

WGFX(FM), WQQK(FM), WSM-FM, WWTN(FM), WKDF(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
Account Executive	1-30, 32-63	30
Account Executive	1-29, 32-63	1
Account Executive	1-29, 32-63	1
On-Air Personality	1-30, 33-36, 39, 41-63	30
Account Executive	1-29, 32-63	1
On-Air Announcer	1-29, 31-40, 63	31
News Anchor	1-29, 31-40	31

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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	11
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	1
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	2
31	Internal Transfer/Promotion	N	2
32	Kentucky Career Center – Bowling Green 803 Chestnut Street 270-746-7425 franklinm.garabato@ky.gov phillip.arnett@danielboonecaa.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Tennessee Career Center at MetroCenter 665 Mainstream Drive 615-253-8920 daniel.seeback@tn.gov john.alexander@tn.gov	N	0
34	Tennessee Career Center at Springfield 299 10th Avenue East 615-384-1097 rareed@workforceessentials.com	N	0
35	Tennessee Career Center at Ashland City 202 N. Main Street, Unit 4 615-792-2520 mrosson@workforceessentials.com	N	0
36	Goodwill of Middle Tennessee 937 Herman Street 615-346-1249 matt.gloster@givegw.org	N	0
37	Walters State Center for Workforce Development 440 Eastern Plaza Way 423-623-1146 james.stokely@tn.gov	N	0
38	Wounded Warrior Project 223 Rosa L. Parks Avenue, Suite 301 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
39	Urban League of Middle Tennessee 50 Vantage Way, Suite 201 615-254-0525 ssanders@urbanleagueofmidtn.org	N	0
40	Hero 2 Hired vernon.j.nelson.ctr@mail.mil	N	0
41	Tennessee Career Center at Franklin 225 Noah Drive, Suite 360 615-790-3311 pat.kuhlman@tn.gov	N	0
42	Operation Stand Down 1125 12th Avenue South 615-248-1981 tim@osdnashville.org john@osdtm.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Career Transition Support Group - Brentwood United Methodist Church 615-972-5119 hhassall@comcast.net	N	0
44	American Baptist College 1800 Baptist World Center Drive (615) 256-1467 americanbaptistcollege@abcnash.edu	N	0
45	Building Nashville 401 Commerce Street, Suite 5300 615- 332-1167 rdillard@selaborers.org	N	0
46	Department of Veterans Affairs VR&E 110 9th Avenue 615-695-6152 rachel.schmillen@va.gov	N	0
47	Fisk University 1000 17th Avenue N, Cravath Hall 615-329-8870 jwatkins@fisk.edu lwells@fisk.edu	N	0
48	Meharry Medical College 1005 Dr. DB Todd Jr. Boulevard 615-963-3177 tlavender@mmc.edu kswett@mmc.edu	N	0
49	Nashville Chapter of Women in Construction PO Box 22246 615-663-4777 NAWICNashville@gmail.com	N	0
50	State of Tennessee – HBCU Success Program 404 James Robertson Parkway, Suite 1900 (615) 253-8874 Brittany.mosby@tn.gov	N	0
51	Technology Access Center 475 Metroplex Drive 615-248-5733 TECHACCESS@TACNASHVILLE.ORG	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	Tennessee Career Center at Gallatin 175 College Street 615-451-5800 clyde.thompson@tn.gov mark.may@tn.gov	N	0
53	Tennessee Department of Veteran Services 312 Rosa L. Parks Avenue TN.Veterans@tn.gov	N	0
54	Tennessee Disability Coalition 955 Woodland Street 615-383-9442 coalition@tndisability.org	N	0
55	Tennessee Division of Rehabilitation Services - Vocational Rehabilitation 505 Deadrick Street James K. Polk State Office Building, 15 th Floor 615-313-4914 Paula.Knisley@tn.gov	N	0
56	Tennessee Human Rights Commission 512 Rosa L Parks Boulevard, 23 FL 800-251-3589 ask.thrc@tn.gov	N	0
57	Tennessee Rehabilitation Center at Smyrna 460 9th Avenue 615-459-6811 Karon.Carothers@tn.gov	N	0
58	Tennessee State University 3500 John A. Merritt Boulevard (615)963-7400 amcgaha@tnstate.edu aduke2@tnstate.edu rjone105@tnstate.edu	N	0
59	TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 5 1000 2Nd Avenue North 615-741-1606 Tylesha.McCray@tn.gov	N	0
60	TN Dept of Labor and Workforce Development 220 French Landing Drive, 4B 615-253-1331 melinda.kelsey@tn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
61	TN Services for Services for the Blind and Visually Impaired; Services for the Deaf, Deaf-Blind and Hard of Hearing 400 Deaderick Street, #11 615- 313-4914 Paula.Knisley@tn.gov	N	0
62	United South and Eastern Tribes, Inc. 711 Stewarts Ferry Pike, Suite 100 (615) 521-3606 RNaragon@usetinc.org	N	0
63	Word-of-Mouth Referral / Internal Posting	N	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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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> . 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.