

**WJJK(FM), WNDX(FM), WFMS(FM), WNTR(FM), WZPL(FM), and
WXNT(AM)**

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Digital Account Executive	1 – 29, 32 - 53	1
Graphic Designer	1 – 29, 32 - 53	8
On-Air/Promotions Dir/Dig Content Producer	1 – 30, 32 - 54	30
On Air Host/PM Drive	1 – 30, 32 – 41, 43 - 52	30
Program Director/On-Air Personality	1 – 29, 32 - 53	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	14
2	Adzuna Website www.adzuna.com/	N	
3	Job Is Job Website www.jobisjob.com/	N	
4	MyJobHelper Website www.myjobhelper.com/	N	
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	
6	The Job Spider www.jobspider.com/	N	
7	Trovit Website www.trovit.com/	N	
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	8
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	
11	Abilities in Jobs www.abilitiesinjobs.com	N	
12	Asian in Jobs www.asianinjobs.com	N	
13	Black In Jobs www.blackinjobs.com	N	
14	Hispanic In Jobs www.hispanicinjobs.com	N	
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	

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	
17	Seniors in Jobs www.seniorsinjobs.com	N	
18	Women in Jobs www.womeninjobs.com	N	
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	
20	Disabled Person www.disAbleperson.com	N	
21	Hire Black Now www.hireblacknow.com	N	
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	
23	African American Job Search www.africanamericanjobsearch.com	N	
24	Asian Job Search www.asianjobsearch.com	N	
25	LGBT Job Search www.lgbtjobsearch.com	N	
26	Disabled Job Seekers www.disabledjobseekers.com	N	
27	US Diversity Job Search www.usdiversityjobsearch.com	N	
28	Veteran Career Center www.veterancareercenter.com	N	
29	Seniors to Work www.seniorstowork.com	N	
30	Employee Referral	N	2
31	Internal Transfer/Promotion	N	
32	WorkOne Indianapolis West Side 3400 Lafayette Road Indianapolis, IN 46222 317-246-5400 fredausa@hotmail.com	N	
33	WorkOne Kokomo 709 South Reed Road Kokomo, IN 46901 765-459-0571 agilman@tap.lafayette.in.us dadouglass@dwd.in.gov	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	WorkOne Shelbyville 130 W Rampart Road Shelbyville, IN 46176 jspence@workonecentral.org rgrim@dwd.in.gov	N	
35	WorkOne Southeast - Columbus 4555 Central Ave. Columbus, IN 47203 812-376-3351 bramage@dwd.in.gov brdavis@dwd.in.gov	N	
36	Franklin WorkOne 97 N. Lovers Lane Franklin, IN 46131 317-736-5531 jreese@workonecentral.org mtompkins@dwd.in.gov	N	
37	Greenfield WorkOne Express 836 South State Street Greenfield, IN 46140 317-462-7711 workonegreenfield@yahoo.com ajanney@dwd.in.gov	N	
38	WorkOne Southeast - Greensburg 422 E Central Ave Greensburg, IN 47240 812-663-8597 HMoreno@dwd.in.gov	N	
39	Goodwill Industries of Indianapolis 1635 West Michigan St INDIANAPOLIS, IN 46222 317-524-4313 achabal@goodwillindy.org jmiller@goodwillindy.org	N	
40	WorkOne Indianapolis North 9002 North Purdue Road, Suite 200 Indianapolis, IN 46268 317-228-0682 brevell@employindy.org mmackintosh@employindy.org	N	
41	Easter Seals Crossroads Rehabilitation Center 4740 Kingsway Drive Indianapolis, IN 46205 317-466-1000 mmansfield@eastersealscrossroads.org	N	
42	Sycamore Services 1001 Sycamore Lane P.O. Box 369 Danville, IN 46122 damitchell@sycamorereservices.com	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	University of Indianapolis - Career Services 1400 E Hanna Ave Indianapolis, IN 46227 317-788-3368 ocs@uindy.edu	N	
44	American Indian Center of Indiana (AICI) 2236 E 10Th Street Indianapolis, IN 46201 317-917-8000 dpoe@americanindiancenter.org mbush@americanindiancenter.org	N	
45	Career Development Network (Damien Center) 26 N Arsenal Indianapolis, IN 46201 3176320123	N	
46	Center for Leadership Development 2425 Martin Luther King Jr St Indianapolis, IN 46208 317-923-8111 dbland@cldinc.org	N	
47	Interlocal Associations 1790 Melody Lane Greenfield, IN 46140 317-462-2557 icap@icapcaa.org	N	
48	WorkOne Central 160 Plainfield Village Dr. Plainfield, IN 46231 317-838-9335 seisbrenner@workonecentral.org	N	
49	Adult and Child Mental Health Center, Inc. 222 East Ohio Street Suite 600 Indianapolis, IN 46204 corr@adultandchild.org	N	
50	American Indian Center 2236 E 10th ST Indianapolis, IN 46201 317-917-8000 dpoe@americanindiancenter.org	N	
51	Bosma Enterprises 8020 Zionsville Road Indianapolis, IN 46268 clydeb@bosmsa.org	N	
52	Goodwill Industries of Central Indiana 1635 W Michigan St Indianapolis, IN 46222 3175243725 rfischer@goodwillindy.org	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
53	Indiana Plan 863 Massachusetts Ave Indianapolis, IN 46202 317-639-4661 dramsey@indianaplan.org	N	
54	Concord Center (Neighborhood Center) 1310 S Meridian Street 317-637-4376 concord@flashmail.com	N	
			24

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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 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 (HSI) entitled, <i>Understanding Harassment</i> and <i>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 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 (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.
3	Management-level training regarding Diversity, Equity, and Inclusion	On April 21, 2023, our SEU’s Market Manager participated in a 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.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing	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

	discrimination	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.
5	Management-level training regarding Diversity, Equity, and Inclusion	On July 28, 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.
6	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.
7	Participate in Job Fair	On October 2, 2023, the SEU participated in the Indiana Broadcasters Association Fall Career Fair. The SEU contributed to the costs of the event, provided information on available jobs and internships in advance of the function for circulation to interested potential attendees and promoted the event on-air. The SEU’s Director of Sales, Operations Manager and Promotions Coordinator attended the event and were available to answer questions about internship and employment opportunities.
8	Management-level training regarding Diversity, Equity, and Inclusion	On November 15 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.
9	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in	On March 11, 2024, the SEU’s Market Manager attended the Indiana Broadcasters Association Panel Discussion with interested young broadcasters. Hundreds of high

	broadcasting	school students attended the event designed to educate attendees on how to enter the field of Broadcasting. Specifically, the SEU's Market Manager participated in the workshop session titled, "Landing Your First Job in Broadcasting: Advice from Indiana Stations" followed by a Q&A session with attendees.
10	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 20, 2024 the SEU participated in the Indian Creek High School Career Day. Students had the opportunity to explore a variety of career paths by participating in Q&A sessions facilitated by local professionals representing various businesses. A member of our SEU's On-Air and Promotions Staff represented Cumulus Media and talked with students about career opportunities in radio broadcasting.
11	Participate in Job Fair	On March 23, 2024, the SEU participated in the Indiana Broadcasters Association Spring Career Fair. The SEU contributed to the costs of the event, provided information on available jobs and internships in advance of the function for circulation to interested potential attendees and promoted the event on-air. The SEUs Market Manager, Promotions Director and Program Director participated in three events during the job fair: one aimed at sharpening hiring and coaching skills, one designed to showcase outstanding college talent and one to interact with jobseekers interested in entering the broadcasting industry.