

**WOKI(FM), WNML(AM), WNML-FM, WIVK-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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Campaign Specialist	1-29, 32-51	1
Digital Account Executive	1-29, 32-50	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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	9
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	1
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	0
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Southeast Kentucky Community and Technical College - Middlesboro Campus</b> 100 College Road Middlesboro, KY 40965 606-248-0768 joe.sutton@kctcs.edu kim.hobbsl@kctcs.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>American Job Center of Tennessee - Alcoa</b> 366 Glascock Street Alcoa, TN 37701 865-981-9274 ivan.green@tn.gov david.pope@tn.gov	N	0
34	<b>American Job Center of Tennessee - Lenoir City</b> 100 West Broadway Lenoir City, TN 37771 865-312-7735 evan.williams@mchra.com	N	0
35	<b>American Job Center of Tennessee - Sevierville</b> 1216 Graduate Drive Sevierville, TN 37862 865-286-6386 (automated line), 865-286-6384 (direct line) Sevierville.AJC@tn.gov Daniel.Kearney@tn.gov	N	0
36	<b>Tennessee Career Center - Knoxville</b> 2700 Middlebrook Pike, First Floor Knoxville, TN 37950 865-594-5500 phyllisbrunson@workforceinvestmentnetwork.com	N	0
37	<b>Wounded Warrior Project</b> 223 Rosa L. Parks Avenue, Suite 301 Nashville, TN 37203 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
38	<b>Goodwill Industries--Knoxville, Inc.</b> 5307 Kingston Pike, PO Box 11066 Knoxville, TN 37919 mjohnson@gwiktn.org	N	0
39	<b>Knox County Career Center</b> 2700 Middlebrook Pike, Suite 100 Knoxville, TN 37921 865-594-2741 Angie.Respess@tn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	<b>Knoxville Area Employment Consortium (KAEC)</b> Knoxville, TN 865-594-6757 KAECTN@gmail.com	N	0
41	<b>Knoxville College</b> P.O. Box 52648 Knoxville, TN (865) 521-8064 mkelso@knoxvillecollege.edu ebowers@knoxvillecollege.edu klindsey@knoxvillecollege.edu	N	0
42	<b>Spark formerly ETTAC</b> 116 Childress Street Knoxville, TN 37920 865-219-0130 mtadams@sparktn.org	N	0
43	<b>State of Tennessee Division of Rehabilitation Services</b> 1610 University Avenue Knoxville, TN 37921 Kelly.roberts@tn.gov	N	0
44	<b>Tennessee Career Center - Knoxville</b> 2700 Middlebrook Pike, First Floor Knoxville, TN 37921 phyllisbrunson@workforceinvestmentnetwork.com	N	0
45	<b>American Job Center at Oak Ridge</b> 136 S. Illinois Avenue Oak Ridge, TN 37830 865-483-7474 info@ethra.org adina.chumley@tn.gov jjett@ethra.org	N	0
46	<b>Tennessee Career Center-Oak Ridge</b> 599 Oak Ridge Turnpike, Suite B Oak Ridge, TN 37831 david.pope@tn.gov	N	0
47	<b>Tennessee Department of Labor Workforce Development - Knoxville</b> 530 Henley Street Knoxville, TN 37901 William.howell@tn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	<b>TN - Dept of Human Services - Community Tennessee Rehabilitation Center</b> 1749 Triangle Park Drive Maryville, TN 37801 865-981-2382 Deborah.Quillen@tn.gov	N	0
49	<b>TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 10 &amp; 11</b> 520 West Summit Hill Drive, Suite 301 Knoxville, TN 37902 865-594-9407 Jessica.Schilling@tn.gov	N	0
50	<b>University of Tennessee College of Veterinary Medicine</b> 2407 River Drive Knoxville, TN 37996 865-974-8387 chouser@tennessee.edu jlpeters@tennessee.edu	N	0
51	<b>Word-of-Mouth Referral</b>	N	1
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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2023, certain members of our SEU, which included management-level personnel, 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.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the month of April 2023, certain members of our SEU, which included management-level personnel, 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.
<b>3</b>	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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	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 &amp; 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.
5	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.
6	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 &amp; 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.
7	Participate in Job Fair	On March 8 and 9, 2024, our SEU’s Promotions Director participated in The Knoxville Man Show & Job Fair, which took place in The Jacobs Building at the Chilhowee Park Exposition Center, during which he spoke with interested attendees about the company, career opportunities in radio, and job openings within our SEU.
8	Participate in program sponsored by or on behalf of an educational institution about careers in broadcasting	On September 19, 2023, one of our SEU’s Morning Show Hosts spoke with students enrolled in a special MBA program at the University of Tennessee about a career in media/broadcasting.
9	Participate in program sponsored by or on behalf of an educational institution about careers in broadcasting	On April 25, 2023, our SEU’s Promotion Director and an On Air Personality were invited to speak to a Communications class at the University of Tennessee about pursuing a career in media/broadcasting with an emphasis on career options and trajectories.