

**KKOH (AM), KNEV (FM), KBUL-FM, and KWYL (FM)
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

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|--|---|--------------------|
| Office Coordinator/Continuity Director | 1-30 | 30 |
| Account Executive | 1-29, 32-33, 35-36, 38-41, 44 | 44 |
| On-Air Personality | 1-29, 32-33, 35-36, 38-41 | 1 |
| High Income Media Sales | 1-29, 32-33, 35-36, 38-41 | 1 |
| KWYL Program Director & Afternoon Host | 1-29, 32-33, 35-36, 38-40, 45 | 1 |
| Account Executive | 1-30, 32-33, 35-36, 38-43 | 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 | 27 |
| 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 |
| 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 Job Center www.veteranjobcenter.com | N | 0 |
| 29 | Seniors to Work www.seniorstowork.com | N | 0 |
| 30 | Employee Referral | N | 2 |
| 31 | Internal Transfer/Promotion | N | 0 |
| 32 | Carson City JobConnect 1929 North Carson Street Carson City, NV 89701 775-684-0400 klvaugh@detr.nv.gov | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 33 | EmployNV Career Hub 2281 Pyramid Way Sparks, NV 89431 775-284-9520 jwmicali@detr.nv.gov | N | 0 |
| 34 | Beyond Yellow Ribbon Program 6490 Range Rd. North Las Vegas, NV 89115 702-632-0500 toni.j.giddens.ctr@mail.mil | N | 0 |
| 35 | El Sol de Nevada 2450 Wrondel Way # G Reno, NV 89502 elsoldenevada@yahoo.com | N | 0 |
| 36 | EmployNV Career Hub Reno 4001 South Virginia St., Suite H Reno, NV 89502 775-284-9600 aleaton@detr.nv.gov | N | 0 |
| 37 | ProNet Job Club - ProNet Job Club Reno, NV jdowney@join.org | N | 0 |
| 38 | Reno Sparks Indian Colony 2001 E 2nd Street Reno, NV 89502 smontooth@rsic.org | N | 0 |
| 39 | Sierra Nevada Job Corp 5005 Echo Avenue Reno, NV 89506 gardella.kathy@jobcorps.org | N | 0 |
| 40 | University of Nevada, Reno, Career Services 1664 N Virginia Street Joe Crowley Student Union, 3rd Flr Reno, NV 89557 (775) 682-7114 careers@unr.edu | N | 0 |
| 41 | Nevada County One Stop, aka California Employment Development Dept - Nevada County 10075 Levon Avenue Suite 105 5302657088 nevadacounty@ncen.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 42 | Business and Career Network - Sierra County 305 South Lincoln Street 530-994-3349 afwdcontact@ncen.org andrew.macey@edd.ca.gov | N | 0 |
| 43 | Community Services Agency - Workforce Development 1090 East 8th Street 775-786-6023 workforce@csareno.org | N | 0 |
| 44 | Lucy Rice/Sales Sense 735 NE 73 rd Avenue Hillsboro, Oregon 97124 www.Ziprecruiter.com <i>(This company distributes notifications about job openings to numerous recruitment sources.)</i> | N | 1 |
| 45 | Internal Posting | N | 1 |
| | | | 31 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|---|--|
| 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 th , 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 & 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. |
| 4 | 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. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|--|
| 5 | Management-level training regarding Diversity, Equity, and Inclusion | On November 15, 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. |
| 6 | 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. |
| 7 | 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. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|-----------|--|---|
| 8 | Management-level training regarding Diversity, Equity, and Inclusion | During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partners 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. |
| 9 | Management-level training regarding Diversity, Equity, and Inclusion | During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partners were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion sessions 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 sessions to discuss which were tried, which worked well, and where adjustments could be made. |
| 10 | Participate in Career Fair | On October 3, 2023, our SEU participated in the Career Fair sponsored by the Reynolds School of Journalism at the University of Nevada in Reno, Nevada. Our News Director and Digital Account Executive spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within our SEU. |
| 11 | Participate in Career Fair | On November 14, 2023, our SEU participated in the Career Fair sponsored by the University of Nevada in Reno, Nevada. Our News Director and Digital Account Executive spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within our SEU. |