

**WGFX(FM), WQQK(FM), WSM-FM, WWTN(FM), WKDF(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>
Account Executive	1 - 30, 32 - 33, 36, 38, 44 - 51, 53 - 63	30
Account Executive	1 - 30, 32 - 33, 36, 38, 44 - 51, 53 - 63	1
Sales Representative	1 - 29, 32 - 33, 36, 38, 44 - 51, 53 - 63	1
Sports Sales Representative   Titans Radio	1 - 30, 32 - 33, 36, 38, 44 - 51, 53 - 63	30
Digital Account Executive	1 - 30, 32 - 33, 36, 38, 42, 44 - 51, 53 - 63	1
Sales Representative	1 - 29, 32 - 33, 36, 38, 44 - 51, 53 - 63	1
On-Air Personality	1 - 30, 33, 36, 38, 42, 44 - 51, 53 - 63, 65	30
Producer and On-Air Personality	1 - 30, 33, 36, 38, 42, 44 - 51, 53 - 63, 65	1
Account Executive	1 - 30, 32 - 33, 36, 38, 42, 44 - 51, 53 - 64	30
Sales Representative	1 -29, 32-33, 36, 38, 44 - 51, 53 - 63, 66	66

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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	30
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	1
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	16
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Kentucky Career Center – Bowling Green</b> 803 Chestnut Street 270-746-7425 <a href="mailto:franklinm.garabato@ky.gov">franklinm.garabato@ky.gov</a> <a href="mailto:phillip.arnett@danielboonecaa.org">phillip.arnett@danielboonecaa.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Tennessee Career Center at MetroCenter</b> 665 Mainstream Drive 615-253-8920 <a href="mailto:daniel.seeback@tn.gov">daniel.seeback@tn.gov</a> <a href="mailto:john.alexander@tn.gov">john.alexander@tn.gov</a>	N	0
34	<b>Tennessee Career Center at Springfield</b> 299 10th Avenue East 615-384-1097 <a href="mailto:rareed@workforceessentials.com">rareed@workforceessentials.com</a>	N	0
35	<b>Tennessee Career Center at Ashland City</b> 202 N. Main Street, Unit 4 615-792-2520 <a href="mailto:mrosson@workforceessentials.com">mrosson@workforceessentials.com</a>	N	0
36	<b>Goodwill of Middle Tennessee</b> 937 Herman Street 615-346-1249 <a href="mailto:matt.gloster@givegw.org">matt.gloster@givegw.org</a>	N	0
37	<b>Walters State Center for Workforce Development</b> 440 Eastern Plaza Way 423-623-1146 <a href="mailto:james.stokely@tn.gov">james.stokely@tn.gov</a>	N	0
38	<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
39	<b>Urban League of Middle Tennessee</b> 50 Vantage Way, Suite 201 615-254-0525 <a href="mailto:ssanders@urbanleagueofmidtn.org">ssanders@urbanleagueofmidtn.org</a>	N	0
40	<b>Hero 2 Hired</b> <a href="mailto:vernon.j.nelson.ctr@mail.mil">vernon.j.nelson.ctr@mail.mil</a>	N	0
41	<b>Tennessee Career Center at Franklin</b> 225 Noah Drive, Suite 360 615-790-3311 <a href="mailto:pat.kuhlman@tn.gov">pat.kuhlman@tn.gov</a>	N	0
42	<b>Operation Stand Down</b> 1125 12th Avenue South 615-248-1981 <a href="mailto:tim@osdnashville.org">tim@osdnashville.org</a> <a href="mailto:john@osdtn.org">john@osdtn.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	<b>Career Transition Support Group - Brentwood United Methodist Church</b> 615-972-5119 <a href="mailto:hhassall@comcast.net">hhassall@comcast.net</a>	N	0
44	<b>American Baptist College</b> 1800 Baptist World Center Drive (615) 256-1467 <a href="mailto:americanbaptistcollege@abcnash.edu">americanbaptistcollege@abcnash.edu</a>	N	0
45	<b>Building Nashville</b> 401 Commerce Street, Suite 5300 615- 332-1167 <a href="mailto:rdillard@selaborers.org">rdillard@selaborers.org</a>	N	0
46	<b>Department of Veterans Affairs VR&amp;E</b> 110 9th Avenue 615-695-6152 <a href="mailto:rachel.schmillen@va.gov">rachel.schmillen@va.gov</a>	N	0
47	<b>Fisk University</b> 1000 17th Avenue N, Cravath Hall 615-329-8870 <a href="mailto:jwatkins@fisk.edu">jwatkins@fisk.edu</a> <a href="mailto:lwells@fisk.edu">lwells@fisk.edu</a>	N	0
48	<b>Meharry Medical College</b> 1005 Dr. DB Todd Jr. Boulevard 615-963-3177 <a href="mailto:tlavender@mmc.edu">tlavender@mmc.edu</a> <a href="mailto:kswett@mmc.edu">kswett@mmc.edu</a>	N	0
49	<b>Nashville Chapter of Women in Construction</b> PO Box 22246 615-663-4777 <a href="mailto:NAWICNashville@gmail.com">NAWICNashville@gmail.com</a>	N	0
50	<b>State of Tennessee – HBCU Success Program</b> 404 James Robertson Parkway, Suite 1900 (615) 253-8874 <a href="mailto:Brittany.mosby@tn.gov">Brittany.mosby@tn.gov</a>	N	0
51	<b>Technology Access Center</b> 475 Metroplex Drive 615-248-5733 <a href="mailto:TECHACCESS@TACNASHVILLE.ORG">TECHACCESS@TACNASHVILLE.ORG</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	<b>Tennessee Career Center at Gallatin</b> 175 College Street 615-451-5800 <a href="mailto:clyde.thompson@tn.gov">clyde.thompson@tn.gov</a> <a href="mailto:mark.may@tn.gov">mark.may@tn.gov</a>	N	0
53	<b>Tennessee Department of Veteran Services</b> 312 Rosa L. Parks Avenue <a href="mailto:TN.Veterans@tn.gov">TN.Veterans@tn.gov</a>	N	0
54	<b>Tennessee Disability Coalition</b> 955 Woodland Street 615-383-9442 <a href="mailto:coalition@tndisability.org">coalition@tndisability.org</a>	N	0
55	<b>Tennessee Division of Rehabilitation Services - Vocational Rehabilitation</b> 505 Deadrick Street James K. Polk State Office Building, 15 <sup>th</sup> Floor 615-313-4914 <a href="mailto:Paula.Knisley@tn.gov">Paula.Knisley@tn.gov</a>	N	0
56	<b>Tennessee Human Rights Commission</b> 512 Rosa L Parks Boulevard, 23 FL 800-251-3589 <a href="mailto:ask.thrc@tn.gov">ask.thrc@tn.gov</a>	N	0
57	<b>Tennessee Rehabilitation Center at Smyrna</b> 460 9th Avenue 615-459-6811 <a href="mailto:Karon.Carothers@tn.gov">Karon.Carothers@tn.gov</a>	N	0
58	<b>Tennessee State University</b> 3500 John A. Merritt Boulevard 615-963-7400 <a href="mailto:amcgaha@tnstate.edu">amcgaha@tnstate.edu</a> <a href="mailto:aduke2@tnstate.edu">aduke2@tnstate.edu</a> <a href="mailto:rjone105@tnstate.edu">rjone105@tnstate.edu</a>	N	0
59	<b>TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 5</b> 1000 2nd Avenue North 615-741-1606 <a href="mailto:Tylesha.McCray@tn.gov">Tylesha.McCray@tn.gov</a>	N	0
60	<b>TN Dept of Labor and Workforce Development</b> 220 French Landing Drive, 4B 615-253-1331 <a href="mailto:melinda.kelsey@tn.gov">melinda.kelsey@tn.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
61	<b>TN Services for Services for the Blind and Visually Impaired; Services for the Deaf, Deaf-Blind and Hard of Hearing</b> 400 Deaderick Street, #11 615- 313-4914 <a href="mailto:Paula.Knisley@tn.gov">Paula.Knisley@tn.gov</a>	N	0
62	<b>United South and Eastern Tribes, Inc.</b> 711 Stewarts Ferry Pike, Suite 100 (615) 521-3606 <a href="mailto:RNaragon@usetinc.org">RNaragon@usetinc.org</a>	N	0
63	<b>American Job Center of Tennessee -Robertson County</b> 299 10th Avenue East 615-384-4318 <a href="mailto:rreed@workforceessentials.com">rreed@workforceessentials.com</a> <a href="mailto:heather.L.lane@tn.gov">heather.L.lane@tn.gov</a>	N	0
64	<b>Handshake</b> <a href="http://www.handshake.com">www.handshake.com</a>	N	4
65	<b>Word-of-Mouth Referral</b>	N	2
66	<b>Internship Program</b>	N	1
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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 month of April 2023, certain members of our SEU, which included management-level personnel, 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 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.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the month of April 2023, certain members of our SEU, which included management-level personnel, 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
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 August 4, 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 29, 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Internship Program	<p>Our SEU has an established internship program through which students earn academic credit for their participation. During this reporting period, our SEU hosted three (3) student interns, two (2) from Belmont University and one (1) from Vanderbilt University.</p> <p>These interns were supervised by our General Sales Manager. During the course of their internships, they assisted with the creation of sales proposals and digital campaigns, shadowed Account Executives to get a sense of their daily responsibilities, input new and revised orders, led special projects, and attended career fairs.</p>
9	Participate in Job Fair	<p>From October 2, 2023 to October 6, 2023, our SEU participated in a virtual job fair sponsored by the Tennessee Broadcasters Association via the website, <a href="http://www.BroadcastersVirtualJobFair.com">www.BroadcastersVirtualJobFair.com</a>. This site was managed by our General Sales Manager, who was available to engage with job seekers who expressed interest in job openings within our SEU.</p>
10	Participate in Career Fair	<p>On September 27, 2023, our SEU participated in the Business and Technology Career Expo at Belmont University. Our National Sales Coordinator and Sales Interns occupied the Cumulus booth and engaged with interested students about the company and careers in radio broadcasting.</p>