

WZRH(FM), WRKN(FM), KMEZ(FM), KKND(FM)
EEO PUBLIC FILE REPORT
February 1, 2022 – January 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
General Sales & Digital Sales Manager	1-29, 32-53	1
Sales and Digital Sales Manager	1-29, 32-53	1
Sales Assistant-Promotion Director	1-29, 54	1
Account Executive	1-29, 32-54	1
Account Executive	1-29, 32-54	54
Programming Director	1-29, 31-53	31
Multi-Media Account Executive	1-29, 32-54	1
Production Director/Sales Assistant	1-10, 31	31
Account Executive	1-29, 32-54	1

¹ This Report was revised in June 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	16
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	Employee Referral	N	0
31	Internal Transfer/Promotion	N	2
32	Jefferson Career Solutions Center - East 1801 Airline Drive 504-838-5678 ereed@lwc.la.gov	N	0
33	Lafourche Career Solutions Center 1425 Tiger Drive 985-446-3016 rdomingue@lwc.la.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Plaquemines Business & Career Solutions Center 1112 Engineers Road, Room 19 504-392-5803 robin.lwc.business.solutions@gmail.com	N	0
35	Jefferson Career Solutions - West 1900 Lafayette Street, Suite 1 504-227-1283 delmore@lwc.la.gov grodgers@lwc.la.gov	N	0
36	Assumption Business & Career Solutions Center 205 Hwy 1008 985-369-1810 bhebert@lwc.la.gov lowens@lwc.la.gov	N	0
37	JOB 1 and Orleans Youth Career Center 3400 Tulane Avenue 504-456-2622 lbrinkley@nola.gov lpgreen@nola.gov	N	0
38	St. Bernard/Plaquemines/ Career Solutions Center 8201 West Judge Perez Dr 504-355-4439 fflake@lwc.la.gov ieverett@lwc.la.gov	N	0
39	New Orleans Career Center 1530 Thalia St ieverett@lwc.la.gov	N	0
40	St. Tammany Business & Career Solutions Center 555 Robert Blvd 985-646-6410 fflake@lwc.la.gov jkimble@lwc.la.gov	N	0
41	New Orleans Urban League Workforce Development 2115 Carondelet St., Ste. 213 504-620-2332 cduckworth@urbanleagueneuorleans.org	N	0
42	Delgado Community College 615 City Park Avenue drobin@dcc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	LA Workforce Commission (Office of Workforce Development) 1800 Airline Drive rstadler@lwc.la.gov	N	0
44	LA Technical College (Westbank) 475 Manhattan Blvd. dpayne@dcc.edu	N	0
45	Southern University of New Orleans 6500 Press Drive jmarion@suno.edu	N	0
46	University of New Orleans (Lake Front) 2000 Lakeshore Drive, 268 University Center career@uno.edu	N	0
47	Xavier University of Louisiana 1 Drexel Drive kreesse@xula.edu	N	0
48	New Orleans Regional Black Chamber of Commerce PO Box 58035 membership@norbchamber.org	N	0
49	100 Black Men of Metro New Orleans, Inc. PO Box 871522 info@100blackmennola.org	N	0
50	Catholic Charities 1000 Howard Ave 504-523-3755 ccanohr@ccano.org	N	0
51	Greater New Orleans Urban League Workforce Development 3232 N. Galvez 504-620-2332 rdobard@urbanleaguenuorleans.org	N	0
52	The ARC of New Orleans 925 S. Labarre Road 504-837-5140 llewis@arcgno.org	N	0
53	Dillard University 2601 Gentilly Blvd., Cook Center, Room S139 ccooke@dillard.edu	N	0
54	On-Air Announcements (one or more SEU stations)	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			20

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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 Business Manager 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. Our Market Manager was unable to attend the session on May 24, 2022, so he viewed a recording of the presentation on January 17, 2023.
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.