KPLX(FM), KLIF(AM), KSCS(FM), KTCK(AM), KTCK-FM, WBAP-FM and WBAP(AM)[1]
EEO PUBLIC FILE REPORT
April 1, 2025 – March 31, 2026

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
Digital Content Producer	1 – 38, 244	244
FT Board Operator	1 – 38, 244	244
Market Account Executive	1 – 245	2
Market Account Executive	1 – 245	4
General Sales Manager	1 – 245	1
Paid Media Specialist	1 – 245	4
Digital Sales Strategist	1 – 38	1
Paid Media Specialist	1 – 245	2

[1] This Report was revised in October 2026 to address reporting issues.

KPLX(FM), KLIF(AM), KSCS(FM), KTCK(AM), KTCK-FM, WBAP-FM and WBAP(AM)
EEO PUBLIC FILE REPORT
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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	7
2	**Indeed Website** *(not directly contacted by SEU)* www.indeed.com	N	9
3	**Glassdoor Website** *(not directly contacted by SEU)* www.glassdoor.com/index.htm	N	0
4	**LinkedIn Website** *(not directly contacted by SEU)* www.linkedin.com/jobs/	N	12
5	**Abilities in Jobs** www.abilitiesinjobs.com	N	0
6	**Disabled Person** www.disAbledperson.com	N	0
7	**Job Opportunities for Disabled Veterans** www.JOFDAV.com	N	0
8	**Veteran Job Center** www.veteranjobcenter.com	N	0
9	**Disabled Job Seekers** www.disabledjobseekers.com	N	0
10	**Diversity in Jobs** www.diversityinjobs.com	N	0
11	**US Diversity Job Search** www.usdiversityjobsearch.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	**Seniors in Jobs** www.seniorsinjobs.com	N	0
17	**Women in Jobs** www.womeninjobs.com	N	0
18	**Hire Black** www.hireblack.com	N	0
19	**African American Job Search** www.africanamericanjobsearch.com	N	0
20	**Asian Job Search** www.asianjobsearch.com	N	0
21	**Hispanic Job Exchange** www.hispanicjobexchange.com	N	0
22	**LGBT Job Search** www.lgbtjobsearch.com	N	0
23	**Seniors to Work** www.seniorstowork.com	N	0
24	**Workforce Solutions - Irving** 2520 West Irving Boulevard Irving, TX 75061-4232 972-573-3500 beverly.davis@tvc.texas.gov	N	0
25	**Arlington Workforce Center-Workforce Solutions for Tarrant County** 140 West Mitchell Street Arlington, TX 76010 817-804-4200 nfo@workforcesolutions.net Katasha.gray@tvc.texas.gov	N	0
26	**Workforce Solutions Greater Dallas** 217 N 10th Street Garland, TX 75040 972-276-8361 otis.hewitt@equusworks.com kelly.norris@tvc.texas.gov	N	0
27	**Lighthouse for the Blind / Envision, Inc.** 4306 Capitol Avenue Dallas , TX 75204 (214) 420-9405 melissa.hildebrand@dallaslighthouse.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	**Dallas SER - Jobs for Progress, Inc.** 100 E Royal Lane Irving, TX 75039 469-549-3600 info@ser-national.org	N	0
29	**Veterans' Employment and Training Service (VETS)** **Office of the Regional Administrator** 525 S. Griffin Street, Room 858 Dallas, TX 75202 cook.terri@dol.gov heather.higgins@dol.gov	N	0
30	**CHADD** 1340 N White Chapel Boulevard, #130 Southlake, TX 76092 817-751-5430 north-texas@chadd.net	N	0
31	**Deaf Action Center** 3115 Crestview Dallas, TX 75235 214-521-0407 RS3A@dactexas.org	N	0
32	**University of Texas at Dallas** 800 West Campbell Road Richardson, TX 75080 972-883-2943 jane.shipman@utdallas.edu jessica.elder@utdallas.edu	N	0
33	**Arlington Charities Inc.** 811 Secretary Drive Arlington, TX 76015 (817) 275-1511 wefeed@att.net info@arlingtoncharities.org	N	0
34	**Launch Ability** 4350 Sigma Road #100 Dallas, TX 75244 469-515-9648 anne.hudson@launchability.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	**Resource Center Dallas** 2701 Reagan Street Dallas , TX 75219 (214) 540-4495 jhumphrey@rcdallas.org	N	0
36	**Workforce Solutions Preston at Alpha** 5955 Alpha Road Dallas, TX 75240 214-290-1000 info@wfsdallas.com Jay.Joiner@tvc.texas.gov	N	0
37	**Workforce Solutions Greater Dallas - Grand Prairie** 801 South State Highway 161 Grand Prairie, TX 75051 972-264-5881 Felicia.rabon@equusworks.com keith.davis@tvc.texas.gov	N	0
38	**Workforce Solutions for North Central Texas** 1101 Resource Drive Plano, TX 75074 469-229-0099 jyoung@dfwjobs.com Justin.Fry@tvc.texas.gov	N	0
39	**Aaniih Nakoda College** rhorn@ancollege.edu	N	0
40	**Alabama A&M University** yvette.clayton@aamu.edu	N	0
41	**Alabama State University** careerservices@alasu.edu	N	0
42	**Alamo Colleges District** careerservices@alasu.edu	N	0
43	**Albany State University** careerservices@asurams.edu	N	0
44	**Alcorn State University** cadavis@alcorn.edu	N	0
45	**Allen University** lreeves@allenuniversity.edu	N	0
46	**American Baptist College** americanbaptistcollege@abcnash.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	**Arkansas Baptist College** melissa.rivers@arkansasbaptist.edu	N	0
48	**Atlas Talent Agency** tim@atlastalent.com leah@atlastalent.com	N	0
49	**Austin College** career@austincollege.edu	N	0
50	**Austin Community College** twelch2@austincc.edu	N	0
51	**Bay Mills Community College** dwilson@bmcc.edu	N	0
52	**Benedict College** careerpathwaysinitiativeandservice-learningprogram@my.benedict.edu	N	0
53	**Bennet College for Women** yjohnson@bennett.edu	N	0
54	**Bethune-Cookman University** bonnerd@cookman.edu	N	0
55	**Bishop State Community College** smcdonald@bishop.edu	N	0
56	**Blackfeet Community College** toni.rf@bfcc.edu	N	0
57	**Bluefield State College** rhatch@bluefieldstate.edu	N	0
58	**Bowie State University** careerdevelopment@bowiestate.edu	N	0
59	**Cankdeska Cikana Community College** careers@littlehoop.edu	N	0
60	**Central State University** careerservices@centralstate.edu	N	0
61	**Cheyney University of Pennsylvania** careerdevelopmentcenter@cheyney.edu	N	0
62	**Claflin University** csnell@claflin.edu	N	0
63	**Clark Atlanta University** thector@cau.edu	N	0
64	**Coastal Bend College** kdjones@coastalbend.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
65	**College of Menominee Nation** gsanapaw@menominee.edu	N	0
66	**College of the Mainland** gsanapaw@menominee.edu	N	0
67	**College of Muscogee Nation** mlewis@cmn.edu	N	0
68	**Concordia University of Texas** careerservices@concordia.edu	N	0
69	**Coppin State University** careerservices@coppin.edu	N	0
70	**Country AirCheck** jimdorman2@aol.com	N	0
71	**Dallas Baptist University** leoni@dbu.edu	N	0
72	**Dallas Black Chamber of Commerce** info@dbcc.org	N	0
73	**Dallas Hispanic Chamber of Commerce** sortiz@gdhcc.com	N	0
74	**Danis Panaro Nlst. Talent** info@dpntalent.com	N	0
75	**DCCCD** varteaga@dcccd.edu kcheek@dcccd.edu careerdevelopment@dcccd.edu employerresourcecenter@dcccd.edu	N	0
76	**Delaware State University** careerservices@desu.edu	N	0
77	**Denmark Technical College** holman-brooksl@denmarktech.edu	N	0
78	**DeVry University** dfortier@devry.edu	N	0
79	**Dillard University** jwright@dillard.edu	N	0
80	**Dine College** ghaskey@dinecollege.edu	N	0
81	**Edward Waters College** queen.ofori@ewc.edu	N	0
82	**El Paso Community College** careerservices@epcc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
83	**Elizabeth City State University** alennonharmon@ecsu.edu	N	0
84	**Fayetteville State University** careerservices@uncfsu.edu	N	0
85	**Fisk University** lwells@fisk.edu	N	0
86	**Florida Agricultural and Mechanical University** lwells@fisk.edu	N	0
87	**Fond du Lac Tribal and Community College** anita.hanson@fdltcc.edu	N	0
88	**Fort Berthold Community College** cfrank@nhsc.edu	N	0
89	**Fort Peck Community College** **dbelgarde@fpcc.edu**	N	0
90	**Fort Valley State University** careerservices@fvsu.edu	N	0
91	**Gadsden State Community College** careerservices@gadsdenstate.edu	N	0
92	**Galveston College** mstockfleth@gc.edu	N	0
93	**Grambling State University** careerservices@gram.edu	N	0
94	**Greater Austin Black Chamber of Commerce** admin@austinbcc.org	N	0
95	**Hallmark University** nrafati@hallmarkuniversity.edu	N	0
96	**Hampton University** careercenter@hamptonu.edu	N	0
97	**Harris Stowe State University** harrisv@hssu.edu	N	0
98	**Haskell Indian Nations University** rmckinney@haskell.edu	N	0
99	**Houston Baptist University** careerandcalling@hbu.edu	N	0
100	**Houston Community College System** hcc.careerservices@hccs.edu	N	0
101	**Huston Tillotson University** hcc.careerservices@hccs.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
102	**Howard University** careerservices@howard.edu lauren.jackson@law.howard.edu	N	0
103	**Ilisagvik College** hal.haynes@ilisagvik.edu	N	0
104	**Institute of American Indian Arts** levans@iaia.edu	N	0
105	**Interdenominational Theological Center** humanresources@itc.edu	N	0
106	**J.F Drake State Technical College** karen.ray@drakestate.edu	N	0
107	**Jackson State University** lashanda.w.jordan@jsums.edu	N	0
108	**Jarvis Christian College** lashanda.w.jordan@jsums.edu	N	0
109	**Kentucky State University** daryl.love@kysu.edu	N	0
110	**Keweenaw Bay Ojibwa Community College** amanda.nordstrom@kbocc.edu	N	0
111	**Kim Dawson Agency** info@kimdawsonagency.com	N	0
112	**Knoxville College** info@knoxvillecollege.edu	N	0
113	**Lac Courte Oreille Ojibwa Community College** dcarley@lco.edu	N	0
114	**Lamar Stae College Port Arthur** millsappa@lamarpa.edu	N	0
115	**Lane College** cpi@lanecollege.edu	N	0
116	**Langston University** lucareerdev@langston.edu	N	0
117	**Laredo Community College** careerservices@laredo.edu	N	0
118	**Lawson State Community College** ahaley@lawsonstate.edu	N	0
119	**Le Moyne-Owen College** careerservices@loc.edu robert_williams@loc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
120	**Leech Lake Tribal College** jorge.mendoza@lltc.edu	N	0
121	**Lincoln University** careerservices@lincolnu.edu	N	0
122	**Lincoln University of Pennsylvania** wkerr@lincoln.edu	N	0
123	**Lind Macalister Talen Agency** linda@lmtalent.com	N	0
124	**Little Big Horn College** oroscol@lbhc.edu	N	0
125	**Little Priest Tribal College** trisha.wegner@littlepriest.edu	N	0
126	**Lone Star College system** shortel.s.brent@lonestar.edu	N	0
127	**Mary Collins Agency** info@marycollins.com	N	0
128	**Media Staffing Network** info@mediastaffingnetwork.com	N	0
129	**Meharry Medical College** mcn@mmc.edu	N	0
130	**Miles College** sperkins@miles.edu	N	0
131	**Mississippi Valley State University** careerservices@mvsu.edu	N	0
132	**Morehouse College** hr@morehouse.edu jstiles@msm.edu	N	0
133	**Morgan State University** careers@morgan.edu	N	0
134	**Morris Brown College** devonne.mckenzie@morrisbrown.edu	N	0
135	**Morris College** reaves@morris.edu	N	0
136	**Navajo Technical College** careerservices@navajotech.edu	N	0
137	**Nebraska Indian Community College** macdclark@thenicc.edu	N	0
138	**Nort Carolina AT&T State University** downingc@ncat.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
139	**North Carolina Central University** shannon.keith@nccu.edu lawcareerservices@nccu.edu	N	0
140	**Northwest Indian College** pesmith@nwic.edu	N	0
141	**Northwest Vista College** nvc-cats@alamo.edu	N	0
142	**Oakwood University** dfinley@oakwood.edu	N	0
143	**Ogalal Lakota College** mfineran@olc.edu	N	0
144	**Ohio Center for Broadcasting** amoore@beonair.com	N	0
145	**Our Lady of the Lake University** ccdt@ollusa.edu	N	0
146	**Paine College** aewing@paine.edu	N	0
147	**Palo Alto College** pac-jobs@alamo.edu	N	0
148	**Paul Quinn College** opcd@pqc.edu	N	0
149	**Philander Smith College** vbowens@philander.edu	N	0
150	**Prairie View A&M University** careers@pvamu.edu	N	0
151	**Rust College** sburke@rustcollege.edu	N	0
152	**Saginaw Chippewa Tribal college** studentservices@sagchip.edu	N	0
153	**St. Augustine College** careerservices@st-aug.edu	N	0
154	**Salish Kootenai College** careerservices@st-aug.edu	N	0
155	**Sam Houston State College** careersuccesscenter@shsu.edu	N	0
156	**San Antonio College** sac-sec@alamo.edu	N	0
157	**San Jacinto college** career.centers@sjcd.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
158	**Savannah State University** careerservices@savannahstate.edu	N	0
159	**Shaw University** careerdevelopment@shawu.edu	N	0
160	**Shorter College** khuskey@shortercollege.edu	N	0
161	**Simmons College of Kentucky** egray@simmonscollegeky.edu	N	0
162	**Sinte Glesa University** marianne.lefthandbull@sintegleska.edu	N	0
163	**Sisseton Wahpeton College** vowen@swcollege.edu	N	0
164	**Sitting Bull College** laurel.vermillion@sittingbull.edu	N	0
165	**Southern Methodist University** recruit@smu.edu hegiccareercenter@smu.edu **wdonahue@smu.edu**	N	0
166	**Society of Women Engineers** hq@swe.org	N	0
167	**South Texas College** jmore214@southtexascollege.edu	N	0
168	**Southern University and A&M College** tamara_montgomery@subr.edu	N	0
169	**Southern University at New Orleans** kfrancis@suno.edu	N	0
170	**Southwest Texas Jr. College** analisamartinez@swjtc.edu	N	0
171	**Southwestern Adventist University** analisamartinez@swjtc.edu	N	0
172	**Southwestern Christian College** jcath@swcc.edu	N	0
173	**Southwestern Indian polytechnic Institute** cecelia.cometsevah@bie.edu	N	0
174	**Southwestern University** pirate2pro@southwestern.edu	N	0
175	**Spelman College** hbell@spelman.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
176	**St. Edwards University** seucareer@stedwards.edu	N	0
177	**St. Mary's University** rattlercareers@stmarytx.edu	N	0
178	**St. Philips University** spc-jobs@alamo.edu	N	0
179	**Stillman College** twashington@stillman.edu	N	0
180	**Stonechild College** mjilot@stonechild.edu	N	0
181	**Sul Ross State University** careers@sulross.edu	N	0
182	**Sutton Barth and Vennari Talent Agency** info@sbvtalent.com	N	0
183	**Talladega College** skgaitor@talladega.edu	N	0
184	**Tarrant County College- Northeast** necareerservices@tccd.edu	N	0
185	**Texas Christian University** j.cates@tcu.edu	N	0
186	**Tennessee State University** careerdevelopmentcenter@tnstate.edu	N	0
187	**Texas A&M International University** careerservices@tamiu.edu	N	0
188	**Texas A&M University- Corpus Christ** career.center@tamucc.edu	N	0
189	**Texas A&M University-Kingsville** careerservices@tamuk.edu	N	0
190	**Texas A&M University- San Antonio** mays@tamusa.edu	N	0
191	**Texas College** texascollegebridge@tea.texas.gov	N	0
192	**Texas Lutheran University** careers@tlu.edu	N	0
193	**Texas Southern University** placementservices@tsu.edu kristen.taylor@tmslaw.tsu.edu	N	0
194	**Texas Southmost College** rene.valdez@tsc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
195	**Texas State University** careerservices@txstate.edu	N	0
196	**Texas Tech University** careercenter@ttu.edu	N	0
197	**Texas Tech University Health Sciences Center** soncareer@ttuhsc.edu	N	0
198	**Texas Tech University Health Sciences – El Paso** robin.dankovich@ttuhsc.edu	N	0
199	**Texas Women's University** careers@twu.edu	N	0
200	**The Art Institute of Dallas** delias@aii.edu	N	0
201	**The Clutts Agency** info@thecluttsagency.com	N	0
202	**The Horne Agency** thehorneagency@sbcglobal.net	N	0
203	**The University of Texas at San Antonio** career.services@utsa.edu	N	0
204	**The University of Texas at Austin** careerengagement@austin.utexas.edu	N	0
205	**The University of Texas at Health Science Center at San Antonio** gsbs@uthscsa.edu	N	0
206	**The University of Texas at Permian Basin** careerservices@utpb.edu	N	0
207	**The University of Texas at Rio Grande Valley** **c**areercenter@utrgv.edu	N	0
208	**The University of Texas at El Paso** recruit@utep.edu	N	0
209	**Ticherman Gilbert Motley Drozdoski Talent Agency** kevin@tgmdtalent.com	N	0
210	**Tohono O'odam Community College** info@tocc.edu	N	0
211	**Tougaloo College** mmccoy@tougaloo.edu	N	0
212	**Trenholm State Technical College** cholloway@trenholmstate.edu	N	0
213	**Trinity University** celcs@trinity.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
214	**Turtle Mountain Community College** mlavallie@tm.edu	N	0
215	**Tuskegee University** ctarverross@tuskegee.edu	N	0
216	**United Tribes Technical College** csheehan@uttc.edu	N	0
217	**University if Arkansas Pine Bluff** careersvcs@uapb.edu	N	0
218	**University of Dallas** career@udallas.edu	N	0
219	**University of Houston** ucs@uh.edu	N	0
220	**University of Houston Clear Lake** careerservices@uhcl.edu	N	0
221	**University of Houston Downtown** uhdcareer@uhd.edu	N	0
222	**University of Houston Victoria** careerservices@uhv.edu	N	0
223	**University of Houston System** selindsey@uh.edu	N	0
224	**University of Maryland Eastern Shore** tqueenan@umes.edu	N	0
225	**University of North Texas** naegeli@unt.edu career.center@unt.edu	N	0
226	**University of North Texas Dallas** arthur.lumzy@untdallas.edu	N	0
227	**University of Texas Arlington** careers@uta.edu	N	0
228	**University of Texas Dalla** recruit@utdallas.edu	N	0
229	**University of District of Columbia** jared.moffett@udc.edu	N	0
230	**University of Incarnate Word** careers@uiwtx.edu	N	0
231	**University of Texas-Arlington** caron@uta.edu nikki@uta.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
232	**Virginia State University** careerservices@vsu.edu	N	0
233	**Virginia Union University** workforcedevelopment@vuu.edu	N	0
234	**Virginia University of Lynchburg** lkrajecki@vul.edu	N	0
235	**West Texas A&M University** kkimsey@wtamu.edu wtcareer@wtamu.edu	N	0
236	**West Virginia State University** careerserv@wvstateu.edu	N	0
237	**Western Texas College** careerserv@wvstateu.edu	N	0
238	**White Earth Tribal & Community College** indosa.montoya@wetcc.edu	N	0
239	**Wilberforce University** pcarter@wilberforce.edu	N	0
240	**Wiley College** jhodge@wileyc.edu	N	0
241	**William Morris Endeavor Talent Agency** sis@wmeetertainment.com	N	0
242	**Winston-Salem State University** careersvcs@wsssu.edu	N	0
243	**Xavier University of Louisiana** ocs@xula.edu	N	0
244	**Employee Referral**	N	5
245	**Radio Station Ad** *(one or more SEU stations)*	N	1
			34

KPLX(FM), KLIF(AM), KSCS(FM), KTCK(AM), KTCK-FM, WBAP-FM and WBAP(AM)
EEO PUBLIC FILE REPORT
April 1, 2025 – March 31, 2026

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, 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 (HSI) 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.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, *Celebrating Diversity How It Fosters Belonging, Seeing All Sides,* and *Uncovering All That We Share,* presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else's point of view, and the benefits of seeking common ground for the sake of unity.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 20, 2025, our SEU's VP/Market 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 & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	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	On August 27, 2025, or September 17, 2025, our SEU's Market Manager and HR Business Partner were required to participate in a facilitated session and presentation conducted by CultureAlly, entitled, Emotional Safety & Inclusive Workspaces. This 90-minute session explored the essential role of emotional safety in creating healthy workplace relationships and inclusive environments. Participants learned how emotional safety impacts team dynamics and gained practical tools to improve communication, navigate challenges, and foster collaboration. The session empowered participants to build a culture where everyone feels valued and able to contribute.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of November and December of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, Where Every Voice Matters: Inclusivity Series – Volume Two, which was presented in three (3) segments: The Powerful Force of Empathy; Listening to Understand; and the Benefits of Small Kindness: Using Micro-Affirmations. These sessions explored the difference between empathy and sympathy, emphasizing how empathetic listening can strengthen trust in relationships. It introduced micro-affirmations—small, consistent acts of kindness—as a practical way to build inclusive communities. Participants learned how to listen more effectively and incorporate these tools into daily routines for personal and professional growth
6	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On April 24, 2025, our SEU welcomed five (5) local high school classes to our facilities for a career day. Two of our Program Directors and one of our Promotions Directors spoke with students about the company, the opportunities available for a future career in radio broadcasting, and shared information about the education/skill sets necessary for success in the radio business, emphasizing the ever-increasing role technology plays in the industry.
7	Participate in event sponsored by or on behalf of a professional organization relating to careers in broadcasting	On August 6, 2025, the Texas Association of Broadcasters held a student mixer in Austin, Texas. Our SEU's Market Manager attended and spoke with attendees about the company and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 16, 2025, one of our SEU's On-Air Personalities participated in a panel discussion hosted by East Texas A&M in Commerce, Texas. She spoke with students about finding their career paths, overcoming challenges, and careers opportunities available in broadcasting.
9	Participate in Job Fair	On October 23, 2025, Tarrant County College held a job fair, Monster Mash Job Bash, on its campus. Our SEU's Finance Director attended and spoke with attendees about the company and job openings within the SEU. The school also interviewed her for the school newspaper.
10	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 2, 2026, one of our SEU's On-Air Personalities was invited to participate in the Area 5 FFA *(Future Farmers of America)* District Leadership Contest as a judge for their broadcasting category. This Contest took place at Caddo Mills High School in Caddo Mills, Texas.
11	Host event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 4, 2025, one of our SEU's Promotions Directors ("PD") welcomed the Distributive Education Clubs of America team from Sachse High School for a tour of our studios, during which the PD shared information about the broadcasting industry and explained how radio stations operate and the variety of opportunities available for a future career in broadcasting.
12	Participate in Job Fair	On February 19, 2026, our SEU's Finance Director, Production Director, and one of our Program Directors attended a job fair hosted by MediaTech Institute in Farmers Branch, Texas. They spoke with attendees about the company and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
13	Internship Program	Beginning May 2025 through December 2025, our SEU hosted five (5) paid interns who were supervised by our KTCK(AM) / KTCK-FM Program Director. During the Summer 2025 semester, our SEU welcomed one (1) student from Indiana University and one (1) student from the University of Louisiana. During the Fall 2025 semester, our SEU welcomed one (1) student from the University of North Texas, (1) student from Southern Methodist, and (1) one student from University of Texas at Arlington. These student interns engaged in a variety of projects, gaining insights into day-to-day broadcast operations. They were involved in a range of activities including content creation, audience engagement, and administrative support.
14	Mentoring Program	Beginning May 2025 through March 2026, our SEU's seasoned Market Manager has been/is mentoring a Market Manager in another Cumulus market. They communicated on a monthly basis for thirty (30) minutes throughout this period, during which they discussed all aspects of the day-to-day business as well as career goals and challenges.
15	Participate in event sponsored by a professional organization relating to careers in broadcasting	On May 31, 2025, our Finance Director participated in the 2025 Collegiate National Leadership Conference competitive event hosted by the Future Business Leaders of America. She spoke with students about the company, careers in radio broadcasting, and conducted mock interviews.