

WOKI(FM), WNML(AM), WNML-FM, WIVK-FM
EEO PUBLIC FILE REPORT
April 1, 2024 – March 31, 2025

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 |
|--------------------|--|-------------------------------|
| WIVK On-Air Talent | 1-50 | 8 |

WOKI(FM), WNML(AM), WNML-FM, WIVK-FM
EEO PUBLIC FILE REPORT
 April 1, 2024 – March 31, 2025

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 | 2 |
| 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 | 3 |
| 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 |
| 16 | Diversity in Jobs www.diversityinjobs.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 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 | Southeast Kentucky Community and Technical College - Middlesboro Campus 100 College Road Middlesboro, KY 40965 606-248-0768 joe.sutton@kctcs.edu kim.hobbsl@kctcs.edu | N | 0 |
| 31 | American Job Center of Tennessee - Alcoa 366 Glascock Street Alcoa, TN 37701 865-981-9274 ivan.green@tn.gov david.pope@tn.gov | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 32 | American Job Center of Tennessee - Lenoir City 100 West Broadway Lenoir City, TN 37771 865-312-7735 evan.williams@mchra.com | N | 0 |
| 33 | American Job Center of Tennessee - Sevierville 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 |
| 34 | Tennessee Career Center - Knoxville 2700 Middlebrook Pike, First Floor Knoxville, TN 37950 865-594-5500 phyllisbrunson@workforceinvestmentnetwork.com | N | 0 |
| 35 | Wounded Warrior Project 223 Rosa L. Parks Avenue, Suite 301 Nashville, TN 37203 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org | N | 0 |
| 36 | Goodwill Industries--Knoxville, Inc. 5307 Kingston Pike, PO Box 11066 Knoxville, TN 37919 mjohnson@gwiktn.org | N | 0 |
| 37 | Knox County Career Center 2700 Middlebrook Pike, Suite 100 Knoxville, TN 37921 865-594-2741 Angie.Respass@tn.gov | N | 0 |
| 38 | Knoxville Area Employment Consortium (KAEC) Knoxville, TN 865-594-6757 KAECTN@gmail.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 39 | Knoxville College P.O. Box 52648 Knoxville, TN (865) 521-8064 mkelso@knoxvillecollege.edu ebowers@knoxvillecollege.edu klindsey@knoxvillecollege.edu | N | 0 |
| 40 | Spark formerly ETTAC 116 Childress Street Knoxville, TN 37920 865-219-0130 mtadams@sparktn.org | N | 0 |
| 41 | State of Tennessee Division of Rehabilitation Services 1610 University Avenue Knoxville, TN 37921 Kelly.roberts@tn.gov | N | 0 |
| 42 | American Job Center of Tennessee-Maryville 537 W. Lamar Alexander Parkway 865-324-5482 ivan.green@tn.gov ginger.armstrong@tn.gov | N | 0 |
| 43 | Tennessee Center at Oak Ridge 136 S. Illinois Avenue Oak Ridge, TN 37830 865-483-7474 info@ethra.org adina.chumley@tn.gov jjett@ethra.org | N | 0 |
| 44 | Tennessee Career Center-Oak Ridge 599 Oak Ridge Turnpike, Suite B Oak Ridge, TN 37831 david.pope@tn.gov | N | 0 |
| 45 | Tennessee Department of Labor Workforce Development - Knoxville 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 |
|---|---|--|---|
| 46 | TN - Dept of Human Services - Community Tennessee Rehabilitation Center 1749 Triangle Park Drive Maryville, TN 37801 865-981-2382 Deborah.Quillen@tn.gov | N | 0 |
| 47 | TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 10 & 11 520 West Summit Hill Drive, Suite 301 Knoxville, TN 37902 865-594-9407 Jessica.Schilling@tn.gov | N | 0 |
| 48 | University of Tennessee College of Veterinary Medicine 2407 River Drive Knoxville, TN 37996 865-974-8387 chouser@tennessee.edu jpeters@tennessee.edu | N | 0 |
| 49 | Goodwill Industries--Knoxville, Inc. 5307 Kingston Pike PO Box 11066 mjohnson@gwiktn.org | | 0 |
| 50 | Word-of-Mouth Referral | N | 5 |
| 51 | Internal Transfer/Promotion | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 10 |

WOKI(FM), WNML(AM), WNML-FM, WIVK-FM
EEO PUBLIC FILE REPORT
April 1, 2024 – March 31, 2025

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 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. |
| 2 | Management-level training regarding Diversity, Equity, and Inclusion | During 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. |

| Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|--|
| <p>3 Management-level training regarding Diversity, Equity, and Inclusion</p> | <p>During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Managing through the Lens of Inclusion. This session was designed as a Leadership Lab—a 60-minute session—to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.</p> |
| <p>4 Management-level training regarding Diversity, Equity, and Inclusion</p> | <p>During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.</p> |
| <p>5 Management-level training regarding Diversity, Equity, and Inclusion</p> | <p>During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Empathetic Leadership. This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “Empathetic Leadership: Cultivating Trust & Inclusion,” and introduce tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.</p> |

| Type of Recruitment Initiative (Menu Selection) | | Brief Description of Activity |
|--|---|---|
| 6 | Management-level training regarding Diversity, Equity, and Inclusion | Between August 12 th and August 23 rd , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made. |
| 7 | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination | On August 14, 2024, our SEU's 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 Vice President, Human Resources 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. |
| 8 | Management-level training regarding Diversity, Equity, and Inclusion | During the months of November and December 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 two segments entitled, <i>A Change Can Start With You & What Is In Group and Out Group Membership?</i> These segments defined "In Group" and "Out Group," and how people can be placed in Groups. It also went on to discuss how Inclusivity starts with You and the changes you can make to impact others and make them feel more included. |

| Type of Recruitment Initiative (Menu Selection) | | Brief Description of Activity |
|--|---|---|
| 9 | Management-level training regarding Diversity, Equity, and Inclusion | During the first half of December 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Perpetuating Allyship . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ Perpetuating Allyship ” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do's and don'ts about allyship |
| 10 | Management-level training regarding Diversity, Equity, and Inclusion | Between December 16 th and 20 th , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Perpetuating Allyship session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made. |
| 11 | Participate in event/program sponsored by or on behalf of an educational institution related to careers in broadcasting | On November 15, 2024, our SEU's Morning Show Producer was invited to speak to the students at Northwest Middle School in Knoxville to share information about her job as a Producer, the variety of career opportunities available in radio broadcasting, and open positions within the Knoxville SEU. |
| 12 | Participate in event/program sponsored by or on behalf of an educational/religious institution related to careers in broadcasting | On June 22, 2024, our SEU's WOKI On-Air Personality participated in a Luncheon hosted by the Foundation 101 Youth Group at Flemings Steakhouse in Knoxville, during which he spoke with the group about his job, career opportunities in radio broadcasting/media, and the education/skill sets necessary for success in the radio business. |

| Type of Recruitment Initiative (Menu Selection) | | Brief Description of Activity |
|--|---|---|
| 13 | Participate in event/program sponsored by or on behalf of an educational/religious institution related to careers in broadcasting | On August 24, 2024, our SEU's WOKI On-Air Personality was a Keynote speaker at the City-Wide Leadership Conference hosted at the Overcoming Believers Church and Change Center. He shared information about his job as an On-Air Talent as well as the variety of career opportunities available in radio broadcasting/media. |