

**WLXX (FM), WLTO (FM), WVLK-FM, WVLK (AM), and WXZZ (FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 – March 31, 2023**

**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>
Account Executive	1-29, 32-53	1
Account Executive	1-29, 32-54	1
Promotions Director	1-29, 32-52	10
Account Executive	1-30, 32-54	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	6
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	1
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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	1
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Kentucky Career Center - Georgetown</b> 100 Technology Drive 502-863-2402 <a href="mailto:charlest.belljr@ky.gov">charlest.belljr@ky.gov</a> <a href="mailto:ReneaA.houston@ky.gov">ReneaA.houston@ky.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Kentucky Career Center - Lexington</b> 1055 Industry Road, 2nd Floor 859-425-2180 <a href="mailto:briana.jones@ky.gov">briana.jones@ky.gov</a> <a href="mailto:bruce.quire@ky.gov">bruce.quire@ky.gov</a>	N	0
34	<b>Local Veteran Employ Rep</b> 2028 Merrick Drive 859-624-2564 <a href="mailto:briana.jones@ky.gov">briana.jones@ky.gov</a> <a href="mailto:denise.jones@ky.gov">denise.jones@ky.gov</a>	N	0
35	<b>Cumberland-Southeast Kentucky Community and Technical College- Cumberland Campus</b> 700 College Road 606-589-2145 <a href="mailto:angie.lockaby@kctcs.edu">angie.lockaby@kctcs.edu</a> <a href="mailto:charlotte.lockaby@kctcs.edu">charlotte.lockaby@kctcs.edu</a>	N	0
36	<b>Leslie County Adult Education Center</b> 108 Maple Street 606-436-5721 <a href="mailto:hctc-stuinfo@kctcs.edu">hctc-stuinfo@kctcs.edu</a>	N	0
37	<b>Jackson County Continuing Education</b> 654 Education Mountain Drive 606-287-3571 <a href="mailto:joey.neeley@jackson.kyschools.us">joey.neeley@jackson.kyschools.us</a>	N	0
38	<b>Jefferson Community and Technical College Shelbyville</b> 1361 Frankfort Road, Counseling Center 502-213-3612 <a href="mailto:tiffany.jones@kentuckianaworks.org">tiffany.jones@kentuckianaworks.org</a>	N	0
39	<b>Nicholas County Schools Family Resource Center</b> 105 School Drive 859-289-3702 <a href="mailto:paula.hunter@nicholas.kyschools.us">paula.hunter@nicholas.kyschools.us</a>	N	0
40	<b>Kentucky Career Center - Frankfort</b> 1121 Louisville Road 502-564-7046 <a href="mailto:bruce.quire@ky.gov">bruce.quire@ky.gov</a> <a href="mailto:charlest.belljr@ky.gov">charlest.belljr@ky.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	<b>Kentucky Community and Technical College System</b> 859-256-3100 <a href="mailto:ejacobs0014@kctcs.edu">ejacobs0014@kctcs.edu</a> <a href="mailto:lisa.stethen@kctcs.edu">lisa.stethen@kctcs.edu</a>	N	0
42	<b>Kentucky Career Center -Winchester</b> 15 W Lexington Avenue <a href="mailto:denise.jones@ky.gov">denise.jones@ky.gov</a>	N	0
43	<b>Wounded Warrior Project</b> 615-782-7226 <a href="mailto:hpeck@woundedwarriorproject.org">hpeck@woundedwarriorproject.org</a> <a href="mailto:jmoore@woundedwarriorproject.org">jmoore@woundedwarriorproject.org</a>	N	0
44	<b>Division of Rehabilitation</b> 301 East Main Street 877-246-2185 <a href="mailto:craig.smith@ky.gov">craig.smith@ky.gov</a>	N	0
45	<b>Foothills Community Action Partnership</b> 309 Spangler Drive (859) 624-2046 <a href="mailto:jozef@foothillscap.org">jozef@foothillscap.org</a>	N	0
46	<b>Midway College</b> 512 E. Stephens Street (859) 846-5390 <a href="mailto:gcourtney@midway.edu">gcourtney@midway.edu</a>	N	0
47	<b>Employment Plus Inc.</b> 1051 Newtown Pike, # 180 (859) 367-0101 <a href="mailto:lexington@employmentplus.com">lexington@employmentplus.com</a>	N	0
48	<b>Opportunity for Work &amp; Learning</b> 650 Kennedy Road (859) 254-0576 <a href="mailto:jjohnson@owlinc.net">jjohnson@owlinc.net</a>	N	0
49	<b>KY Career Center</b> 153 Patchen Drive <a href="mailto:dana.elbert@ky.gov">dana.elbert@ky.gov</a> <a href="mailto:laura.lyle@ky.gov">laura.lyle@ky.gov</a>	N	0
50	<b>Kentucky Refugee Ministries</b> 1710 Alexandria Drive, Suite 2 859-226-5661 <a href="mailto:lpavey@krmllex.org">lpavey@krmllex.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	<b>Dress for Success</b> 1301 Winchester Road 859-231-7848 <a href="mailto:careercenter@dfslexington.org">careercenter@dfslexington.org</a> <a href="mailto:lexingtongpn@dressforsuccess.org">lexingtongpn@dressforsuccess.org</a>	N	0
52	<b>Sullivan University</b> 859-514-7680 <a href="mailto:adarden@sullivan.edu">adarden@sullivan.edu</a>	N	0
53	<b>Eastern Kentucky University</b> Director of Communication <a href="mailto:Ginny.whitehouse@eku.edu">Ginny.whitehouse@eku.edu</a>	N	0
54	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			9

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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 concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers 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, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 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 courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
<b>3</b>	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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	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.
5	Management-level training regarding Diversity, Equity, and Inclusion	On January 25, 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 both our initial facilitated sessions and our subsequent video trainings addressed.
6	Participate in Job Fair	On September 21, 2022, our SEU’s Market Manager attended the 2022 Fall Business, Communications, Liberal Arts, and All Majors Career Fair sponsored by the University of Kentucky, which took place on its campus in the Grand Ballroom of the Gatton Student Center. He spoke with interested students about the company, career opportunities in radio broadcasting, and job openings within the Lexington SEU.
7	Participate in Job Fair	On March 15, 2023, our Market Manager participated in the virtual job fair sponsored by CloudHire which advertised entry-level positions, during which he was available to speak with interested participants about the company, career opportunities in radio broadcasting, and job openings within the Lexington SEU.