

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

EEO PUBLIC FILE REPORT

April 1, 2022 – March 31, 2023¹

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
Account Executive	1-30, 32-42, 44-66	30
VP/Market Manager	1-30, 32-42, 44-67	67
Producer & Programming Assistant	1-29, 31-42, 44-66	31
Graphic Artist & Multi-Media Specialist	1-29, 32-66	8
Director of Sales	67*	67
Chief Engineer	1-29, 32-57	1
On-Air Personality & Music Director	1-29, 32-57	1
On-Air Personality & Music Director	1-30, 32-57	30
Office & Sales Coordinator	1-10, 30	1
Engineer	1-29, 32-57	8
On-Air Personality & Program Director	1-30, 32-57	30
Assistant Chief Engineer	1-29, 32-66	1

**Exigent Circumstances*

¹ This Report was revised in July 2023 to address reporting issues.

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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	35
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/	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	8
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	6
31	Internal Transfer/Promotion	N	1
32	WorkOne Indianapolis West Side 3400 Lafayette Road 317-246-5400 fredausa@hotmail.com	N	0
33	WorkOne Kokomo 709 South Reed Road 765-459-0571 agilman@tap.lafayette.in.us dadouglass@dwd.in.gov	N	0

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 jspence@workonecentral.org rgrim@dwd.in.gov	N	0
35	WorkOne Southeast - Columbus 4555 Central Avenue 812-376-3351 bramage@dwd.in.gov brdavis@dwd.in.gov	N	0
36	Franklin WorkOne 97 N. Lovers Lane 317-736-5531 jreese@workonecentral.org mtompkins@dwd.in.gov	N	0
37	Greenfield WorkOne Express 836 South State Street 317-462-7711 x325 317-392-3279x211 jspence@workonecentral.org rgrim@dwd.in.gov	N	0
38	WorkOne Express Fishers 10204 Lantern Road 317-841-8194 ajanney@dwd.in.gov jspence@workonecentral.org	N	0
39	WorkOne Southeast - Greensburg 422 E Central Avenue 812-663-8597 bramage@dwd.in.gov sharon@rivervalleyresources.com	N	0
40	Goodwill Industries of Indianapolis 1635 West Michigan Street 317-524-4313 achabal@goodwillindy.org jmiller@goodwillindy.org	N	0
41	WorkOne Indianapolis East 2525 N. Shadeland Avenue darjohnson@dwd.in.gov Sjohnson@EmployIndy.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	WorkOne Indianapolis North 9002 North Purdue Road, Suite 200 317-228-0682 brevell@employindy.org mmackintosh@employindy.org	N	0
43	Indianapolis Urban League, Inc 777 Indiana Avenue (317) 693-7603	N	0
44	Easter Seals Crossroads Rehabilitation Center 4740 Kingsway Drive 317-466-1000 mmansfield@eastersealscrossroads.org	N	0
45	AWS Employment Services 2431 Directors Row 877-778-3611 gagostino@awsusa.com	N	0
46	Sycamore Services 1001 Sycamore Lane P.O. Box 369 damitchell@sycamoreservices.com	N	0
47	Adult and Child Mental Health Center, Inc 222 East Ohio Street, Ste. 600 corr@adultandchild.org	N	0
48	ESGR - Employer Support of Guard and Reserves 711 N. Pennsylvania Street deanna.k.pughctr@mail.mil	N	0
49	Concord Center (Neighborhood Center) 1310 S Meridian Street 317-637-4376 concord@flashmail.com	N	0
50	University of Indianapolis – Career Services 1400 E Hanna Avenue 317-788-3368 ocs@uindy.edu	N	0
51	American Indian Center of Indiana (“AICI”) 2236 E 10th Street 317-917-8000 dpoe@americanindiancenter.org mbush@americanindiancenter.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	Career Development Network (Damien Center) 26 N Arsenal 317-632-0123 tbartenbach@damien.org	N	0
53	Center for Leadership Development 2425 Martin Luther King Jr. Street 317-923-8111 dbland@cldinc.org	N	0
54	Interlocal Associations 1790 Melody Lane icap@icapcaa.org	N	0
55	WorkOne Central 160 Plainfield Village Drive 317-838-9335 seisbrenner@workonecentral.org	N	0
56	J. Everett Light Career Center Diversity 1901 E 86th Street 317-259-5265 njagow@msdwt.k12.in.us	N	0
57	Walker Career Center 9500 E 16th Street 317-532-6200 kprevost@warren.k12.in.us	N	0
58	Operation Job Ready Veterans-Indianapolis sknox@jobreadyvets.org	N	0
59	Homeless Initiative Program 1835 North Meridian 317-931-3055 kenneth.griffin@clarian.org patty.miller@clarian.org	N	0
60	Greenwood Community High School 615 W Smith Valley Road 317-889-4005 jcox@gws.k12.in.us	N	0
61	Pike High School 5401 W 71st Street 317-387-4245 lgdarnay@pike.k12.in.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
62	Bosma Enterprises 8020 Zionsville Road clydeb@bosmsa.org	N	0
63	Goodwill Industries of Central Indiana 1635 W Michigan Street (317) 524-3725 rfischer@goodwillindy.org	N	0
64	Indiana Plan 863 Massachusetts Avenue 317-639-4661 dramsey@indianaplan.org	N	0
65	Community Alliance of Far Eastside (“CAFE”) 8902 E 38th Street 317-890-3288 stwitty@cafeindy.org	N	0
66	Urban League of Madison County 1210 W 10th Street 574-287-6073 kathy@ulmadco.comcastbiz.net	N	0
67	Word-of-Mouth Referral	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			52

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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 — Program Directors, 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— Program Directors, 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— Program Directors, 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 24, 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 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.
6	Participate in Job Fair	On April 13, 2022, our SEU's Promotions and Sales Managers ("Managers") participated in the University of Indianapolis Communication Career Fair. The Managers occupied a Cumulus Media booth and were available to answer questions and educate students and other attendees about radio broadcasting. In addition, the Managers collected resumes and conducted on the spot interviews for jobs and internships within the SEU.
7	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 28, 2022, our SEU 's Sales Manager conducted a presentation to a group of students studying Media Communications at Ball State University, during which she explained how the sales process works, how to network, and how to write professionally using social media. She also provided insight about how to write a successful sales pitch for radio and television advertising.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fair	On October 3, 2023, our SEU's Programming Managers ("Managers") participated in the Indiana Broadcasters Association Career Fair. The Managers occupied a Cumulus Media booth and were available to answer questions and educate students and other attendees about radio broadcasting. Representatives from 70 stations were present and recruited for more than 130 jobs in the broadcasting field. In addition, the Managers collected resumes for open positions and internship opportunities within the SEU.
9	Participate in Job Fair	On February 15, 2023, our SEU 's Promotions and Sales Managers ("Managers") participated in the Ball State University Cardinal Job Fair attended by over 100 employers and 700 job seekers. The Managers occupied a Cumulus Media booth and were available to answer questions and educate students and other attendees about radio broadcasting, our Stations, and job openings and internship opportunities within the SEU.
10	Participate in Job Fair	On March 25, 2023, our SEU's Promotions and Programming Managers ("Managers") participated in the Indiana Broadcasters Association Career Fair. The Managers occupied a Cumulus Media booth and were available to answer questions and educate students and other attendees about radio broadcasting. In addition, the Managers collected resumes for open positions and internship opportunities within the SEU.