

**KTBL(AM), KNML(AM), KKOB(AM), KMGA(FM), KDRF(FM),
KOBQ(FM), KRST(FM), and KKOB-FM
EEO PUBLIC FILE REPORT
June 1, 2021 – May 31, 2022**

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
Staff Engineer	1-29, 32	33
Account Executive	1-29, 32	10
On-Air Personality	1-29, 32-35	1
Receptionist	1-29, 32	8
National Sales	1-30, 32	8

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	10
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	9
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	2
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	2
31	Internal Transfer/Promotion	N	0
32	University of New Mexico Career Fairs (see Section III)	N	4
33	On-Air Announcements (one or more SEU stations)	N	1
34	All Access Website www.allaccess.com	N	5
35	Walk-In/Self-Referral	N	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			22

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, 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 five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Job Fair	<p>On July 21, 2021, our SEU participated in the 9th Annual Senator Michael Padilla Job Fair, which tookplace at Harrison Middle School in Albuquerque, New Mexico. Each year Senator Padilla holds an in-person, all day job fair with includeds over 400 hiring employers. Our SEU’s Market, Sales, and Operations Managers as well as our Promotions Director and Chief Engineer attended this event, and spoke with attendees about the company, career opportunities in broadcasting, and job openings within the SEU.</p>
6	Participate inVirtual Job Fairs (4)	<p>Our SEU participated in four (4) virtual job fairs hosted by the New Mexico Broadcasters Association (“NMBA”). These Fairs occurred during the weeks of:</p> <p>August 16-20, 2021 November 8-12, 2021 February 14-18, 2022 May 9-15, 2022.</p> <p>Applicants that applied through the NMBA portal who specifically inquired about Cumulus, were forwarded to Cumulus. Our SEU’s Market, Sales, and Operations Managers were available to interact with interested candidates and inform them about the company as well as job openings within the SEU. All candidates that applied directly with Cumulus were contacted. A list of all applicants that applied for a job with any of the NMBA broadcasters was provided after the job fair concluded.</p>
7	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting (2)	<p>Our SEU has established a partnership with the University of New Mexico (“UNM”) and its School of Business. Given this relationship, our SEU participated in two (2) UNM Sales Center Speed Networking events, sponsored by the UNM School of Business—one on November 3, 2021 and one on March 9, 2022. Our Market and Sales Managers were available at the November event to talk with students and other attendees about the company as well as sales and marketing positions available within the SEU. Our Sales Managers attended the March event, and spoke with interested participants about the company, careers in radio, and emphasized the availability of sales and marketing positions. As a result of these events, our management team received approximately fifty (50) resumes and selected the top ten (10) candidates to interview in person.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>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.</p>