

KVYB (FM), KRUZ (FM), KBBY-FM & KHAY (FM)
EEO PUBLIC FILE REPORT
August 1, 2022 – July 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 - 48	30

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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	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	4
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	1
31	Internal Transfer/Promotion	N	0
32	West Valley WorkSource Center 9207 Eton Avenue Chatsworth, CA 91311 818-701-9800 frontdesk@buildonestop.com raguilera@buildonestop.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	South Bay One Stop Business and Career Center 110 S. La Brea Avenue Inglewood, CA 90301 310-680-3700 Christopher.Richburg@edd.ca.gov rchavez@sbwib.org	N	0
34	West Oxnard Job & Career Center 635 S. Ventura Road Oxnard, CA 93030 805-382-6551 christy.norton@ventura.org daniel.venegas@edd.ca.gov	N	0
35	America's Job Center, East Ventura County 2900 N. Madera Road Simi Valley, CA 93065 805-955-2283 loan.nguyen@ventura.org marty.estrada@ventura.org	N	0
36	JVS West Hollywood WorkSource Center 625 North San Vicente Boulevard, 1st Floor West Hollywood, CA 90069 310-652-6378 jsantiago@jvsla.org ssszorabian@jvsla.org	N	0
37	Oxnard College Job & Career Center 4000 S. Rose Avenue Oxnard, CA 93033 805-986-7366 genesa.dawson@ventura.org	N	0
38	Santa Clara Valley Job & Career Center 725 E. Main Street Santa Paula, CA 93060 805-933-8300 jaime.duncan@ventura.org john.jackson@ventura.org	N	0
39	Ventura Job & Career Center 4651 Telephone Road Ventura, CA 93003 805-654-3434 Christy.Norton@ventura.org jaime.duncan@ventura.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Verdugo Jobs Center 1255 S. Central Avenue Glendale, CA 91204 gwashington@ci.glendale.ca.us leonard.johnson@edd.ca.gov	N	0
41	Oxnard America`s Job Center of California 2901 N. Ventura Road Oxnard, CA 93036 805-204-5100 Christy.Norton@ventura.org	N	0
42	Thomas Aquinas College 10000 N. Ojai Road Santa Paula, CA 93060 (805) 525-4417 careers@thomasaquinas.edu	N	0
43	California Dept. of Rehabilitation 101 Hodencamp Road Thousand Oaks, CA 91360 805-371-6279 ashabanr@dor.ca.gov jstuhr@dor.ca.gov	N	0
44	Moorpark/Simi Valley Neighborhood for Learning 61 E. High Street Moorpark, CA 93021 (805) 552-1944 moorpark@sbcglobal.net	N	0
45	Port Hueneme Naval Base 1000 23 rd Avenue, Building-1169 Port Hueneme, CA 93043 (805) 982-5325 kirstin.davy@navy.mil	N	0
46	Ventura Community Center 635 South Ventura Road Oxnard, CA 93030 805-850-5091 sandra.lozano@ventura.org	N	0
47	The Conejo Jewish Job Support - Temple Adat Elohim Thousand Oaks, CA 818-207-6680 career.coach@att.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	County of Ventura Human Services Agency Job & Career Center 80 E. Hillcrest Drive Thousand Oaks, CA 91360 loan.nguyen@ventura.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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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 online 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 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.
3	Management-level training regarding Diversity, Equity, and Inclusion	On January 26, 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 was a refresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Host Job Fair	Between June 13, 2022, and December 31, 2022, our SEU hosted a virtual job fair for local businesses. We solicited local employers, organized the event, and participated, spotlighting job openings within our SEU. Job seekers were provided the opportunity to contact potential employers via the website jobfair805.com throughout this period. This Fair was promoted over the air on all SEU stations for its duration.
5	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, “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.
6	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.
7	Participate in other activity reasonably calculated to disseminate information about careers in broadcasting	On April 13, 2023, the SEU’s Program Director and one of its Account Executives participated in the Ventura Spring Business Expo sponsored by the Ventura Chamber of Commerce. They staffed the Cumulus Media booth and answered questions and educated interested attendees about radio, the SEU’s stations, job openings at each station, and job shadowing opportunities at the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Management-level training regarding Diversity, Equity, and Inclusion	On April 18, 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.
9	Participate in Job Fair	On April 27, 2023, the SEU’s Sales and Operations Managers participated in the Ventura College Cash for College Job Expo. They staffed the Cumulus Media booth and answered questions and educated interested attendees about radio, the SEU’s stations, job openings at each station, and job shadowing opportunities at the SEU.
10	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.