

**WRRM(FM), WGRR(FM), WFTK(FM), WOFX-FM, & WNNF(FM)
EEO PUBLIC FILE REPORT
June 1, 2023 – May 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
Promotions Director	1 – 29, 32 – 50, 52	1
Account Executive	1 – 30, 32, 35 – 47, 50, 51, 54 – 55	30
Digital Account Executive	1 – 29, 32, 35 – 47, 50, 54 – 55	10
Account Executive	1 – 30, 32, 35 – 47, 50, 51, 54 – 55	30
Sales Manager	1 – 44, 50, 57	30
Account Executive	1 – 29, 32 – 52, 56	1
Programming Director WOFX-FM and WNNF-FM and On-Air Personality	1 – 30, 32 – 50, 52 – 53	1
WNNF - PM Drive On-Air Personality	1 – 30, 32 – 50, 52	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	18
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	15
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 Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	8
31	Internal Transfer/Promotion	N	0
32	WorkOne Southeast 110 Walnut Street 812-537-1117 bramage@dwd.in.gov brdavis@dwd.in.gov	N	0
33	WorkOne Southeast - North Vernon 1200 West O & M Avenue 812-346-6030 JGriffin3@dwd.in.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	WorkOne Southeast - Madison 100 E Second Street 812-265-3734 JGriffin3@dwd.in.gov	N	0
35	OhioMeansJobs Adams County 19221 State Route 136 937-695-0316 and 800-233-7891 scott.netter@jfs.ohio.gov	N	0
36	OhioMeansJobs Clermont County 756 Old State Route 74 513-943-3000 douglas.oliver@jfs.ohio.gov pat.carter@jfs.ohio.gov	N	0
37	YWCA of Greater Cincinnati 55 S 4 th Street (513) 732-0450 ywcaeast@fuse.net ehopkins@ywcacin.org	N	0
38	YWCA of Greater Cincinnati 898 Walnut Street 5133612147 ehopkins@ywcacin.org	N	0
39	Beckfield College 6 Spiral Drive (859) 371-9393 anix@beckfield.edu	N	0
40	Dress for Success Cincinnati 4623 Wesley Avenue (513) 651-3372 pwg@dfscincy.org cincinnati@dfscincy.org	N	0
41	Easter Seals 447 Morgan Street 513-344-7046 5134756785 nowak51@hotmail.com pnowak@eastersealstristate.org tduening@eastersealstristate.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Work Initiative Network Clermont Counseling Center DBA LifePoint Solutions 43 East Main Street ssutherland@lifepointsolutions.org	N	0
43	Hispanic Chamber of Commerce Cincinnati 2637 Erie Avenue, Ste. 206 (513) 979-6999 office@hispanicchambercincinnati.com	N	0
44	IKRON, I can! 2347 Vine Street ikron@ikron.org	N	0
45	Ohio Valley Goodwill Industries 10600 Springfield Pike 5137714800 arittner@cincigoodwill.org	N	0
46	RecruitMilitary, LLC 422 W Loveland Avenue (617) 841-8000 greed@recruitmilitary.com	N	0
47	The Butler County Veterans Service Commission 315 High Street, 1 st Floor (513) 887-3600 vsc@butlercountyohio.org	N	0
48	Kentucky Career Center - Florence 8020 Veterans Memorial Drive 859-372-8400 ericevans@co.edgecombe.nc.us Jad.Davis@ky.gov	N	0
49	OhioMeansJobs Clermont County 2400 Clermont Center Drive 513-943-3000 Clermont_OMJ@jfs.ohio.gov Jack.Pranaitis@jfs.ohio.gov	N	0
50	OhioMeansJobs Butler County 4631 Dixie Highway 513-785-6500 ohiomeansjobs@butlercountyohio.org Ruth.Bridges@jfs.ohio.gov	N	0
51	One Stop Northern Kentucky 320 Garrard Street ricky.goldsberry@ky.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	WorkOne Southeast – Lawrenceburg 500 Industrial Drive 812-537-1117 workonelawrenceburg@live.com CDorn@dwd.in.gov	N	0
53	Butler Co United Way 323 N 3 rd Street (513) 863-0800 rosu_jf@fuse.net	N	0
54	Kentucky Career Center - Covington 1324 Madison Avenue 859-292-6666 www.nkcareercenter.org Jason.leonard@ky.gov	N	0
55	OhioMeansJobs Cincinnati - Hamilton County 1916 Central Parkway 513-946-7200 Abria.Drummonds@jfs.ohio.gov	N	0
56	Miami University Career Fair (<i>see Section III</i>)	N	1
57	Word-of-Mouth Referral	N	1
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained. Our Market Manager was unable to attend the session on July 20, 2023, so he viewed a recording of the presentation on May 21, 2024.
2	Management-level training regarding Diversity, Equity, and Inclusion	On August 10 th , 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.
4	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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	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.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, 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.
7	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.
8	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On October 21, 2023, our SEU’s Program Director participated in the 22 nd Annual Conference presented by the WJPZ Alumni Association and S. I. New House School of Communications on the Syracuse University campus, during which he spoke with students about his job, what it is like to work at a radio station, and the various career opportunities in radio broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Participate in Career Fair	<p>On February 20, 2024, our SEU participated in the 2024 Miami University Spring Career and Internship Fair at Miami University in Oxford, Ohio. Our Sales Manager occupied the Cumulus booth and engaged with interested students about the company and careers in radio broadcasting.</p>
10	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	<p>On March 1, 2024, our SEU's Program Director participated in <i>A Day of Learning and Networking: The Friday Conference</i> presented by the WJPZ Alumni Association and S. I. New House School of Communications on the Syracuse University campus. He spoke with students about his job, what it is like to work at a radio station, and the other career opportunities in radio broadcasting.</p>