

WRBO(FM), WXMV(FM), WKIM(FM), WGKX(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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1 – 29, 32 – 37, 39 - 51	1
Digital Account Executive	1 – 29, 32 - 51	1
Producer	1 – 29, 32 – 34, 36 - 37, 39 - 51	1

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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	10
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	2
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	0
31	Internal Transfer/Promotion	N	0
32	Wounded Warrior Project 223 Rosa L. Parks Avenue, Suite 301 Nashville, TN 37203 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	City of Memphis Renewal Community 125 North Main Street Memphis, TN 38103 901-636-6457 virginia.wilson@memphistn.gov	N	0
34	University of Tennessee Center on Disability and Employment 170 N Main Memphis, TN 38103 901-528-5288 vmac@utk.edu	N	0
35	DRS Corporate Connections, UT Center for Literacy, Education & Employment 170 N. Main, 3rd Floor Memphis, TN 38103 vmac@utk.edu	N	0
36	Greater Memphis Chamber 22 North Front Street, Suite 200 Memphis, TN 38103 901-543-3500 bdavis@memphischamber.com	N	0
37	Benjamin Hooks Jobs Corps Center 1555 McAlister Drive Memphis, TN 38116 9013962800 2231 roberts.judith@jobscorp.org	N	0
38	Washington Vocational Services WA 98043 4257743338 jbruckshen@wvs.org	N	0
39	Division of Rehabilitation Services/Vocational Rehabilitation 40 South Main Street One Commerce Square Building 10th Floor, Suite 1000 Memphis, TN 38103 901-348-3947 Mandy.Board@tn.gov	N	0
40	Latino Memphis 6041 Mt. Moriah Ext., Suite 16, Memphis, TN 38115 901-366-5882 mauricio@latinomemphis.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	LeMoyne Owen- College, Career Services 807 Walker Avenue Memphis, TN 38126 901-435-1000 wanda_blair-jones@loc.edu	N	0
42	Mayor's Council on Citizens with Disabilities - Employment Subcommittee 170 N. Main Street, 3rd Floor Memphis, TN 38103 901-528-5288 MACCD@memphistn.gov	N	0
43	Memphis Gay and Lesbian Community Center 892 South Cooper Street Memphis, TN 38104 901-278-6422 jealy@outmemphis.org	N	0
44	Tennessee Career Center at Hickory Hill 4240 Hickory Hill Memphis, TN 38141 901-578-4280 Darrell.A.Lewis@tn.gov	N	0
45	TN - Dept of Human Services - Vocational Rehabillitational Regional Office - Region 9 1618 Railroad Avenue Memphis, TN 38103 901-528-5284 Greg.Wright@tn.gov	N	0
46	Arkansas Workforce Center at West Memphis 2003 W Broadway West Memphis, AR 72301 870-735-6730 dejanette.smith@arkansas.gov	N	0
47	Hernando Chamber of Commerce 2440 Highway 51 South Hernando, MS 38632 662-429-9055 chamber@hernandoms.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	DeSoto County Economic Development Council 316 West Commerce Street Hernando, MS 38632 662-429-4414 jflanagan@desotocounty.com	N	0
49	Olive Branch Chamber of Commerce 9123 Pigeon Roost Road Olive Branch, MS 38654 662-895-2600 vickie.dupree@olivebranchms.com	N	0
50	University of MS DeSoto Center 5197 W E Ross Parkway Southaven, MS 38671 662-915-1205 bhamilton@bus.olemiss.edu	N	0
51	Chamber of Commerce - Southaven 8700 Northwest Drive Southaven, MS 38671 662-342-6114 ckyle@southavenchamber.com	N	0
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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 month 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, <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.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month 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 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.

	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 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 & 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 & 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	Participate in program sponsored by a professional organization relating to careers in broadcasting	On November 14, 2023, our SEU's Market and Sales Managers participated in the Mississippi Association of Broadcasters Student Conference, which took place at Mississippi e-Center @ Jackson State University, during which they spoke with interested students about the company, career opportunities in radio, and job openings within our SEU. Cumulus Media was a supporting sponsor of this event.
9	Participate in other activity reasonably calculated to disseminate information about careers in broadcasting	<p>Cumulus Memphis is the sponsor of the "Broadcast Center" at Junior Achievement of Memphis and the Mid-South's JA BizTown ("JA"). Our SEU is proud of its special relationship with JA. This is a unique program for middle school students that provides in-class/day-long visits to interactive, simulated town facilities. This innovative program helps students connect what they learn in school with the real world and business.</p> <p>Our Market Manager holds a position on JA's Joint Advisory Board. He also volunteers his time to teach JA staff members about radio broadcasting, which includes how to sell advertising as well as how to write, produce and broadcast commercials from the broadcast studio maintained "in the town." This provides JA staff members with the knowledge and skills necessary to instruct the students. This aspect of the students' learning experience continues to be quite popular. Last year the Broadcast Center reached over 25,000 middle school students and gave them hands on experience running a broadcast business.</p>
10	Participate in event sponsored by a community organization relating to careers in broadcasting	On September 11, 2023, our SEU's Market Manager spoke with a group of veterans at the facilities of Alpha Omega Veteran Services in Memphis about career opportunities in radio broadcasting.
11	Participate in event sponsored by a religious organization relating to careers in broadcasting	On May 8, 2023, our SEU's Market Manager spoke to a group with Young Life Collierville at its facilities in Collierville Crossing about the company, career opportunities in radio broadcasting/media, and current openings within our SEU.
12	Participate in event sponsored by an educational institution relating to careers in broadcasting	On November 2, 2023, our SEU's Market Manager spoke to the Superintendent of Schools of the Catholic Diocese of Memphis as well as twelve (12) of the Schools' principals about the company, careers opportunities in radio broadcasting, and various options available to teach their students about the industry.