

**WVBO(FM), WNAM(AM), WOSH(AM), WWWX(FM), and WPKR(FM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2024 – July 31, 2025**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1 – 32	2

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	0
2	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	3
3	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
4	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
5	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
6	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
7	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
8	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
9	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
10	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
11	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
12	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
13	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
14	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
15	<b>Hire Black</b> <a href="http://www.hireblack.com">www.hireblack.com</a>	N	0
16	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
17	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
18	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
19	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
20	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
21	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
22	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
23	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
24	<b>Fox Cities Workforce Development Center</b> 1802 Appleton Road Menasha, WI 54952 920-997-3272 <a href="mailto:debra.warga@dwd.wisconsin.gov">debra.warga@dwd.wisconsin.gov</a> <a href="mailto:Arlando.yellowhair@dwd.wisconsin.gov">Arlando.yellowhair@dwd.wisconsin.gov</a>	N	0
25	<b>Shawano County Job Center</b> 607 East Elizabeth Street Shawano, WI 54166 715-524-2511 <a href="mailto:brian.marquardt@dwd.wisconsin.gov">brian.marquardt@dwd.wisconsin.gov</a>	N	0
26	<b>Sheboygan County Job Center</b> 3620 Wilgus Avenue Sheboygan, WI 53081 920-930-6565 <a href="mailto:brian.ognacevic@gltdcorp.org">brian.ognacevic@gltdcorp.org</a> <a href="mailto:cynthia.holzman@dwd.wisconsin.gov">cynthia.holzman@dwd.wisconsin.gov</a>	N	0
27	<b>Oneida Nation Job Training Programs</b> 2640 West Point Road Oneida, WI 54304 Oneida, WI 54304 920-490-3900 <a href="mailto:walvarez@oneidanation.org">walvarez@oneidanation.org</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
28	<b>CAP Services - Appleton Office</b> 821 E 1st Avenue #3 Appleton, WI 54914 (920) 968-6365 choff@capmail.org loksuita@capmail.org	N	0
29	<b>Goodwill of North Central Wisconsin</b> 1800 Appleton Road Menasha, WI 54952 (920) 731-6601 jmoore_gw@gwicc.org	N	0
30	<b>Rasmussen College-Green Bay Campus</b> 904 S. Taylor Street Green Bay, WI 54303 920-593-8400 vicki.strean@rasmussen.edu	N	0
31	<b>St. Norbert College</b> 100 Grant Street De Pere, WI 54115 (920) 403-3005 careers@snc.edu	N	0
32	<b>Employee Referral</b>	N	0
33	<b>Internal Transfer/Promotion</b>	N	0
			3

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between August 12 <sup>th</sup> and August 23 <sup>rd</sup> , 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Empathetic Leadership</b> session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU’s Operations 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 VP, 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.
<b>3</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the first half of December 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, <b>Perpetuating Allyship</b> . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ <b>Perpetuating Allyship</b> ” and introduced tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do’s and don’ts about allyship.

	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	Between December 16 <sup>th</sup> and 20 <sup>th</sup> , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the <b>Perpetuating Allyship</b> session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
5	Participate in Job Fair	On February 22, 2025, our SEU 's Market and Operations Managers as well as our Program Directors (“Managers”) participated in the Wisconsin Broadcasters Association Student Seminar Career Fair. 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 within our SEU.
6	Participate in event sponsored by or on behalf of an educational institution regarding careers in broadcasting	On March 8, 2025, our SEU hosted a local student from Denmark High School in Denmark, Wisconsin, to “shadow” our Market Manager. He welcomed her, walked her through our facilities, and talked with her about the various job/career opportunities within the cluster. Given the interest she expressed in programming, he spent the majority of their time together focused on this aspect of radio broadcasting. He showed her how to run a board and discussed what goes into music scheduling, imaging and more.
7	Participate in event sponsored by or on behalf of a community organization related to careers in broadcasting	On March 19, 2025, the SEUs Market, Operations, and Programming Managers participated in the Oshkosh Business Expo sponsored by the Oshkosh Chamber of Commerce. They staffed the Cumulus Media booth, during which they answered questions and educated interested attendees about radio, the SEU stations, job openings at each station, and job shadowing opportunities within the SEU.
8	Participate in an activity reasonably calculated to disseminate information about careers in broadcasting	On May 7, 2025, the SEUs Program Director met with a local Omro High School senior to discuss her interest in studying Broadcasting at University, during which he shared information about what is required to manage the programming side of radio operations. This interaction led our SEU to offer her a part-time position that would provide her with hands-on experience in our programming department as well as insight into radio broadcasting generally.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	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, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (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.
10	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, <i>Celebrating Diversity How It Fosters Belonging, Seeing All Sides, and Uncovering All That We Share</i> , 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.