

**KAAY(AM), KLAL(FM), KURB(FM), KARN-FM, KIPR(FM), KFOG(AM),
KARN(AM)**

**EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 2024¹**

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
Sales Assistant	1 – 29, 31 – 43	1
Digital Account Executive	1 – 29	1
Account Executive	1 – 43	30

¹ Cumulus provides services to The Last Bastion Station Trust, LLC’s, Stations KOKY(FM), Sherwood, Arkansas, and KPZK-FM, Cabot, Arkansas, pursuant to a Facilities and Services Agreement. These Stations have its own employees which are under the control of The Last Bastion Station Trust, LLC.

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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	3
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 Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	1
31	Arkansas Workforce Center at Little Rock 5401 South University 501-682-7719 lee.bland@arkansas.gov william.craton@arkansas.gov	N	0
32	Arkansas Workforce Center at Lonoke 902 North Center 501-676-2721 dorine.smith@capdd.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Arkansas Workforce Center at Benton 400 Edison Avenue 501-315-7702 lee.bland@arkansas.gov orlando.freeman@capdd.org	N	0
34	Arkansas Workforce Center at North Little Rock Pulaski County 324 W Pershing Blvd. 501-376-4119 cynthia.terry@capdd.org	N	0
35	Goodwill Industries of Arkansas 1110 W. 7th St. 501-372-5100 scroom-raley@goodwillar.org	N	0
36	Goodwill Industries of Arkansas, Inc. - Benton 1716 Military Road bitzkowitz@goodwillar.org	N	0
37	Arkansas Department of Veterans Affairs 2200 Fort Roots Drive 501-370-3820 kevin.steele@sos.arkansas.gov loreen.orage@va.gov	N	0
38	Central Arkansas Disability Service Inc 201 W. Broadway 501-537-1080 pcross@cadsync.net	N	0
39	National Association of Women in Construction - Chapter 12 717 W 7Th Street C/O Todays Office 501-375-5050 shelly.gough@hancockstaffing.com	N	0
40	UALR Office of Cooperative Education 2801 South University Avenue 501-569-3584 jwmason@ualr.edu	N	0
41	American Indian Center of Arkansas 1100 N University 501-666-9032 lbethards@arindianctr.org nyork@arindianctr.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Central Arkansas Development Council, Inc (CADC) 321 Edison Ave, PO BOX 580 501-778-1133 lcogburn@cadc.com	N	0
43	Arkansas Workforce Center 501 West Arch St. 501-268-8601 jennifer.pike@arkansas.gov	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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.
2	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.
3	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 & 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 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.
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 & 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.