

**WKKO(FM), WRQN(FM), WXKR(FM), WQOO(FM), WMIM(FM) and
employees at WTOD(FM)¹**

EEO PUBLIC FILE REPORT

June 1, 2020 – May 31, 2021

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 | 4, 7, 8, 10-12, 15-17 | 16 |
| Promotions Assistant/Digital Coordinator | 4, 6, 8, 10-12, 15-17 | 16 |
| Digital Sales Manager | 3-4, 6, 8, 10-12, 15, 17 | 3 |

¹ Station WTOD(FM) was acquired by Delmarva Educational Association on May 1, 2021. See File No. 0000131938.

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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 | LinkedIn , www.linkedin.com | N | 0 |
| 2 | ZipRecruiter , www.ziprecruiter.com | N | 0 |
| 3 | Word-of-Mouth Referral | N | 1 |
| 4 | Trovit , www.trovit.com | N | 0 |
| 5 | Indeed , www.indeed.com | N | 0 |
| 6 | Adzuna , www.adzuna.com | N | 0 |
| 7 | Current Cumulus Media Employee | N | 2 |
| 8 | The Job Spider , www.jobspider.com | N | 0 |
| 9 | LinkUp , www.linkup.com | N | 0 |
| 10 | My Job Helper , www.myjobhelper.com | N | 0 |
| 11 | Cumulus Careers Website , www.cumulusmediajobs.net | N | 5 |
| 12 | Job is Job , www.jobisjob.com | N | 0 |
| 13 | Facebook | N | 0 |
| 14 | All Access , www.allaccess.com | N | 0 |
| 15 | Glassdoor , www.glassdoor.com | N | 0 |
| 16 | Employee Referral | N | 2 |
| 17 | Oodle , www.oodle.com | N | 0 |
| 18 | Station Website Posting (<i>one or more SEU stations</i>) | N | 0 |
| 19 | SimplyHired , www.simplyhired.com | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 10 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|--|
| 1 | Participate in training that addresses the many forms of diversity | On September 24, 2020, our Market Manager and Business Manager participated in an employment law webinar sponsored by the Ohio Association of Broadcasters entitled, <i>The Many Forms of Diversity</i> . A variety of topics were covered including: the basic legal requirements for prohibiting discrimination and harassment; how to address diversity of political expression in the workplace, and protest and policies off-the-clock; the recent Supreme Court decision prohibiting workplace sexual orientation discrimination; and, disability discrimination issues when accommodating Covid-related absences. |
| 2 | Participate in Virtual Job Fair | On October 28-29, 2020, our SEU participated in a virtual career fair hosted by The Toledo Blade, which connected job seekers with employers. Participating employers received a virtual booth for 30 days as well as resumes of job seekers and emails while social distancing and safety restrictions were in place. Our Director of Sales and Sales Manager monitored the booth and communicated with interested job seekers. |
| 3 | Participate in Virtual Job Fair | On November 17, 2020, our SEU participated in a virtual job fair sponsored by Owens Community College, which took place on the College Central Network. Employers, of which Cumulus was one, provided information about open positions and uploaded videos. Students/alumni submitted their resumes or portfolios to employers of interest and then the employer(s) could choose to reach out to schedule a virtual meeting. Our Director of Sales and Sales Manager monitored the site and communicated with interested job seekers. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|---|
| 4 | Participate in training to bolster recruitment efforts | <p>On February 11, 2021, our SEU participated in a webinar sponsored by the Ohio Association of Broadcasters entitled, <i>Let's Talk Marketing</i>. Attendees acquired a better understanding of how to market and attract ideal candidates using the all-important career pages, social media tricks and profiles, and changing your messages to address quality talent. SEU participants included our Market Manager.</p> |
| 5 | Participate in Diversity, Equity and Inclusion training developed specifically for broadcasters | <p>On April 23, 2021, our SEU participated in a 3-hour virtual session conducted by The Fitzpatrick Group entitled, <i>Diversity: It's not just black and white</i>. Challenges and opportunities we all face today in valuing diversity were discussed. The Session explored how we all share in the responsibility of fostering equitable and inclusive work cultures. SEU participants included our Market Manager and Business Manager.</p> |