

**KBXR(FM), KFRU(AM), KJMO(FM), KLIK(AM), KPLA(FM),  
KBBM(FM), KOQL(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2022 – September 30, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-29, 31-76	8
Program Director	1-10, 30-34, 36-73	30
Account Executive	1-29, 35-43, 75-76	1
Account Executive	1-29, 35-43, 75-76	1
Continuity & Social Media Coordinator	77	77

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EEO PUBLIC FILE REPORT  
August 1, 2022 – July 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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	6
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	1
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Word-of-Mouth Referral</b>	N	1
31	<b>Missouri Career Center - Arnold</b> 3675 West Outer Road, Suite 102 636-287-8909 or 800-292-1314 <a href="mailto:charles.johnson@ded.mo.gov">charles.johnson@ded.mo.gov</a> <a href="mailto:stephanie.kirk@ded.mo.gov">stephanie.kirk@ded.mo.gov</a>	N	0
32	<b>Missouri Career Center - St. Louis Central</b> 4811 Delmar Boulevard 314-877-0916 <a href="mailto:rodney.hearn@ded.mo.gov">rodney.hearn@ded.mo.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Missouri Job Center of St. Charles County</b> 212 Turner Boulevard 636-278-1360 <a href="mailto:lmyers@sccmo.org">lmyers@sccmo.org</a> <a href="mailto:workforce@sccmo.org">workforce@sccmo.org</a>	N	0
34	<b>Missouri Career Center - Park Hills</b> 403 Parkway Drive, Suite A 573-454-2191 <a href="mailto:linda.fitzgerald@ded.mo.gov">linda.fitzgerald@ded.mo.gov</a> <a href="mailto:rmurphy@mersgoodwill.org">rmurphy@mersgoodwill.org</a>	N	0
35	<b>SLATE Next Generation Missouri Career Center - Downtown</b> 1520 Market Street 314-589-8000 <a href="mailto:jennifer.wade@ded.mo.gov">jennifer.wade@ded.mo.gov</a> <a href="mailto:rodney.hearn@ded.mo.gov">rodney.hearn@ded.mo.gov</a>	N	0
36	<b>Central MO Community Action Center</b> 800 North Providence Road 573-443-1100 <a href="mailto:deanne-stubblefield@showmeaction.org">deanne-stubblefield@showmeaction.org</a>	N	0
37	<b>Central Missouri Community Action/Cooper County Family Resource Center</b> 401 E High Street 660-882-5601 <a href="mailto:melissa-williams@showmeaction.org">melissa-williams@showmeaction.org</a>	N	0
38	<b>Howard County Family Resource Center</b> 600 West Morrison 660-248-3503 <a href="mailto:melissa-williams@showmeaction.org">melissa-williams@showmeaction.org</a>	N	0
39	<b>Missouri Career Center - Mexico</b> 3626 South Clark 573-582-7864 <a href="mailto:gammseb@gmail.com">gammseb@gmail.com</a>	N	0
40	<b>Missouri Job Center â Columbia</b> 800 E Cherry Lower Level 573-441-6361 <a href="mailto:bryan.barnes@ded.mo.gov">bryan.barnes@ded.mo.gov</a> <a href="mailto:columbia@ded.mo.gov">columbia@ded.mo.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	<b>Missouri Career Center - Florissant</b> 4040 Seven Hills Drive, Suite 166 314-877-3010 <a href="mailto:denise.jackson@ded.mo.gov">denise.jackson@ded.mo.gov</a> <a href="mailto:florissant@ded.mo.gov">florissant@ded.mo.gov</a>	N	0
42	<b>Moniteau County Family Resource Center</b> 318 South Oak Street 573-796-3238 <a href="mailto:lindaprior2005@yahoo.com">lindaprior2005@yahoo.com</a>	N	0
43	<b>MERS Missouri Goodwill Industries</b> 1727 Locust Street (314) 241-3464 <a href="mailto:jelliott@mersgoodwill.org">jelliott@mersgoodwill.org</a>	N	0
44	<b>Missouri Career Center - St. Louis County North Oaks</b> 26 North Oaks Plaza 314-381-6700 <a href="mailto:blee@stlouisco.com">blee@stlouisco.com</a> <a href="mailto:dcollins@stlouisco.com">dcollins@stlouisco.com</a>	N	0
45	<b>St Louis Urban League Workforce Development</b> 935 Vandevater 314-615-3642 <a href="mailto:sjohnson@urbanleague-stl.org">sjohnson@urbanleague-stl.org</a>	N	0
46	<b>St Louis Urban League Workforce Development</b> 8960 Jenning Stations Road 314-388-9840 <a href="mailto:hwhiting@urbanleague-stl.org">hwhiting@urbanleague-stl.org</a>	N	0
47	<b>Employment Connections</b> 2838 Market Street 314-333-5627 <a href="mailto:hovens@employmentstl.org">hovens@employmentstl.org</a>	N	0
48	<b>Metropolitan Training and Education Center</b> 6347 Plymouth Avenue 314-746-0750 <a href="mailto:marion.williams@betterfamilylife.org">marion.williams@betterfamilylife.org</a>	N	0
49	<b>Paraquad, Inc</b> 5240 Oakland Avenue 314-289-4270 <a href="mailto:scoyle@paraquad.org">scoyle@paraquad.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	<b>Missouri Dept. of Elementary and Secondary Education Vocational Rehab</b> 3256 Laclede Station Road, Suite 103 314-877-1900 <a href="mailto:kimberly.chaplin@vr.dese.mo.gov">kimberly.chaplin@vr.dese.mo.gov</a>	N	0
51	<b>St Louis ARC</b> 1177 N Warson (314) 569-2211 <a href="mailto:jmeyer@slarc.org">jmeyer@slarc.org</a>	N	0
52	<b>Rehabilitation Services for the Blind</b> 3867 Magnolia 314-933-7311 <a href="mailto:sharon.t.silverstein@dss.mo.gov">sharon.t.silverstein@dss.mo.gov</a> <a href="mailto:marlyn.dobson@thementornetwork.com">marlyn.dobson@thementornetwork.com</a>	N	0
53	<b>U.S. Department of Veterans Affairs</b> 2901 Olive St <a href="mailto:loreen.orage@va.gov">loreen.orage@va.gov</a>	N	0
54	<b>CEN Job Search Support Group - St. Clare of Assisi</b> 636-458-4623 <a href="mailto:stclare@saintclareofassisi.org">stclare@saintclareofassisi.org</a>	N	0
55	<b>CEN Job Search Support Group - St. Monica</b> 314-994-0425 <a href="mailto:dskaggs5@aol.com">dskaggs5@aol.com</a>	N	0
56	<b>Crossroads Career Network - Central Presbyterian Church</b> 314-727-2777 <a href="mailto:hardierl@aol.com">hardierl@aol.com</a>	N	0
57	<b>Incarinate Word Job Search Support Group - Incarnate Word Parish</b> 314-469-6400 <a href="mailto:barry@donnellysearch.com">barry@donnellysearch.com</a>	N	0
58	<b>Adult Vocational Services</b> P.O. Box 97 (636) 282-4400 <a href="mailto:rmcosentino@dsjc.org">rmcosentino@dsjc.org</a> <a href="mailto:jgwooldridge@jcddrb.org">jgwooldridge@jcddrb.org</a>	N	0
59	<b>American Job Center - St. Louis County North Oaks</b> 26 North Oaks Plaza 314-381-6700 <a href="mailto:blee@stlouisco.com">blee@stlouisco.com</a> <a href="mailto:dcollins@stlouisco.com">dcollins@stlouisco.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	<b>The Center for Head Injury Services</b> 11786 Westline Industrial Drive (314) 983-9230 <a href="mailto:dboyd@headinjuryctr-stl.org">dboyd@headinjuryctr-stl.org</a>	N	0
61	<b>Covenant House Missouri</b> 2727 North Kings Highway Boulevard (314) 533-2241 <a href="mailto:info@covenanthousemo.org">info@covenanthousemo.org</a>	N	0
62	<b>Hire Heroes USA, Health Careers Foundation</b> 3221 Mckelvey Road Suite 01 (314) 770-1626 <a href="mailto:strask@hireheroesusa.org">strask@hireheroesusa.org</a> <a href="mailto:robert.r.hancock.ctr@mail.mil">robert.r.hancock.ctr@mail.mil</a>	N	0
63	<b>Life Skills Foundation, Incorporated</b> 10176 Corporate Square, Suite 100 (314) 567-7705 <a href="mailto:jgoldford@lifeskills-stl.org">jgoldford@lifeskills-stl.org</a>	N	0
64	<b>Rehabilitation Services for the Blind (North Office)</b> 9900 Page Avenue, Suite 105 (314) 877-1532 <a href="mailto:askrsb@dss.mo.gov">askrsb@dss.mo.gov</a>	N	0
65	<b>St Louis Agency on Training and Employment (SLATE)</b> 1520 Market Street, 3rd Floor (314) 589-8000 <a href="mailto:kbernardi@stlworks.com">kbernardi@stlworks.com</a>	N	0
66	<b>St Louis Agency on Training and Employment (SLATE)</b> 4811 Delmar Boulevard (314) 877-0916 <a href="mailto:tjones@stlworks.com">tjones@stlworks.com</a>	N	0
67	<b>St Louis Downtown Vocational Rehabilitation</b> 220 S Jefferson Street, Suite 110 (314) 877-2940 <a href="mailto:Jeather.Smith@vr.dese.mo.gov">Jeather.Smith@vr.dese.mo.gov</a>	N	0
68	<b>St Louis South Vocational Rehabilitation</b> 3248 Laclede Station Road (314) 877-1900 <a href="mailto:Claire.Beck@vr.dese.mo.gov">Claire.Beck@vr.dese.mo.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
69	<b>St Louis West Vocational Rehabilitation</b> 9900 Page Avenue, Suite 104 (314) 877-1500 <a href="mailto:Karen.Klenke@vr.dese.mo.gov">Karen.Klenke@vr.dese.mo.gov</a>	N	0
70	<b>St Patrick Center</b> 800 N Tucker Boulevard 314-802-5485 <a href="mailto:aellmer@stpatrickcenter.org">aellmer@stpatrickcenter.org</a>	N	0
71	<b>St Patrick Employment &amp; Training Service</b> 800 North Tucker Boulevard (314) 802-1953 <a href="mailto:nbox@stpatrickcenter.org">nbox@stpatrickcenter.org</a> <a href="mailto:rboykins@stpatrickcenter.org">rboykins@stpatrickcenter.org</a>	N	0
72	<b>The Starkloff Disability Institute</b> 133 S 11th Street, Suite 500 (314) 588-7090 <a href="mailto:info@starkloff.org">info@starkloff.org</a>	N	0
73	<b>Urban League of Metropolitan St Louis</b> 3701 Grandel Square (314) 615-3600 <a href="mailto:klove@urbanleague-stl.org">klove@urbanleague-stl.org</a>	N	0
74	<b>Wounded Warrior Project</b> 351 Evergreen Drive, Ste. A (406) 585-9793 (615) 782-7226 <a href="mailto:hpeck@woundedwarriorproject.org">hpeck@woundedwarriorproject.org</a>	N	0
75	<b>University of Missouri College of Veterinary Medicine</b> 1520 East Rollins Street 573-882-3554 <a href="mailto:mugrad@rocketmail.com">mugrad@rocketmail.com</a>	N	0
76	<b>Moberly Area Community College</b> 101 College Avenue 660-263-4100 <a href="mailto:Patriciariely@macc.edu">Patriciariely@macc.edu</a>	N	0
77	<b>Internal Transfer/Promotion</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			9



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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	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 online titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
2	Management-level training regarding Diversity, Equity, and Inclusion	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, “Understanding Harassment” and “Anti-Harassment – Managers” (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.
3	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 (HIS) online course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding Diversity, Equity, and Inclusion	On April 21, 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>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.
5	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.
6	Participate in Job Fair	On April 19, 2023, our SEU’s Market and Operations Managers attended a job fair hosted by the Chambers of Business, which took place at the Holiday Inn Executive Center in Columbia, Missouri. They talked with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.
7	Host Open House	On September 20, 2023, our SEU hosted an open house at our facilities. Our Market and Operations Managers were available to welcome and talk with attendees about the company, careers opportunities in radio broadcasting, and current job openings. They also conducted a tour of the studios and answered questions about the operational and business aspects of broadcasting. This event was promoted over the air on Stations KOQL, KPLA, KBXR, KFRU, and KBBM.