

**KBXR(FM), KFRU(AM), KJMO(FM), KLIK(AM), KPLA(FM),
KBBM(FM), KOQL(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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-29, 31-76	8
Program Director	1-10, 30-34, 36-73	30
Account Executive	1-29, 35-43, 75-76	1
Account Executive	1-29, 35-43, 75-76	1
Continuity & Social Media Coordinator	77	77

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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	6
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	1
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	Word-of-Mouth Referral	N	1
31	Missouri Career Center - Arnold 3675 West Outer Road, Suite 102 636-287-8909 or 800-292-1314 charles.johnson@ded.mo.gov stephanie.kirk@ded.mo.gov	N	0
32	Missouri Career Center - St. Louis Central 4811 Delmar Boulevard 314-877-0916 rodney.hearn@ded.mo.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Missouri Job Center of St. Charles County 212 Turner Boulevard 636-278-1360 lmyers@sccmo.org workforce@sccmo.org	N	0
34	Missouri Career Center - Park Hills 403 Parkway Drive, Suite A 573-454-2191 linda.fitzgerald@ded.mo.gov rmurphy@mersgoodwill.org	N	0
35	SLATE Next Generation Missouri Career Center - Downtown 1520 Market Street 314-589-8000 jennifer.wade@ded.mo.gov rodney.hearn@ded.mo.gov	N	0
36	Central MO Community Action Center 800 North Providence Road 573-443-1100 deanne-stubblefield@showmeaction.org	N	0
37	Central Missouri Community Action/Cooper County Family Resource Center 401 E High Street 660-882-5601 melissa-williams@showmeaction.org	N	0
38	Howard County Family Resource Center 600 West Morrison 660-248-3503 melissa-williams@showmeaction.org	N	0
39	Missouri Career Center - Mexico 3626 South Clark 573-582-7864 gammseb@gmail.com	N	0
40	Missouri Job Center â Columbia 800 E Cherry Lower Level 573-441-6361 bryan.barnes@ded.mo.gov columbia@ded.mo.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Missouri Career Center - Florissant 4040 Seven Hills Drive, Suite 166 314-877-3010 denise.jackson@ded.mo.gov florissant@ded.mo.gov	N	0
42	Moniteau County Family Resource Center 318 South Oak Street 573-796-3238 lindaprior2005@yahoo.com	N	0
43	MERS Missouri Goodwill Industries 1727 Locust Street (314) 241-3464 jelliott@mersgoodwill.org	N	0
44	Missouri Career Center - St. Louis County North Oaks 26 North Oaks Plaza 314-381-6700 blee@stlouisco.com dcollins@stlouisco.com	N	0
45	St Louis Urban League Workforce Development 935 Vandevater 314-615-3642 sjohnson@urbanleague-stl.org	N	0
46	St Louis Urban League Workforce Development 8960 Jenning Stations Road 314-388-9840 hwhiting@urbanleague-stl.org	N	0
47	Employment Connections 2838 Market Street 314-333-5627 hovens@employmentstl.org	N	0
48	Metropolitan Training and Education Center 6347 Plymouth Avenue 314-746-0750 marion.williams@betterfamilylife.org	N	0
49	Paraquad, Inc 5240 Oakland Avenue 314-289-4270 scoyle@paraquad.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Missouri Dept. of Elementary and Secondary Education Vocational Rehab 3256 Laclede Station Road, Suite 103 314-877-1900 kimberly.chaplin@vr.dese.mo.gov	N	0
51	St Louis ARC 1177 N Warson (314) 569-2211 jmeyer@slarc.org	N	0
52	Rehabilitation Services for the Blind 3867 Magnolia 314-933-7311 sharon.t.silverstein@dss.mo.gov marlyn.dobson@thementornetwork.com	N	0
53	U.S. Department of Veterans Affairs 2901 Olive St loreen.orage@va.gov	N	0
54	CEN Job Search Support Group - St. Clare of Assisi 636-458-4623 stclare@saintclareofassisi.org	N	0
55	CEN Job Search Support Group - St. Monica 314-994-0425 dskaggs5@aol.com	N	0
56	Crossroads Career Network - Central Presbyterian Church 314-727-2777 hardierl@aol.com	N	0
57	Incarinate Word Job Search Support Group - Incarnate Word Parish 314-469-6400 barry@donnellysearch.com	N	0
58	Adult Vocational Services P.O. Box 97 (636) 282-4400 rmcosentino@dsjc.org jgwooldridge@jcddrb.org	N	0
59	American Job Center - St. Louis County North Oaks 26 North Oaks Plaza 314-381-6700 blee@stlouisco.com dcollins@stlouisco.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
60	The Center for Head Injury Services 11786 Westline Industrial Drive (314) 983-9230 dboyd@headinjuryctr-stl.org	N	0
61	Covenant House Missouri 2727 North Kings Highway Boulevard (314) 533-2241 info@covenanthousemo.org	N	0
62	Hire Heroes USA, Health Careers Foundation 3221 Mckelvey Road Suite 01 (314) 770-1626 strask@hireheroesusa.org robert.r.hancock.ctr@mail.mil	N	0
63	Life Skills Foundation, Incorporated 10176 Corporate Square, Suite 100 (314) 567-7705 jgoldford@lifeskills-stl.org	N	0
64	Rehabilitation Services for the Blind (North Office) 9900 Page Avenue, Suite 105 (314) 877-1532 askrsb@dss.mo.gov	N	0
65	St Louis Agency on Training and Employment (SLATE) 1520 Market Street, 3rd Floor (314) 589-8000 kbernardi@stlworks.com	N	0
66	St Louis Agency on Training and Employment (SLATE) 4811 Delmar Boulevard (314) 877-0916 tjones@stlworks.com	N	0
67	St Louis Downtown Vocational Rehabilitation 220 S Jefferson Street, Suite 110 (314) 877-2940 Jeather.Smith@vr.dese.mo.gov	N	0
68	St Louis South Vocational Rehabilitation 3248 Laclede Station Road (314) 877-1900 Claire.Beck@vr.dese.mo.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
69	St Louis West Vocational Rehabilitation 9900 Page Avenue, Suite 104 (314) 877-1500 Karen.Klenke@vr.dese.mo.gov	N	0
70	St Patrick Center 800 N Tucker Boulevard 314-802-5485 aellmer@stpatrickcenter.org	N	0
71	St Patrick Employment & Training Service 800 North Tucker Boulevard (314) 802-1953 nbox@stpatrickcenter.org rboykins@stpatrickcenter.org	N	0
72	The Starkloff Disability Institute 133 S 11th Street, Suite 500 (314) 588-7090 info@starkloff.org	N	0
73	Urban League of Metropolitan St Louis 3701 Grandel Square (314) 615-3600 klove@urbanleague-stl.org	N	0
74	Wounded Warrior Project 351 Evergreen Drive, Ste. A (406) 585-9793 (615) 782-7226 hpeck@woundedwarriorproject.org	N	0
75	University of Missouri College of Veterinary Medicine 1520 East Rollins Street 573-882-3554 mugrad@rocketmail.com	N	0
76	Moberly Area Community College 101 College Avenue 660-263-4100 Patriciariely@macc.edu	N	0
77	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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.
2	Management-level training regarding Diversity, Equity, and Inclusion	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, “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.
3	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 (HIS) 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	On April 21, 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.
5	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.
6	Participate in Job Fair	On April 19, 2023, our SEU’s Market and Operations Managers attended a job fair hosted by the Chambers of Business, which took place at the Holiday Inn Executive Center in Columbia, Missouri. They talked with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.
7	Host Open House	On September 20, 2023, our SEU hosted an open house at our facilities. Our Market and Operations Managers were available to welcome and talk with attendees about the company, careers opportunities in radio broadcasting, and current job openings. They also conducted a tour of the studios and answered questions about the operational and business aspects of broadcasting. This event was promoted over the air on Stations KOQL, KPLA, KBXR, KFRU, and KBBM.