

WKKO(FM), WRQN(FM), WXKR(FM), WQQO(FM), WMIM(FM)
EEO PUBLIC FILE REPORT
June 1, 2022 – May 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
On-Air Host	1-30, 33-45	30
Program Director	1-30, 33-44, 46-48	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	4
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	0
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	Word-of-Mouth Referral	N	5
31	Internal Transfer/Promotion	N	0
32	Michigan Works! Monroe Service Center 1531 N. Telegraph Road, Suite D Monroe, MI 48162 734-240-7950 albigm@michigan.gov HicksE@michigan.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	OhioMeansJobs Wood County 1928 E. Gypsy Lane Bowling Green, OH 43402 419-373-7355 dewitm@odjfs.state.oh.us mary.dewitt@jfs.ohio.gov	N	0
34	OhioMeansJobs Lucas County 1301 Monroe Street Toledo, OH 43604 419-213-6300 craig.wieczorek@jfs.ohio.gov gebers_c@thesourcenwo.com	N	0
35	Goodwill Career Services - Toledo 626 N. Huron Street Toledo, OH 43604 419-255-0070 kleroux@goodwillnwohio.org	N	0
36	Lucas Metropolitan Housing 435 Nebraska Avenue Toledo, OH 43604 419-259-9515 vhill@lucasmha.org	N	0
37	Davis College 4747 Monroe Street Toledo, OH 43623 (419) 473-2700 dbrunner@daviscollege.edu nnigro@daviscollege.edu	N	0
38	Bowling Green State University 1001 W Wooster Street Bowling Green, OH 43402 (419) 372-2356 careerservices@bgsu.edu	N	0
39	University of Toledo 2801 W Bancroft Toledo, OH 43606 (419) 530-4341 sheila.anderson@utoledo.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Arrowhead Behavioral Health 2634 Meadowwood Drive Toledo, OH 43606 (419) 262-0487 maday602@hotmail.com	N	0
41	Ability Center of Greater Toledo 5605 Monroe Street Sylvania, OH 43560 (419) 885-5733 dandriette@abilitycenter.org info@abilitybeyonddissability.org	N	0
42	Experience Works 615 Cherry Street Toledo, OH 43604 (419) 255-7102 flajambe_ew@yahoo.com	N	0
43	Goodwill Industries 525 Cherry Street Toledo, OH 43604 (419) 255-0070 jroloff@goodwillnwohio.org	N	0
44	Univ. of Toledo/Dept. of Communications 2801 W Bancroft Street Toledo, OH 43606 (419) 530-2006 paul.fritz@utoledo.edu	N	0
45	Veteran Employment Center - OH Veterans Center OH john.a.owens10.ctr@mail.mil	N	0
46	Penta Career Center Adult Education 9301 Buck Road Perrysburg, OH 43551 (419) 661-6555 ccovington@pentanet.k12.oh.us	N	0
47	Owens Community 30335 Oregon Road Perrysburg, OH 43551 567-661-7000 lynn-hoehn@owens.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Wounded Warrior Project KY 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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.
2	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.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On January 26, 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 reinforced 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 were addressed through our initial facilitated sessions and our subsequent video trainings.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	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 (HIS) entitled, “Understanding Harassment” and “Anti-Harassment – Managers” (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.
5	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 (HIS) on-line course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
7	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 24, 2023, our SEU participated in Career Day at Perrysburg High School located in Perrysburg, Ohio. Freshmen and sophomore students had the opportunity to explore a variety of career paths by participating in breakout sessions facilitated by local professionals representing various businesses. A member of our SEU’s On-Air Staff represented Cumulus Media and conducted a breakout session, during which he talked with students about career opportunities in radio broadcasting.
8	Management-level training regarding Diversity, Equity, and Inclusion	On April 11, 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>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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Participate in event/program sponsored by or on behalf of an educational institution and a professional organization relating to careers in broadcasting	On May 11 and May 12, 2023, our SEU participated in the Junior Achievement of Northwestern Ohio "JA Inspire" event, sponsored by Mercy College of Ohio and MercyHealth. This event took place at Glass City Center in Toledo and gave 8th-12th grade students the opportunity to learn about careers from industry representatives. Students engaged in hands-on, experiential exhibits with local companies, which exposed students to career opportunities available, created connections, and helped to inspire them toward a pathway for future success. The SEU's Operations Manager, Program Director, and Sales Staff were present to interact with students and share information about career opportunities in radio broadcasting.