

**WBBW(AM), WPIC(AM), WYFM(FM), WHOT-FM, WLLF(FM),  
WWIZ(FM), WQXK(FM), and WRQX(AM)  
EEO PUBLIC FILE REPORT  
June 1, 2023 – May 31, 2024**

**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>
Digital Account Executive	1 – 30, 32 – 35, 49	30

**WBBW(AM), WPIC(AM), WYFM(FM), WHOT-FM, WLLF(FM),  
 WWIZ(FM), WQXK(FM), and WRQX(AM)  
 EEO PUBLIC FILE REPORT  
 June 1, 2023 – May 31, 2024**

**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	2
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	0
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
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 Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	2
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>OhioMeansJobs Columbiana County</b> 7989 Dickey Drive, Suite 4 Lisbon, OH 44432 330-420-9675 carly@onestopohio.org christopher@onestopohio.org	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>
33	<b>OhioMeansJobs Mahoning County</b> 141 Boardman-Canfield Road Boardman, OH 44512 330-965-1787 cyndy@onestopohio.org	N	0
34	<b>OhioMeansJobs Stark County</b> 822 30th Street, NW Canton, OH 44709 330-433-9675 jimmie.harris@jfs.ohio.gov khaer@omjwork.com	N	0
35	<b>OhioMeansJobs Trumbull County</b> 280 North Park Avenue, Suite 1 Warren, OH 44481 330-675-2179 ceturner@co.trumbull.oh.us dustin.bridgeman@jfs.ohio.gov	N	0
36	<b>Warren-Trumbull Urban League</b> 290 W Market Street Warren, OH 44481 330-394-4316 thosey@wyul.org	N	0
37	<b>Catholic Charities Regional Agency</b> 2401 Belmont Avenue Youngstown, OH 44505 (330) 744-3320 kmchugh@ccregional.org	N	0
38	<b>Mahoning County Board of Developmental Disabilities</b> 4791 Woodridge Drive Youngstown, OH 44515 (330) 797-2925 wbagnola@mahoningcountyoh.gov	N	0
39	<b>Burdman Group/Trumbull CO Emp &amp; Job Ret</b> 820 Pine Avenue SE Warren, OH 44483 (330) 393-0598 jloychik@compassfamily.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	<b>TDDS Technical Institute</b> 1688 N Pricetown Road Diamond, OH 44412 (330) 538-2216 kim@tdds.edu	N	0
41	<b>Veteran Employment Center - OH</b> OH john.a.owens10.ctr@mail.mil	N	0
42	<b>ETI Technical College of Niles</b> 2076 Youngstown Warren Road Niles, OH 44446 330-652-9919 sarahkiepper@eticollege.edu	N	0
43	<b>Organizacion Civica y Cultural Hispana Americana, Inc.</b> 3660 Shirley Road Youngstown, OH 44502 330-781-1808 emolina.occha@gmail.com	N	0
44	<b>Pennsylvania CareerLink Lawrence County</b> 102 Margaret Street New Castle, PA 16101 724-656-3165 chjackson@pa.gov eborrelli@wcjp.org	N	0
45	<b>PA CareerLink Mercer County</b> 217 West State Street, Cocoa Building Sharon, PA 16146 724-347-9257 cburger@wcjp.org fzelinsky@pa.gov	N	0
46	<b>Three Rivers Indian Employment Center</b> 120 Charles Street Pittsburgh, PA 15210 800-985-8721 rjohn@cotraic.org	N	0
47	<b>Shenango Valley Urban League</b> 601 Indiana Avenue Farrell, PA 16121 724-981-5310 csomerset@neohio.twcbc.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	<b>Prince of Peace Center</b> 502 Darr Avenue, PO Box 89 Farrell, PA 16121 (724) 346-5777 pope@princeofpeacecenter.org	N	0
49	<b>Washington Vocational Services</b> WA 98043 4257743338 jbruckshen@wvs.org	N	0
			4

**WBBW(AM), WPIC(AM), WYFM(FM), WHOT-FM, WLLF(FM),  
 WWIZ(FM), WQXK(FM), and WRQX(AM)  
 EEO PUBLIC FILE REPORT  
 June 1, 2023 – Ma31, 2024**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	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.
2	Management-level training regarding Diversity, Equity, and Inclusion	On August 10, 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>Privilege &amp; 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.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding Diversity, Equity, and Inclusion	On December 7, 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>Advocacy &amp; 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.
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 2024, 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, <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.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.