

**WYZB(FM), WFTW(AM), WKSM(FM), WNCV(FM), WZNS(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2022 – September 30, 2023**

**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>
Market Account Executive	1-30, 32-35	1
Continuity Director & Office Coordinator	1-29, 32-35	1
Chief Engineer	1-10	1
Sales & Promotions Assistant	1-29, 31-36	31
Market Account Executive	1-29, 31-35	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	20
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>Word-of-Mouth Referral</b>	N	1
31	<b>Internal Transfer/Promotion</b>	N	2
32	<b>CareerSource Escarosa</b> 3670-A North L Street 850-607-8700 kkarshna@escarosa.org	N	0
33	<b>CareerSource Okaloosa Walton</b> 409 N.E. Racetrack Road 850-833-7587 tcowan@jobsplus02.com jmcdaniel@jobsplus02.com	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>Gulf Coast Career Network Ministry - Ministry Village at Olive</b> 850-475-1104 groberts@ministryvillage.org	N	0
35	<b>CareerSource Okaloosa Walton</b> 109 8th Avenue (850) 651-2315 wdb02@careersourceow.com	N	0
36	<b>Walk-In/Self Referral</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			25

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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 Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course online titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	On January 24, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a re-fresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.
<b>3</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 (HSI) entitled, “Understanding Harassment” and “Anti-Harassment – Managers” (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 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) online course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
5	Management-level training regarding Diversity, Equity, and Inclusion	On April 11, 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>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.
6	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.
7	Host other activity reasonably calculated to disseminate information about careers in broadcasting	On October 1, 2022, our SEU hosted our annual Women’s Expo, which was free to the public. The concept for this event was developed by our SEU to expand our outreach and diversity. Our SEU set-up and occupied a booth that served as a recruitment platform at The Island Resort in an area that receives heavy foot traffic. SEU representatives welcomed interested visitors, highlighted and provided information about immediate openings within our SEU, and shared information about career opportunities with our company nationwide. Interested individuals were encouraged to log onto <a href="http://www.cumulusmedia.com">www.cumulusmedia.com</a> and select “Work Here” or stop by our offices during regular business hours. This event was heavily promoted on all SEU stations and websites, social media, and a variety of other media sources.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in event/program sponsored by an educational institution relating to career opportunities in broadcasting	<p>On March 3, 2023, our SEU hosted a group of students and their Job Coach that are part of The Santa Rosa County Transition Program at Navarre High School for a tour of our stations. These young adults with exceptionalities are ages 18-22 and have met their graduation requirements but have deferred diplomas to participate in this adult transition program. The school helps them focus on a variety of living skills including career experience and used this visit to help open possibilities for them. Our Operations Manager, Promotions Director, and two Program Directors spent an hour with the group describing in detail the career possibilities across all departments, with an emphasis on entry level positions, and then concluded the visit with a tour of each studio, which included a show-and-tell in the engineering rack room. Questions were encouraged throughout the tour.</p>
<b>9</b>	Host other activity reasonably calculated to disseminate information about careers in broadcasting	<p>On April 1<sup>st</sup> and 2<sup>nd</sup>, 2023, our SEU hosted our annual Outdoor Adventure Expo, which was free to the public. The concept for this event was developed by our SEU to expand our outreach and diversity. Our SEU set-up and occupied a booth that served as a recruitment platform at the Destin Commons Shopping Center in an area that receives heavy foot traffic. SEU representatives welcomed interested visitors, highlighted and provided information about immediate openings within our SEU, and shared information about career opportunities with our company nationwide. Interested individuals were encouraged to log onto <a href="http://www.cumulusmedia.com">www.cumulusmedia.com</a> and select “Work Here” or stop by our offices during regular business hours. This event was heavily promoted on all SEU stations and websites, social media, and a variety of other media sources.</p>
<b>10</b>	Host other activity reasonably calculated to disseminate information about careers in broadcasting	<p>On September 30, 2023, our SEU hosted our annual Women’s Expo, which was free to the public. The concept for this event was developed by our SEU to expand our outreach and diversity. Our SEU set-up and occupied a booth that served as a recruitment platform at The Island Resort in an area that receives heavy foot traffic. SEU representatives welcomed interested visitors, highlighted and provided information about immediate openings within our SEU, and shared information about career opportunities with our company nationwide. Interested individuals were encouraged to log onto <a href="http://www.cumulusmedia.com">www.cumulusmedia.com</a> and select “Work Here” or stop by our offices during regular business hours. This event was heavily promoted on all SEU stations and websites, social media, and a variety of other media sources.</p>