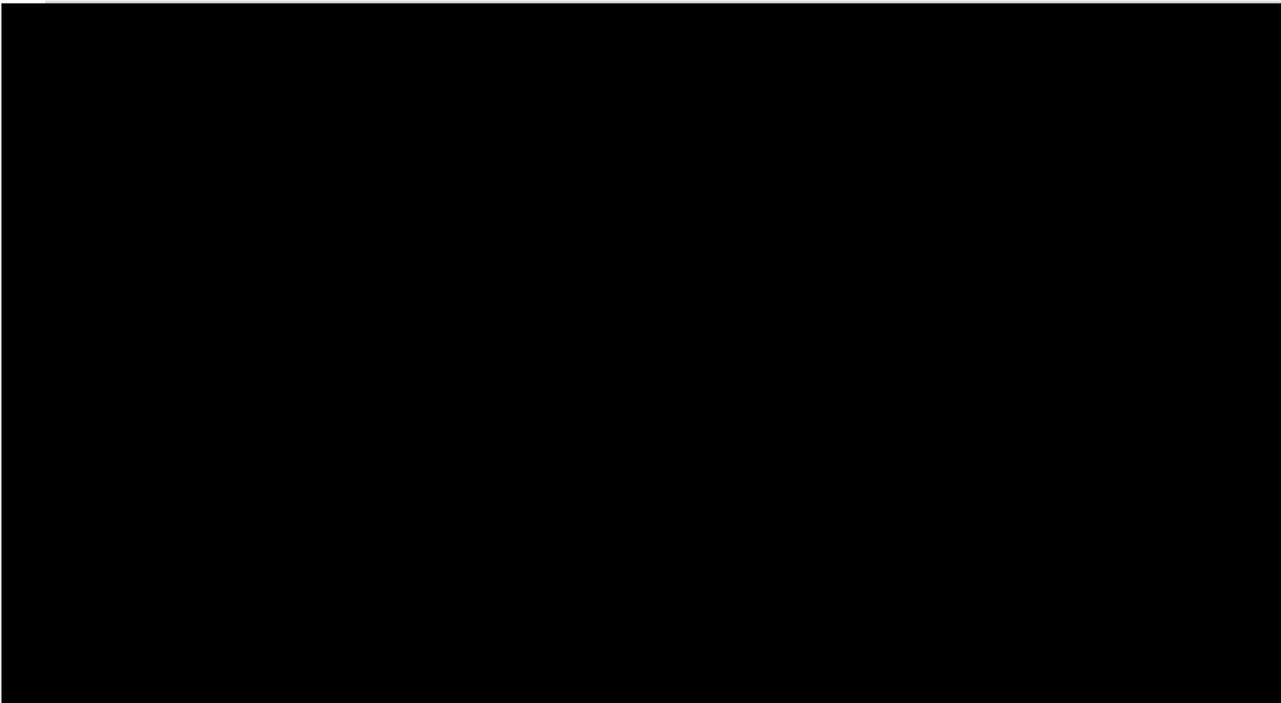
Understanding Harassment: 06. Healthy Culture Requirement Complete 4/7/2023

Transcript for Keith Liesmann*

Report Filters: Completion Status: Not Started, In Progress, Complete, Failed, Time Requirement Not Met, Pending Approval, Locked, Did Not Attend

Report Created On: 11/1/2023 12:46:12 PM

Course	Enrolled Via	Status	Completion Time	Time Spent
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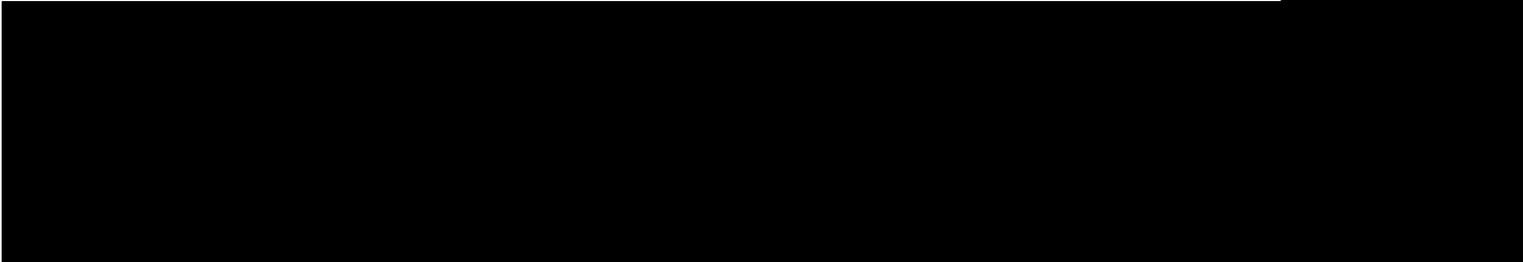
DEI Education - Privilege	Requirement	Complete	10/9/2023	
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Privilege: 01. What Is Privilege?	Requirement	Complete	10/9/2023	
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Privilege: 02. Privilege Scenarios	Requirement	Complete	10/9/2023	
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Privilege: 03. Using Your Privilege	Requirement	Complete	10/9/2023	
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*Effective June 15, 2023, Keith Liesmann assumed the role of Market Manager. His official title is Regional Vice President / Market Manager.