

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

**EEO PUBLIC FILE REPORT
October 1, 2023 – September 30, 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
Market Account Executive	1 – 30, 32, 34, 43 – 45, 60, 62, 72 – 80, 83 – 86	30
On-Air Personality	1 – 30, 32, 34, 43 – 45, 60, 62, 72 – 80, 83 – 86	30
On-Air Personality	1 – 30, 32, 34, 43 – 45, 60, 62, 72 – 80, 83 – 86	30
Sr. Digital & Audio Sales Consultant	1 – 30, 34, 43, 62, 72 – 76, 87	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	11
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.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	6
31	Internal Transfer/Promotion	N	0
32	Johnson County Workforce Center 8535 Bluejacket Street (913) 577-5900 contact@workforcepartnership.com Raymond.clay@ks.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	KANSASWORKS Paola - Fort Scott Community College, Miami County Campus 501 S. Hospital Drive (913) 294-4178 deannw@fortscott.edu tgibson@kansasworks.com	N	0
34	Leavenworth County Workforce Center 515 Limit Street (913) 682-4152 fdlv@workforcepartnership.com	N	0
35	North West Multi Service Center P O Box 551 (913) 713-8972 jess.collins@jocogov.org	N	0
36	Johnson County Community College 12345 College Boulevard egard@jccc.edu ljohanne@jccc.edu	N	0
37	Down Syndrome Guild of Greater Kansas City 5960 Dearborn, Suite 1000 (913) 384-4848 whitney@kcdsg.org	N	0
38	Career Transition Ministry (CTM) Group - Holy Trinity Catholic Church snill@htlenexa.org	N	0
39	Career Transitions Support Group - Church of Nativity wdeckert@gmail.com	N	0
40	Career Transition Ministry (CTM) Group - Holy Trinity Catholic Church snill@htlenexa.org	N	0
41	Onsite Job Club & Online KC Metro Networking Club - Sacred Heart Catholic Church maureen.reintjes@shoj.org	N	0
42	Prince of Peace Catholic Church jobs@mycatholicvoice.com	N	0
43	Missouri Career Center – Central Kansas City 1740 Paseo Boulevard (816) 471-2330 jbryant@feckc.org evelyn.floyd@dhewd.mo.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	Missouri Career Center - Independence 15301 East 23rd Street South (816) 521-5700 independence@dhewd.mo.gov don.hutchings@dhewd.mo.gov	N	0
45	Missouri Career Center – Northland Human Services Center 3100 NE 83rd Street, Suite 1201 (816) 468-8767 aheadrick@feckc.org	N	0
46	Trenton Missouri Career Center 1104 Main Street (660) 359-5636 sharon.schenewerk@ded.mo.gov	N	0
47	National Guard Employee Assistance 7600 Ozark Road (573) 638-9500 karen.yarbrough@ded.mo.gov	N	0
48	Goodwill Career Services 1817 Campbell (816) 842-7425 amaloney@mokangoodwill.org lyeager@mokangoodwill.org	N	0
49	Urban League of Greater Kansas City 1710 Paseo Boulevard (816) 471-0550 ggrant@ulkc.org vreid@ulkc.org	N	0
50	Concorde Career College 3239 Broadway Street (816) 531-5223 wwilson@concorde.edu	N	0
51	Maple Woods Community College 2601 NE Barry Road (816) 604-3155 linda.anderson@mckc.edu mindy.johnson@mckc.edu	N	0
52	Western Baptist Bible College 2119 Tracy Avenue (816) 842-4195 wbbible@sbcglobal.net	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	Graceland University 1401 W Truman Road (816) 423-4679 leveridg@graceland.edu	N	0
54	St Paul School of Theology 5123 E Truman Road (816) 483-9600 David.firman@spst.edu	N	0
55	Rhabilitation Institute of KC 3011 Baltimore Avenue (816) 751-7700 janice.brooke@rehabkc.org	N	0
56	Missouri Div Vocational Rehabilitation 615 E 13 th Street teresa.king@vr.dese.mo.gov	N	0
57	LDS Employment Resource Center 517 W Walnut Street (816) 461-5481 wel-ec-independence@ldschurch.org	N	0
58	Restart Inc 918 E 9 th Street (816) 472-5664 pbecher@restartinc.org	N	0
59	Mother's Refuge 3721 Del Ridge (816) 353-8070 julie@mothersrefuge.org	N	0
60	Womens Employment Network 920 Main Street, Suite 100 (816) 822-8083 amarshall@kcwen.org	N	0
61	HEDC 2130 Jefferson Street (816) 221-3442 gzarate@kchedc.org	N	0
62	Department of Veterans Affairs 4801 Linwood Boulevard (816) 861-4700 James.Albracht@med.va.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
63	Kansas City VA Medical Center 4801 Linwood Boulevard (816) 861-4700 larry.bottin2@va.gov	N	0
64	Kansas Commission on Veterans' Affairs 100 S 20th Street (913) 371-5968 wbollig@kcva.ks.gov	N	0
65	Greater Kansas City Business Leadership Network PO Box 901296 (816) 209-7418 rob@gkcbln.org	N	0
66	Missouri Assistive Technology 1501 NW Jefferson Street (816) 655-6703 david.bkr@att.net	N	0
67	Eastern Jackson County Job Club - Cornerstone Church of Blue Springs (816) 977-7305 easternjacksoncountyjobclub@gmail.com	N	0
68	NonProfit Connect Job Club - NonProfit Connect lnelson@npconnect.org	N	0
69	Cristo Rey Kansas City 211 West Linwood Boulevard (816) 457-6044 lmatthews@crstoreykc.org tkoppen@crstoreykc.org	N	0
70	Guadalupe Center Inc 2641 Belleview Avenue (816) 561-6885 j.pinedo@guadalupe.org	N	0
71	Longview Community College 500 SW Longview Road (816) 604-2380 debra.warga@dwd.wisconsin.gov linda.anderson@mckck.edu	N	0
72	AARP - SCSEP 406 W 34th Terrace, Suite 603 (816) 471-1884 cmoffett@aarp.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
73	Community Services League 300 W Maple Avenue (816) 254-4100 lauferd@cslcares.org pummilc@cslcares.org	N	0
74	DCCCA Family Preservation 12351 W 96th TER # 300 (913) 894-0900 ddrouhard@dcca.org	N	0
75	Economic Opportunity, Inc 950 Quindaro Boulevard (913) 371-0848 regina@eofkck.org	N	0
76	Full Employment Council 1740 Paseo (816) 471-2330 arobins@feckc.org	N	0
77	Hispanic Chamber of Commerce of Greater KC 1600 Baltimore Avenue, Suite 250 (816) 472-6767 angiec@hccgkc.com	N	0
78	Kansas City Downtown Vocational Rehabilitation 615 E 13Th StreetG-3 (816) 889-2581 teresa.nianga@vr.dese.mo.gov	N	0
79	Kansas City North Vocational Rehabilitation 310 New Englewood Road, Suite 300 (816) 467-7900 Larry.Bottin2@va.gov	N	0
80	Kansas City Transition Vocational Rehab 243 New Executive Way (816) 251-0600 Jay.Robertson@vr.dese.mo.gov	N	0
81	Metropolitan Community College 3200 Broadway (816) 604-1000 tatia.shelton@mccckc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
82	Missouri Career Center - St. Joseph 301 South 7th Street (816) 387-2380 janice@mo-kan.org leonard.simpson@ded.mo.gov	N	0
83	Project Equality PO Box 7085 (913) 486-7010 kirk@projectequality.org	N	0
84	Urban League of Greater Kansas City 1710 Paseo (816) 471-0550 ashelton@ulkc.org	N	0
85	Village Presbyterian Church meg.mclaughlin@villagepres.org	N	0
86	Wyandotte County Workforce Partnership 626 Minnesota Avenue (913) 279-2633 kansascityjobs@kansasworks.com	N	0
87	Community Covenant Church 15700 W 87th Street Parkway (913) 631-0215 jclub@everestkc.net	N	0
88	Kansas Black Chamber of Commerce 736 Armstrong (913) 948-7680 maryannflunder@yahoo.com	N	0
89	Presbyterian Church of Stanley (913) 327-8278 leell@aol.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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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 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.
2	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 & 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.
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 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</i> and <i>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.

	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 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.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of April 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Managing through the Lens of Inclusion . This session was designed as a Leadership Lab—a 60-minute session to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of May 2024, our SEU's Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Empathetic Leadership. This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “Empathetic Leadership: Cultivating Trust & Inclusion,” and introduce tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.</p>
8	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>On August 14, 2024, our SEU’s 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 VP, Human Resources 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.</p>