

**KCFX(FM), KCMO-FM, KCHZ(FM), KCMO(AM), KMJK(FM),
KCJK(FM)**

**EEO PUBLIC FILE REPORT
October 1, 2021 – September 30, 2022**

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
Production Assistant	1-29, 32-55, 58-66, 68-69, 79-103	31
Digital Administrative Assistant	1-29, 32-69, 79-82, 84-103	79
Assistant Engineer	1-29, 32-55, 58-66, 68-69, 79-82, 84-103	1
Midday Personality (KCHZ-FM)	1-29, 31-55, 58-66, 68-69, 79-80, 86-103	31
Market Account Executive	1-30, 32-69, 79-80, 86-103	30
Program Director (KCFX-FM)	1-30, 32-55, 58-80, 83-103	30
Market Account Executive	1-29, 32-69	1
Sales Assistant	1-29, 61-64, 66-78	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	10
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	0
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
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	Employee Referral	N	5
31	Internal Transfer/Promotion	N	2
32	Longview Community College 500 SW Longview Road Lees Summit, MO 64081 816-604-2380 debra.warga@dwd.wisconsin.gov linda.anderson@mccck.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Guadalupe Center Inc 2641 Belleview Ave. Kansas City, MO 64108 816-561-6885 j.pinedo@guadalupe.org	N	0
34	Cristo Rey Kansas City 211 West Linwood Blvd. Kansas City, MO 64111 816-457-6044 lmatthews@crstoreykc.org tkoppen@crstoreykc.org	N	0
35	NonProfit Connect Job Club - NonProfit Connect Kansas City, MO lnelson@npconnect.org	N	0
36	Eastern Jackson County Job Club – Cornerstone Church of Blue Springs Blue Springs, MO 816-977-7305 easternjacksoncountyjobclub@gmail.com	N	0
37	Missouri Assistive Technology 1501 NW Jefferson Street Blue Springs, MO 64015 816-655-6703 david.bkr@att.net	N	0
38	Greater Kansas City Business Leadership Network PO Box 901296 Kansas City, MO 816-209-7418 rob@gkcbln.org	N	0
39	Kansas Commission on Veterans' Affairs 100 S 20th Street Kansas City, MO 66102 (913) 371-5968 wbollig@kcva.ks.gov	N	0
40	Kansas City VA Medical Center 4801 Linwood Blvd. Kansas City, MO 64128 816-861-4700 larry.bottin2@va.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Department of Veterans Affairs 4801 Linwood Blvd. Kansas City, MO 64128 816-861-4700 loreen.orage@va.gov	N	0
42	HEDC 2130 Jefferson Street Kansas City, MO 64108 816-221-3442 gzarate@kchedc.org	N	0
43	Womens Employment Network 920 Main Kansas City, MO 64105 816-822-8083 tbomar@kcwen.org	N	0
44	MOTHER'S REFUGE 3721 Del Ridge Independence , MO 64055 (816) 353-8070 julie@mothersrefuge.org	N	0
45	LDS Employment Resource Center 517 W Walnut Street Independence , MO 64050 (816) 461-5481 wel-ec-independence@ldschurch.org	N	0
46	MISSOURI DIV VOCATIONAL REHABILITATION 615 E 13th Street Kansas City, MO 64106 teresa.king@vr.dese.mo.gov	N	0
47	REHABILITATION INSTITUTE OF KC 3011 Baltimore Avenue Kansas City, MO 64108 (816) 751-7700 janice.brooke@rehabkc.org	N	0
48	ST PAUL SCHOOL OF THEOLOGY 5123 E Truman Road Kansas City, MO 64127 (816) 483-9600 David.firman@spst.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	GRACELAND UNIVERSITY 1401 W Truman Road Independence, MO 64050 (816) 423-4679 leveridg@graceland.edu	N	0
50	WESTERN BAPTIST BIBLE COLLEGE 2119 Tracy Avenue Kansas City, MO 64108 (816) 842-4195 wbbible@sbcglobal.net	N	0
51	MAPLE WOODS COMMUNITY COLLEGE 2601 NE Barry Road Kansas City, MO 64156 816-604-3155 linda.anderson@mcckc.edu mindy.johnson@mcckc.edu	N	0
52	CONCORDE CAREER COLLEGE 3239 Broadway Street Kansas City, MO 64111 (816) 531-5223 wwilson@concorde.edu	N	0
53	Urban League of Greater Kansas City 1710 Paseo Boulevard Kansas City, MO 64108 816-471-0550 ggrant@ulkc.org vreid@ulkc.org	N	0
54	Goodwill Career Services 1817 Campbell Kansas City, MO 64108 816-842-7425 amaloney@mokangoodwill.org lyeager@mokangoodwill.org	N	0
55	National Guard Employee Assistance 7600 Ozark Rd. Kansas City, MO 64129 573-638-9500 karen.yarbrough@ded.mo.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
56	Wounded Warrior Project MO 615-782-7226 hpeck@woundedwarriorproject.org	N	0
57	SLATE Next Generation Missouri Career Center - Downtown 1520 Market Street St. Louis, MO 63103 314-589-8000 jennifer.wade@ded.mo.gov rodney.hearn@ded.mo.gov	N	0
58	Missouri Career Center - Northland Human Services Center 3100 NE 83rd St., Suite 1201 Kansas City, MO 64119 816-468-8767 aheadrick@feckc.org evelyn.floyd@ded.mo.gov	N	0
59	Missouri Career Center - Independence 15301 East 23rd Street South Independence, MO 64055 816-521-5700 tom.lay@ded.mo.gov	N	0
60	Missouri Career Center - Central Kansas City 1740 Paseo Blvd. Kansas City, MO 64108 816-471-2330 harry.gray@ded.mo.gov karen.yarbrough@ded.mo.gov	N	0
61	Onsite Job Club & Online KC Metro Networking Club – Sacred Heart Catholic Church Shawnee, KS maureen.reintjes@shoj.org	N	0
62	Career Transitions Support Group - Church of Nativity Leawood, KS wdeckert@gmail.com	N	0
63	Career Transition Ministry (CTM) Group - Holy Trinity Catholic Church Lenexa, KS snill@htlenexa.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
64	Johnson County Community College 12345 College Blvd. Overland Park, KS 66210 cgard@jccc.edu ljohanne@jccc.edu	N	0
65	Wounded Warrior Project KS rmckenna@woundedwarriorproject.org	N	0
66	NORTH WEST MULTI SERVICE CENTER P O Box 551 De Soto , KS (913) 713-8972 jess.collins@jocogov.org	N	0
67	Leavenworth County Workforce Center 515 Limit Street Leavenworth, KS 66048 913-682-4152 andrew.jones@ks.gov	N	0
68	KANSASWORKS Paola - Fort Scott Community College, Miami County Campus 501 S. Hospital Dr. Paola, KS 66071 913-294-4178 deannw@fortscott.edu tgibson@kansasworks.com	N	0
69	Johnson County Workforce Center 9221 Quivira Road Overland Park, KS 66215 913-577-5900 ajones@kansasworks.com rclay@kansasworks.com	N	0
70	Wyandotte County Workforce Partnership 626 Minnesota Kansas City, KS 66101 913-279-2633 ajones@kansasworks.com	N	0
71	Village Presbyterian Church Prairie Village, KS meg.mclaughlin@villagepres.org	N	0

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72	Presbyterian Church Of Stanley Overland Park, KS 913-327-8278 leell@aol.com	N	0
73	KANSAS BLACK CHAMBER OF COMMERCE 736 Armstrong Kansas City, KS 66101 (913) 948-7680 maryannflunder@yahoo.com	N	0
74	ECONOMIC OPPORTUNITY INC 950 Quindaro Boulevard Kansas City, KS 66101 (913) 371-0848 regina@eofkck.org	N	0
75	DCCCA FAMILY PRESERVATION 12351 W 96th TER # 300 Shawnee Mission, KS 66215 (913) 894-0900 ddrouhard@dccca.org	N	0
76	Community Covenant Church 15700 W 87th Street Pkwy Lenexa, KS 66219 (913) 631-0215 jclub@everestkc.net	N	0
77	Prince of Peace Catholic Church Olathe, KS jobs@mycatholicvoice.com	N	0
78	Down Syndrome Guild of Greater Kansas City 5960 Dearborn, Suite 1000 Mission, KS 66202 913-384-4848 whitney@kcdsg.org	N	0
79	Word-of-Mouth Referral	N	2
80	Walk-In/Self Referral	N	1
81	Station On-Air Announcements	N	2
82	Station Website Postings	N	2
83	All Access Website www.allaccess.com	N	0

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84	RAMP www.theramp247.com	N	0
85	Inside Radio www.insideradio.com	N	0
86	Avila University 11901 Wornall Road, Kansas City, MO 64145 Phone: (816)501-3676 Careers@avila.edu	N	0
87	Baker University Susan Wade PO Box 65, Baldwin City, KS 66006-0065 Phone: (785) 594-8382 Susan.wade@bakeru.edu & cdc@bakeru.edu	N	0
88	Blue River Community College Kim Moriconi 20301 E State Route 78, Independence, MO 64057 Phone: (816)220-6768 Fax: (816)220-6511 Kim.moriconi@meckc.edu	N	0
89	Dos Mundos Diana Raymer 902-A Southwest Blvd., Kansas City, MO 64108 Phone: (816)221-4747 draymer@dosmundos.com	N	0
90	Fort Hays, Kansas State University Administrative Career Specialist: Millie Schuster Sheridan Hall Rm. 214 600 Park Street Hays, Kansas 67601 Phone: (785)628-4260 careers@fhsu.edu	N	0
91	Kansas Dept. of Human Resources Kansas City / Kansas Dept. of Commerce Phyllis LaShell 552 State Avenue, Kansas City, KS 66101 Phone: (913)281-3000 x204 Fax: (913)281-0069 plashell@kansascommerce.com	N	0

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92	MCC Business & Technology Mirella Jones / Sheri Anders 1775 Universal Avenue, Kansas City, Missouri 64120-2429 Phone: (816)482-5200 Fax: (816)482-5256 Sherie.anders@mckkc.edu / mirella.jones@mckkc.edu	N	0
93	N.A.A.C.P. Kansas City, MO 1601 E 18th St # 212, Kansas City, MO 64108 Phone: (816)421-1191 Fax: (816)421-4939 naacpkcmo@sbcglobal.net	N	0
94	Northwest Missouri State University Career Center Tanya Riley 800 University Drive, Maryville, MO 64468-6001 Phone: (660)562-1127 Fax: (660)562-1384 career@nwmissouri.edu & tmriley@nwmissouri.edu	N	0
95	Penn Valley Community College Maggie Stegman 3201 SW Trafficway, Kansas City, MO 64111 Phone: (816)759-4155 Fax: (816)759-4087 Maggie.stegman@mckkc.edu	N	0
96	Rockhurst College Career Services Mike Theobald 1100 Rockhurst Road, Kansas City, MO 64110 Phone: (816)501-4061 mike.theobald@rockhurst.edu	N	0
97	Truman State University Mary Kay Cowan 100 E. Normal Kirksville, MO 63501 Phone: (660)785-4353 Fax: (660)785-4366 Careers@truman.edu (received by kcowan@truman.edu)	N	0
98	United Minority Media Association MC Richardson 6025 Prospect Suite 206, Kansas City, MO 64130 Phone: (816)822-1313 Fax: (816)822-8002 ummaseventyfour@yahoo.com	N	0

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99	University of Central Missouri Career Services: Sharon Jennings Director of Career Services: Teresa Alewel: Elliott University Union 302, Warrensburg, MO 64093 Phone: (660)543-4122 (660)543-4395 sjennings@ucmo.edu & careers@ucmo.edu	N	0
100	University of Kansas Liz Caldwell 110 Burge Union 1601 Irving Hill Road, Lawrence, KS 66045 kucareer@ku.edu (received by lcaldwell@ku.edu)	N	0
101	University of Missouri-Columbia Student Success Center 909 Lowry Mall, Columbia, MO 65211-6060 Phone: (573)882-6801 career@missouri.edu	N	0
102	University of Missouri-Kansas City Career Services 4825 Troost, Room 205, Kansas City, MO 64110 Phone: (816)235-1636 Fax: (816)235-5534 Post jobs @ Roo Career Network www.career.umkc.edu	N	0
103	William Jewell College Career Specialist 500 College Hill, Liberty, MO 64068 Phone: (816)781-7700 x523 blandm@william.jewel.edu	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			24

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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 month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, 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 courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers 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 Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of April and May of 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 courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.</p>
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>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.</p>
6	Participate in Job Bank	<p>From October 1, 2021 through September 30, 2022, our SEU conducted an ongoing recruitment campaign on the www.WeGotThisKC.com website to publicize the positions available in the marketplace, including some of the positions open in the SEU. Given the current environment, our SEU in particular and Cumulus Media use the power of radio and digital via the website to help local businesses recruit to fill their open positions.</p>
7	Internship Program	<p>Our SEU offers paid internship opportunities to college students during their junior or senior year. Area colleges and universities are contacted and are sent copies of internship applications to distribute to interested students.</p> <p>During this reporting period, our SEU hosted one (1) paid student intern during the Summer semester of 2022 from Kansas State University.</p> <p>The intern was supervised by the SEU’s Promotion Directors and assisted with a variety of tasks in the promotions, programming and sales departments. He also accompanied SEU on-air, engineering and sales staff members to SEU events including remote broadcasts, on-air personality appearances, etc.</p>