

WRRM(FM), WGRR(FM), WFTK(FM), WOFX-FM, & WNNF(FM)
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023¹

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
Assistant Program Director/On-Air Talent	1-10, 30	30
Account Executive	1-30, 63-97	30
Account Executive	1-30, 32-62	30
Program Director	1-30, 32-62	30

¹ This Report was revised in June 2023 to address reporting issues.

WRRM(FM), WGRR(FM), WFTK(FM), WOFX-FM, & WNNF(FM)
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023

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	Word-of-Mouth Referral	N	15
31	Internal Transfer/Promotion	N	0
32	OhioMeansJobs Cincinnati-Hamilton County 1916 Central Parkway Cincinnati, OH 45214 513-731-9800 darryl.gaither@jfs.ohio.gov leah.winkler@jfs.ohio.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	OhioMeansJobs Adams County 19221 State Route 136 Winchester, OH 45697 800-233-7891 bphillips@omjadamsbrown.org dplymail@omjadamsbrown.org	N	0
34	OhioMeansJobs Butler County 4631 Dixie Highway Fairfield, OH 45014 513-785-6500 melissa.obrien@jfs.ohio.gov ohiojobs@butlercountyohio.org	N	0
35	OhioMeansJobs Clermont County 756 Old State Route 74 Cincinnati, OH 45245 513-943-3000 douglas.oliver@jfs.ohio.gov pat.carter@jfs.ohio.gov	N	0
36	Office of Workforce Development - Springdale 225 Pictoria Drive, 5th Floor Springdale, OH 45246 513-551-1934 jose.tate@jfs.ohio.gov	N	0
37	Cincinnati Urban League Workforce Development 3458 Reading Road Cincinnati, OH 45229 513-281-9955 tjones@gcul.org	N	0
38	Career Connections 7162 Reading Road Cincinnati, OH 45237 (800) 274-8582 jwilliams@jcgemail.org	N	0
39	Southern Ohio College 1011 Glendale-Milford Road Cincinnati, OH 45215 (513) 771-2424 jrambo@brownmackie.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	University of Cincinnati 1512 French Hall Cincinnati, OH 45219 (513) 745-5671 theresa.aberle@uc.edu	N	0
41	JVS Career Services - Cincinnati Career Network 4300 Rossplain Road Cincinnati, OH 45236 (513) 347-1561 kslaton@jvscinti.org	N	0
42	Opportunities for Ohioans with Disabilities Agency 895 Central Avenue Cincinnati, OH 45202 (800) 686-3323 kimberly.colyer@ood.ohio.gov kimberly.love@ood.ohio.gov	N	0
43	Free Store Food Bank 112 E Liberty Street Cincinnati, OH 45202 (513) 357-4600 danderson@freestorefoodbank.org	N	0
44	Cincinnati Job Corps Center 1409 Western Avenue Cincinnati, OH 45214 (513) 651-2000 dixon.anita@jobcorps.org	N	0
45	United Way of Greater Cincinnati 2400 Reading Road Cincinnati, OH 45202 (513) 762-7179 pam.haney@uwgc.org	N	0
46	YWCA of Greater Cincinnati 55 S 4 th Street Batavia, OH 45103 (513) 732-0450 ywcaeast@fuse.net ehopkins@ywcacin.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Department of Veterans Affairs 4100 W Third Street Dayton, OH 45417 harold.edwards@va.gov james.gargan2@va.gov	N	0
48	YWCA of Greater Cincinnati 898 Walnut Street Cincinnati, OH 45202 513-361-2147 ehopkins@ywcacin.org	N	0
49	IKRON 2347 Vine Street Cincinnati, OH 45219 rstrunk@ikron.org ikron@ikron.org	N	0
50	Devry University 8800 Governors Hill Drive, Ste. 100 Cincinnati, OH 45249 513-583-5000 kwead@devry.edu	N	0
51	Indiana Wesleyan University- Cincinnati Campus 9286 Schulze Drive West Chester Township, OH 45069 513-881-3600 natalie.canty@indwes.edu	N	0
52	Per Scholas- Cincinnati 800 Bank Street Cincinnati, OH 45214 513-509-7057 wivy@perscholas.org	N	0
53	Tristate Veterans Community Alliance 2400 Reading Road Cincinnati, OH 45202 pclifford@tristatevca.org	N	0
54	Wounded Warrior Project KY 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
55	Butler Co United Way 323 N 3 rd Street Hamilton, OH 45011 (513) 863-0800 rosu_jf@fuse.net	N	0
56	Dress for Success - Cincinnati 135 W 4 th Street Cincinnati, OH 45202 (513) 651-3372 pwg@dfscincy.org	N	0
57	Easter Seals TriState 447 Morgan Street Cincinnati, OH 45206 513-344-7046 nowak51@hotmail.com pnwak@eastersealstristate.org tduening@eastersealstristate.org	N	0
58	Work Initiative Network Clermont Counseling Center DBA LifePoint Solutions 43 East Main Street Amelia, OH 45102 ssutherland@lifepointsolutions.org	N	0
59	Hispanic Chamber of Commerce Cincinnati 2637 Erie Avenue, Ste. 206 Cincinnati, OH 45208 (513) 979-6999 office@hispanicchambercincinnati.com	N	0
60	Ohio Valley Goodwill Industries 10600 Springfield Pike Cincinnati, OH 45215 (513) 771-4800 arittner@cincigoodwill.org	N	0
61	RecruitMilitary, LLC 422 W Loveland Avenue Loveland, OH 45140 (617) 841-8000 greed@recruitmilitary.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
62	Veterans Service 315 High Street, 1 st Floor Hamilton, OH 45011 (513) 887-3600 vsc@butlercountyohio.org	N	0
63	WorkOne Indianapolis West Side 3400 Lafayette Road 317-246-5400 fredausa@hotmail.com	N	0
64	WorkOne Kokomo 709 South Reed Road 765-459-0571 agilman@tap.lafayette.in.us dadouglass@dwd.in.gov	N	0
65	WorkOne Shelbyville 130 W Rampart Road jspence@workonecentral.org rgrim@dwd.in.gov	N	0
66	WorkOne Southeast - Columbus 4555 Central Avenue 812-376-3351 bramage@dwd.in.gov brdavis@dwd.in.gov	N	0
67	Franklin WorkOne 97 N. Lovers Lane 317-736-5531 jreese@workonecentral.org mtompkins@dwd.in.gov	N	0
68	Greenfield WorkOne Express 836 South State Street 317-462-7711 x325 317-392-3279x211 jspence@workonecentral.org rgrim@dwd.in.gov	N	0
69	WorkOne Express Fishers 10204 Lantern Road 317-841-8194 ajanney@dwd.in.gov jspence@workonecentral.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
70	WorkOne Southeast - Greensburg 422 E Central Avenue 812-663-8597 bramage@dwd.in.gov sharon@rivervalleyresources.com	N	0
71	Goodwill Industries of Indianapolis 1635 West Michigan Street 317-524-4313 achabal@goodwillindy.org jmiller@goodwillindy.org	N	0
72	WorkOne Indianapolis East 2525 N. Shadeland Avenue darjohnson@dwd.in.gov Sjohnson@EmployIndy.org	N	0
73	WorkOne Indianapolis North 9002 North Purdue Road, Suite 200 317-228-0682 brevell@employindy.org mmackintosh@employindy.org	N	0
74	Indianapolis Urban League, Inc 777 Indiana Avenue (317) 693-7603	N	0
75	Easter Seals Crossroads Rehabilitation Center 4740 Kingsway Drive 317-466-1000 mmansfield@eastersealscrossroads.org	N	0
76	AWS Employment Services 2431 Directors Row 877-778-3611 gagostino@awsusa.com	N	0
77	Sycamore Services 1001 Sycamore Lane P.O. Box 369 damitchell@sycamoreservices.com	N	0
78	Adult and Child Mental Health Center, INC 222 East Ohio Street, Ste. 600 corr@adulthoodchild.org	N	0
79	ESGR - Employer Support of Guard and Reserves 711 N. Pennsylvania Street deanna.k.pughctr@mail.mil	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
80	Concord Center (Neighborhood Center) 1310 S Merdian Street 317-637-4376 concord@flashmail.com	N	0
81	University of Indianapolis – Career Services 1400 E Hanna Avenue 317-788-3368 ocs@uindy.edu	N	0
82	American Indian Center of Indiana (AICI) 2236 E 10 th Street 317-917-8000 dpoe@americanindiancenter.org mbush@americanindiancenter.org	N	0
83	Career Development Network (Damien Center) 26 N Arsenal 317-632-0123 tbartenbach@damien.org	N	0
84	Center for Leadership Development 2425 Martin Luther King Jr. Street 317-923-8111 dbland@cldinc.org	N	0
85	Interlocal Associations 1790 Melody Lane icap@icapcaa.org	N	0
86	WorkOne Central 160 Plainfield Village Drive 317-838-9335 seisbrenner@workonecentral.org	N	0
87	J. Everett Light Career Center Diversity 1901 E 86 th Street 317-259-5265 njagow@msdwt.k12.in.us	N	0
88	Walker Career Center 9500 E 16 th Street 317-532-6200 kprevost@warren.k12.in.us	N	0
89	Operation Job Ready Veterans-Indianapolis sknox@jobreadyvets.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
90	Homeless Initiative Program 1835 North Meridian 317-931-3055 kenneth.griffin@clarian.org patty.miller@clarian.org	N	0
91	Greenwood Community High School 615 W Smith Valley Road 317-889-4005 jcox@gws.k12.in.us	N	0
92	Pike High School 5401 W 71 st Street 317-387-4245 lgdarnay@pike.k12.in.us	N	0
93	Bosma Enterprises 8020 Zionsville Road clydeb@bosmsa.org	N	0
94	Goodwill Industries of Central Indiana 1635 W Michigan Street (317) 524-3725 rfischer@goodwillindy.org	N	0
95	Indiana Plan 863 Massachusetts Avenue 317-639-4661 dramsey@indianaplan.org	N	0
96	Community Alliance of Far Eastside CAFE 8902 E 38th Street 317-890-3288 stwitty@cafeindy.org	N	0
97	Urban League of Madison County 1210 W 10 th Street 574-287-6073 kathy@ulmadco.comcastbiz.net	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

WRRM(FM), WGRR(FM), WFTK(FM), WOFX-FM, & WNNF(FM)
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 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 ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
2	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 on-line 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.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On January 26, 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 re-enforced 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	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, “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.
5	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) on-line 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.
6	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.
7	Participate in Job Fair	On May 18, 2023, our SEU participated in the Cincinnati Veterans Job Fair, hosted by RecruitMilitary and DAV, which took place at the Great American Ballpark in Cincinnati. Our SEU’s Sales Manager and Promotions Director attended this event and spoke with veterans and other interested attendees about the company, career opportunities in radio broadcasting, and job opening within the SEU.