

**WZRH(FM), WRKN(FM), KMEZ(FM), KKND(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023 – January 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 - 54	1
Digital Sales Manager	1 - 29, 32 - 54	1
Multi-Media Account Executive	1 - 30, 32 - 54	30
Multi-Media Account Executive	1 - 30, 32 - 53	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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	10
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	0
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	4
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Jefferson Career Solutions Center - East</b> 1801 Airline Drive 504-838-5678 ereed@lwc.la.gov	N	0
33	<b>Lafourche Career Solutions Center</b> 1425 Tiger Drive 985-446-3016 rdomingue@lwc.la.gov	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>Plaquemines Business &amp; Career Solutions Center</b> 1112 Engineers Road, Room 19 504-392-5803 robin.lwc.business.solutions@gmail.com	N	0
35	<b>Jefferson Career Solutions - West</b> 1900 Lafayette Street, Suite 1 504-227-1283 delmore@lwc.la.gov groddgers@lwc.la.gov	N	0
36	<b>Assumption Business &amp; Career Solutions Center</b> 205 Hwy 1008 985-369-1810 bhebert@lwc.la.gov lowens@lwc.la.gov	N	0
37	<b>JOB 1 and Orleans Youth Career Center</b> 3400 Tulane Avenue 504-456-2622 1 lbrinkley@nola.gov lpgreen@nola.gov	N	0
38	<b>St. Bernard/Plaquemines/ Career Solutions Center</b> 8201 West Judge Perez Drive 504-355-4439 fflake@lwc.la.gov ieverett@lwc.la.gov	N	0
39	<b>New Orleans Career Center</b> 1530 Thalia Street ieverett@lwc.la.gov	N	0
40	<b>St. Tammany Business &amp; Career Solutions Center</b> 555 Robert Boulevard 985-646-6410 fflake@lwc.la.gov jkimble@lwc.la.gov	N	0
41	<b>New Orleans Urban League Workforce Development</b> 2115 Carondelet Street, Ste. 213 504-620-2332 cduckworth@urbanleagueneuorleans.org	N	0
42	<b>Delgado Community College</b> 615 City Park Avenue drobin@dcc.edu	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>
43	<b>LA Workforce Commission (Office of Workforce Development)</b> 1800 Airline Drive rstadler@lwc.la.gov	N	0
44	<b>LA Technical College (Westbank)</b> 475 Manhattan Boulevard dpayne@dcc.edu	N	0
45	<b>Southern University of New Orleans</b> 6500 Press Drive jmarion@suno.edu	N	0
46	<b>University of New Orleans (Lake Front)</b> 2000 Lakeshore Drive, 268 University Center career@uno.edu	N	0
47	<b>Xavier University of Louisiana</b> 1 Drexel Drive kreese@xula.edu	N	0
48	<b>New Orleans Regional Black Chamber of Commerce</b> PO Box 58035 membership@norbchamber.org	N	0
49	<b>100 Black Men of Metro New Orleans, Inc.</b> PO Box 871522 info@100blackmennola.org	N	0
50	<b>Catholic Charities</b> 1000 Howard Avenue 504-523-3755 ccanohr@ccano.org	N	0
51	<b>Greater New Orleans Urban League Workforce Development</b> 3232 N. Galvez 504-620-2332 rdobard@urbanleagueneworleans.org	N	0
52	<b>The ARC of New Orleans</b> 925 S. Labarre Road 504-837-5140 llewis@arcgno.org	N	0
53	<b>Dillard University</b> 2601 Gentilly Boulevard, Cook Center, Room S139 ccooke@dillard.edu	N	0
54	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>14</b>

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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 11, 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	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.
6	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.