

WBSX(FM), WMGS(FM), WSJR(FM), WBHT(FM), WBHD(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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Broadcast IT/Assistant Engineer	1 - 29, 32 - 40	1
Account Executive	1 - 30, 32 - 43	30

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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	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	1
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	Employee Referral	N	1
31	Internal Transfer/Promotion	N	0
32	PA Career Link Carbon County 69 Broadway Jim Thorpe, PA 18229 570-325-2701 gawentz@ptd.net seidem@pa.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	PA CareerLink Lackawanna County 135 Franklin Avenue Scranton, PA 18503 570-963-4671 c-cgerard@pa.gov royevan@pa.gov	N	0
34	PA CareerLink Luzerne County at Hazleton Center 75 North Laurel Street Hazleton, PA 18201 570-459-3854 christinejensen@lswib.org estalfa@pa.gov	N	0
35	PA CareerLink Luzerne County at Wilkes-Barre 32 East Union Street Wilkes Barre, PA 18701 570-826-2401 christinejensen@lswib.org hersmith@pa.gov	N	0
36	PA CareerLink Wyoming County 1 Kim Avenue Tunkhannock, PA 18657 570-836-6840 ahubler@pa.gov cwagner@trehab.org	N	0
37	PA Office of Vocational Rehabilitation 1521 North Sixth Street Harrisburg, PA 17102 814-451-5421 rhodapp@pa.gov	N	0
38	Finishing Trades Institute 66 Azalea Drive Drums, PA 18222 570-708-2918 joew@fti.edu	N	0
39	Luzerne County Community College 1333 South Prospect Street Nanticoke, PA 18634 800-377-5222 jkelley@luzerne.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Johnson Technical Institute 3427 N. Main Avenue Scranton, PA 18508 570-342-6404 rmartinetti@johnson.edu	N	0
41	PA CareerLink Lehigh Valley 555 Union Boulevard Allentown, PA 18109 610-437-5627 BEST@careerlinklv.org domonroe@pa.gov	N	0
42	The Arc of Luzerne County PO Box 148, 512 Northhampton Street Edwardsville, PA 18704 dsedor@arcluzerne.org	N	0
43	Wounded Warrior Project 600 River Ave, Ste 400 Pittsburgh, PA 15212 412-385-5309 mhuber@woundedwarriorproject.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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.
2	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.
3	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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
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> . This 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 24, 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 we learned about through both our initial facilitated sessions and our subsequent video trainings.
6	Host Job Fair	An Online Job Fair is a virtual version of a traditional job fair that allows employers and job seekers to meet and discuss career opportunities digitally. Our SEU hosted such an event from March 20, 2022, through April 29, 2022, after securing the website, soliciting local employers, and organizing all logistical aspects of the event. Eleven local employers, including Cumulus participated in the Fair, which was promoted on all SEU stations.
7	Host Job Fair	An Online Job Fair is a virtual version of a traditional job fair that allows employers and job seekers to meet and discuss career opportunities digitally. Our SEU hosted such an event from February 13, 2023, through March 31, 2023, after securing the website, soliciting local employers, and organizing all logistical aspects of the event. Eleven local employers, including Cumulus participated in the Fair, which was promoted on all SEU stations.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fair	<p>On April 5, 2022, our SEU participated in the Times Leader Media Group’s Career Expo for northeastern Pennsylvania. This event took place in person at the Mohegan Sun Arena in Wilkes-Barre and virtually on the Times Leader online platform and was designed to match interviewers with qualified candidates. SEU participants included our Market Manager and Sales Manager, who spoke with attendees about career opportunities in broadcasting as well as job openings within our SEU. This event was promoted on one or more SEU stations.</p>
9	Participate in Job Fair	<p>On March 28, 2023, our SEU participated in the Times Leader Media Group’s Career Expo for northeastern Pennsylvania. This event took place in person at Mohegan Sun Arena in Wilkes-Barre and virtually on the Times Leader online platform and was designed to match interviewers with qualified candidates. SEU participants included our Market Manager and Sales Manager, who spoke with attendees about career opportunities in broadcasting as well as job openings within our SEU. This event was promoted on one or more SEU stations.</p>