

WBSX(FM), WMGS(FM), WSJR(FM), WBHT(FM), WBHD(FM)
EEO PUBLIC FILE REPORT
April 1, 2023 – March 31, 2024

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
General Sales Manager	1 - 30, 32 - 43	1
Account Executive	1 - 30, 32 - 43	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	6
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	1
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.disAbleperson.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	3
31	Internal Transfer/Promotion	N	0
32	PA CareerLink - Lackawanna County 135 Franklin Avenue Scranton, PA 18503 570-963-4671 c-cgerard@pa.gov royevan@pa.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	PA CareerLink - Luzerne County at Hazleton Center 75 North Laurel Street Hazelton, PA 18201 570-459-3854 christinejensen@lswib.org dbroadwell@pa.gov	N	0
34	PA CareerLink - Luzerne County at Wilkes-Barre 32 East Union Street Wilkes Barre, PA 18701 570-822-1101 info@careerlinkwilkesbarre.org dbroadwell@pa.gov	N	0
35	Trehab; PA CareerLink Wyoming County 102 Warren Street Tunkhannock, PA 18657 570-836-6840 cwagner@trehab.org	N	0
36	PA Office of Vocational Rehabilitation 651 Boas Street, 7th Floor Harrisburg, PA 17102 215-557-7112 admin@equalemployment.org	N	0
37	Finishing Trades Institute 66 Azalea Drive Drums, PA 18222 5707082918 joew@fti.edu	N	0
38	Luzerne County Community College 1333 South Prospect Street Nanticoke, PA 18634 800-377-5222 jkelly@luzerne.edu	N	0
39	Educational Opportunity Centers of Pennsylvania 239 Schuyler Avenue Kingston, PA 18704 570-331-6755 sharonb@eocinc.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Johnson Technical Institute 3427 N. Main Avenue Scranton, PA 18508 570-342-6404 rmartinetti@johnson.edu	N	0
41	PA CareerLink - Lehigh Valley 555 Union Boulevard Allentown, PA 18109 610-437-5627 mailus@careerlinklv.org Donmason@pa.gov	N	0
42	The Arc of Luzerne County PO Box 148, 512 Northhampton Street Edwardsville, PA 18704 dsedor@arcluzerne.org	N	0
43	Wounded Warrior Project 600 River Avenue, Ste. 400 412-385-5309 mhuber@woundedwarriorproject.org	N	0
			10

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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—RVP/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—RVP/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 RVP/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 RVP/Market Manager (viewed the playback upon return to office on August 2 nd) 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 RVP/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/November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—RVP/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 December 7, 2023, our SEU’s RVP/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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Local Management-level training regarding Diversity, Equity, and Inclusion	On December 7, 2023, our SEU's RVP/Market Manager, HR Business Partner, Operations Manager, and all Department Heads participated in a facilitated session and presentation conducted by The Bradbury-Sullivan LGBT Community Center for Education about Diversity, Equity, and Inclusion.
9	Promote/Participate in Career Fair	On April 18, 2023, our SEU participated in the Junior Achievement of Northeastern Pennsylvania, Inspire career fair at the Mohegan Sun Convention Center in Wilkes Barre, PA. Our SEU RVP/Market Manager, Programming, Promotions and Sales Managers, as well as additional staff, were engaging onsite with attendees about career opportunities in broadcasting and job openings within the SEU. The event was promoted on all SEU stations, and, on the day of the fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 65 local companies and nearly 2000 high school students from 16 area school districts.
11	Host Job Fair	An Online Job Fair is a virtual version of a traditional job fair that allows employers and job seekers to meet and discuss career opportunities digitally. Our SEU hosted such an event from April 10, 2023, through May 31, 2023, after securing the website, soliciting local employers, and organizing all logistical aspects of the event. Eleven local employers, including Cumulus participated in the Fair, which was promoted on all SEU stations.
12	Host Job Fair	An Online Job Fair is a virtual version of a traditional job fair that allows employers and job seekers to meet and discuss career opportunities digitally. Our SEU hosted such an event from June 12, 2023, through July 31, 2023, after securing the website, soliciting local employers, and organizing all logistical aspects of the event. Eleven local employers, including Cumulus participated in the Fair, which was promoted on all SEU stations.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
13	Promote/Participate in Job Fair	On March 14, 2024, our SEU participated in the Wilkes University Career Fair in Wilkes Barre, PA. Our SEU Sales Manager and Promotions Director as well as additional staff, were engaging onsite with attendees about career opportunities in broadcasting and job openings within the SEU. The event was promoted on all SEU stations and the day of the fair, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 90 recruiters from various companies and approximately 250 candidates.
14	Promote/Participate in Job Fair	On March 20, 2024, our SEU participated in the Kings College Career Fair in Wilkes Barre, PA. Our SEU Sales Manager and Program Directors as well as additional staff, were engaging onsite with attendees about career opportunities in broadcasting and job openings within the SEU. The event was promoted on all SEU stations and the day of the fair, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 40 recruiters from various companies and approximately 100 candidates.
15	Promote/Participate in Job Fair	On March 22, 2024, our SEU participated in the Misericordia University Career Fair in Dallas, PA. Our SEU Sales Manager and Promotions Director as well as additional staff, were engaging onsite with attendees about career opportunities in broadcasting and job openings within the SEU. The event was promoted on all SEU stations and the day of the fair, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIn. The event featured 40 recruiters from various companies and approximately 225 candidates.
16	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On March 12, 2024, our SEU's Morning Show Host, participated in an educational opportunity in conjunction with Scranton Preparatory School in Scranton Pennsylvania. Our SEU representative presented content during an alumni career day. Topics included: show preparation; programming strategy/execution; music selection/scheduling; and engineering. Interactive discussion regarding audio and social media career opportunities was part of the presentation.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
17	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	<p>Between August 8, 2023 and March 31, 2024 our SEU recruited and sponsored Wilkes-Barre Area Career and Technical Center, Audio Visual Communications, Students in the BroadcastNowPA Program. BroadcastNowPA is underwritten by the Pennsylvania Association of Broadcasters with support from partner members including our SEU. Our SEU RVP/Market Manager, Program Directors, Engineers, Promotions and Sales Manager secured a partnership and hosted students who visited the station to learn about career opportunities in broadcasting. The project included working with our staff to produce a video about the benefits of a career in broadcasting. The students' video has been submitted and will be reviewed by the BroadcastNowPA team. Awards will be presented, and the students will be recognized during the Pennsylvania Association of Broadcasters Excellence in Broadcasting Awards event on April 26th in Harrisburg, PA.</p>
18	Co-sponsor event that promotes Diversity, Equity, and Inclusion	<p>On June 25, 2023, our SEU partnered with Rainbow Alliance to sponsor PrideFest at Public Square in Wilkes Barre PA. Our Promotions Director, a Program Director, and staff members provided a spotlight on LGBTQ+ arts and culture and were available to help connect thousands of community members to local resources, full-day programming for LGBTQ+ youth and teens and celebrate the diversity in our community. Additionally, this event was promoted on SEU stations WBHT(FM) and WBHD(FM) as well as on SEU websites, Facebook, and Instagram.</p>