

**KKOH (AM), KNEV (FM), KBUL-FM, and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023**

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-30, 32-40	1
Digital Account Executive	1-30, 32-34	8
Program Director & On-Air Personality	1-30, 32-40	1

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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	13
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	2
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Word-of-Mouth Referral	N	5
31	Internal Transfer/Promotion	N	0
32	NV JobConnect/Carson City 1929 North Carson Street Carson City, NV 89701 775-684-0441 jmreissig@nvdetr.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	NevadaJobConnect Sparks 2281 Pyramid Way Sparks, NV 89431 775-284-9520 lleubanks@nvdetr.org tmdoud@nvdetr.org	N	0
34	Beyond Yellow Ribbon Program 6490 Range Road North Las Vegas, NV 89115 702-632-0500 toni.j.giddens.ctr@mail.mil	N	0
35	El Sol de Nevada 2450 Wrondel Way # G Reno, NV 89502 elsoldenevada@yahoo.com	N	0
36	Nevada JobConnect Reno 4001 South Virginia Street, Suite H Reno, NV 89502 775-834-1970 jsparel@nvdetr.org m-freitas@nvdetr.org	N	0
37	ProNet Job Club - ProNet Job Club Reno, NV jdowney@join.org	N	0
38	Reno Sparks Indian Colony 2001 E 2nd Street Reno, NV 89502 smontooth@rsic.org	N	0
39	Sierra Nevada Job Corp 5005 Echo Avenue Reno, NV 89506 gardella.kathy@jobcorps.org	N	0
40	University of Nevada, Reno, Career Services 1664 N Virginia Street Joe Crowley Student Union, 3rd Flr Reno, NV 89557 (775) 682-7114 careers@unr.edu	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			20

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
2	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> . 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.
3	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, “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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	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, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
5	Management-level training regarding Diversity, Equity, and Inclusion	On April 11, 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.
7	Participate in Job Fair	On October 15, 2022, our SEU participated in a Small Business Expo hosted by Nevada’s Center for Entrepreneurship and Technology at the RSCVA Mt. Rose Ballroom. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Local Sales Manager.
8	Participate in Job Fair	On October 25, 2022, our SEU participated in a Career Fair hosted by the University of Nevada-Reno, which took place 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Host Online Job Fair	<p>During this reporting period, our SEU organized, hosted, and participated in the online job fair, Job Fair Reno, via the website www.jobfairreno.com. Employment candidates were provided with an opportunity to contact ten to eight (10-8) potential employers, including our SEU/company. Job seekers who participated were able to contact one or more of the potential employers by clicking on their names/logo(s) to obtain more information about the positions available and, if interested, upload their resumes and schedule interviews. This site was available 24 hours per day, seven days per week over the course of 274 days. Our SEU solicited the participation of local employers, participated in the job fair, and organized all logistical aspects of this online opportunity. Our Market Manager, Business Manager, and Digital Sales Manager were directly involved in the job fair.</p>
10	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	<p>On May 9, 2023, our SEU's Program Director met with the Director of Internships and Experiential Learning at University of Nevada-Reno to discuss career opportunities available with Cumulus Media.</p>