

**WOGT(FM), WGOW-FM, WGOW(AM), WSKZ(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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Program Director & On-Air Personality	1 - 29, 32 - 33, 36 - 41	1
Account Executive	1 - 29, 32 - 33, 36 - 41	1
Account Executive	1 - 30, 32 - 33, 36 - 41	30
Promotions Director	1 - 30, 32 - 33, 36 - 44	30
Assistant Program Director/On Air Personality	1 - 29, 31-33, 36 - 44	31

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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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	59
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	1
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
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	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>
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 Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.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	1
32	<b>American Job Center of Tennessee - Chattanooga</b> 5600 Brainerd Road, Suite A5 423-894-5354 William.Saxton@tn.gov	N	0
33	<b>American Job Center of Tennessee - Cleveland</b> 3535 Adkisson Drive 423-790-5552 <a href="mailto:Jessica.bice@mchra.com">Jessica.bice@mchra.com</a> <a href="mailto:darrell.perkins@tn.gov">darrell.perkins@tn.gov</a>	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>
34	<b>Tennessee Career Center at South Pittsburg</b> 426 Battle Creek Road 423-837-9103 <a href="mailto:powell@nwtworks.org">powell@nwtworks.org</a>	N	0
35	<b>East Tennessee Human Resource Agency, Inc.</b> 728 E-Emory Valley Road <a href="mailto:kcox@ethra.org">kcox@ethra.org</a>	N	0
36	<b>Signal Centers Assistive Technology Center</b> 2300 Bailey Avenue 423-698-8528 Ext. 262 <a href="mailto:CAROLYN_BOYD@SIGNALCENTERS.ORG">CAROLYN_BOYD@SIGNALCENTERS.ORG</a>	N	0
37	<b>Tennessee Department of Human Services - Division of Rehabilitation Services</b> 311 Martin Luther King Boulevard <a href="mailto:andrea.bible@tn.gov">andrea.bible@tn.gov</a>	N	0
38	<b>TN - Dept of Human Services - Community Tennessee Rehabilitation Center</b> 3069 Overlook Drive, NE, Suite A 423-478-0330 <a href="mailto:Karen.Buff@tn.gov">Karen.Buff@tn.gov</a>	N	0
39	<b>TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 3</b> 5600 Brainerd Road, Eastgate Center, Suite 602-B 423-634-6700 <a href="mailto:Karen.Buff@tn.gov">Karen.Buff@tn.gov</a>	N	0
40	<b>Wounded Warrior Project</b> 223 Rosa L. Parks Avenue, Suite 301 615-782-7226 <a href="mailto:hpeck@woundedwarriorproject.org">hpeck@woundedwarriorproject.org</a> <a href="mailto:jmoore@woundedwarriorproject.org">jmoore@woundedwarriorproject.org</a>	N	0
41	<b>Washington Vocational Services</b> 4257743338 <a href="mailto:jbruckshen@wvs.org">jbruckshen@wvs.org</a>	N	0
42	<b>Georgia Department of Labor - Cobb - Cherokee</b> 465 Big Shanty Road 770-590-6607 <a href="mailto:Eugene.Mincey@gdol.ga.gov">Eugene.Mincey@gdol.ga.gov</a>	N	0
43	<b>Covenant College - Center for Calling &amp; Career</b> 14049 Scenic Highway 706-820-1560 <a href="mailto:lada.goodman@covenant.edu">lada.goodman@covenant.edu</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
44	<b>Georgia Vocational Rehabilitation Agency - Dalton</b> 1615 Hickory Street, Suite 106 (706) 272-2303 Matthew.Salmon@gvs.ga.gov	N	0
			63

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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—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</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.
<b>2</b>	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—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.
<b>3</b>	Management-level training regarding Diversity, Equity, and Inclusion	On April 20, 2023, our SEU’s 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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	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.
5	Management-level training regarding Diversity, Equity, and Inclusion	On July 28, 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.
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—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 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 &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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Host event sponsored by or on behalf of an educational institution related to careers in broadcasting	<p>On January 11, 2024, our SEU hosted the Southern Rock Music class from the McCallie School for a tour of our facilities. Our Operations Manager conducted the tour after which the students “shadowed” him as well as one of our On-Air Personalities. The students were also invited to be a part of the afternoon Southern Fix 6 drive show on KZ106.</p> <p>This event afforded our staff the opportunity to talk with the students about the variety of jobs available in radio, the qualifications necessary to work with Cumulus, and get them excited about our industry.</p>
<b>9</b>	Participate in event/program sponsored by a community organization addressing Diversity, Equity, and Inclusion	On June 14, 2023, our Director of Sales, Digital Sales Manager, and Account Executives participated in a session hosted by BlueCross BlueShield of Tennessee and the Chattanooga Area Chamber of Commerce, which took place at the Chattanooga Convention Center. This event afforded representatives of our SEU an opportunity to learn what local leaders think about workforce diversity and inclusion in the workplace.