

KBXR(FM), KFRU(AM), KLIK(AM), KPLA(FM), KBBM(FM), KOQL(FM)
EEO PUBLIC FILE REPORT
October 1, 2025 – September 30, 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
Account Executive	1 – 16	16
Account Executive	1 – 15	1
Account Executive	1 – 4	1
Digital Sales Manager	1 – 15	4

KBXR(FM), KFRU(AM), KLIK(AM), KPLA(FM), KBBM(FM), KOQL(FM)
EEO PUBLIC FILE REPORT
October 1, 2025 – September 30, 2026

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	3
2	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
3	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
4	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	1
5	Abilities in Jobs www.abilitiesinjobs.com	N	0
6	Disabled Job Seekers www.disabledjobseekers.com	N	0
7	Disabled Person www.disAbledperson.com	N	0
8	Diversity in Jobs www.diversityinjobs.com	N	0
9	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
10	US Diversity Job Search www.usdiversityjobsearch.com	N	0
11	Veteran Job Center www.veteranjobcenter.com	N	0
12	SLATE Missouri Job Center 1520 Market Street St. Louis, MO 63103-2634 314-589-8000 info@stlworks.com felicia.jordan@dhewd.mo.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	University of Missouri College of Veterinary Medicine 1520 East, Rollins Street Columbia, MO 65201 573-882-3554 mugrad@rocketmail.com	N	0
14	Moberly Area Community College 101 College Avenue Moberly, MO 65270 660-263-4100 patriciariely@macc.edu	N	0
15	Missouri Job Center - Columbia 101 Park De Ville Drive Columbia, MO 65203 573-441-6361 columbia@dhewd.mo.gov Warren.Hall@dhewd.mo.gov	N	0
16	Employee Referral	N	1
			5

**KBXR(FM), KFRU(AM), KLIK(AM), KPLA(FM), KBBM(FM),
KOQL(FM)**

EEO PUBLIC FILE REPORT

October 1, 2025 – September 30, 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	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, <i>Where Every Voice Matters: Inclusivity Series – Volume Two</i> , which was presented in three (3) segments: <i>The Powerful Force of Empathy</i> ; <i>Listening to Understand</i> ; and <i>the Benefits of Small Kindness: Using Micro-Affirmations</i> . 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.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	During the months of May and June of 2026, this SEU participated in additional training. Certain hiring managers as well as certain staff members completed the Health & Safety Institute (HSI) on-line course, <i>Importance of Trust and Integrity</i> . These segments explored the core components of trust—integrity, follow-through, consistency, loyalty, and openness—and highlighted why integrity sits at the heart of effective organizations. They also explained how trust drives better everyday decisions, stronger collaboration, and healthier, more productive teams.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of May and June of 2026, our SEU participated in harassment prevention training. Certain hiring managers as well as certain staff members completed a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Harassment Prevention and the Respectful Workplace</i> . These sessions helped employees at all levels understand workplace harassment and explained how to build a stronger, more respectful, work environment through concise overviews and reflection opportunities that deepen knowledge and awareness. By empowering employees to recognize, prevent, and address harassment, the course supported the creation of a workplace that is not only harassment-free, but also collaborative, supportive, and engaging. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 13, 2026, our SEU's 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 re-examined and reinforced, after which questions were entertained. Our Market Manager viewed this recorded session and associated Power Point presentation on September 28, 2026.
5	Host Open House	On December 4th, 2025, our SEU hosted an open house at our facilities. Our Market Manager was available to welcome and talk with attendees about the company, career opportunities in radio broadcasting, and current job openings. He also conducted a tour of the studios and answered questions about the operational and business aspects of broadcasting. This open house was promoted over the air on Stations KBBM, KBXR, KFRU, KOQL and KPLA.
6	Host Open House	On March 5 th , 2026, our SEU hosted an open house at our facilities. Our Market Manager was available to welcome and talk with attendees about the company, career opportunities in radio broadcasting, and current job openings. He also conducted a tour of the studios and answered questions about the operational and business aspects of broadcasting. This open house was promoted over the air on Stations KBBM, KBXR, KFRU, KOQL and KPLA.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	Participate in Job Fair	On April 4 th , 2026, our SEU's Market Manager attended the Business in Motion Expo hosted by the Columbia Chamber of Commerce in Columbia, MO, during which he spoke with attendees about career opportunities in radio broadcasting and job openings within the SEU.
8	Host Open House	On June 25 th , 2026, our SEU hosted an open house at our facilities. Our Market Manager was available to welcome and speak with attendees about the company, career opportunities in radio broadcasting, and current job openings. He also conducted a tour of the studios and answered questions about the operational and business aspects of broadcasting. This open house was promoted over the air on Stations KBBM, KBXR, KFRU, KOQL and KPLA.
9	Host Open House	On September 24 th , 2026, our SEU hosted an open house at our facilities. Our Market Manager was available to welcome and speak with attendees about the company, career opportunities in radio broadcasting, and current job openings. He also conducted a tour of the studios and answered questions about the operational and business aspects of broadcasting. This open house was promoted over the air on Stations KBBM, KBXR, KFRU, KOQL and KPLA.
10	Participate in Job Fair	On September 29 th , 2026, our SEU's Market Manager attended Mid-MO Small College Career Fair hosted by Columbia College in Columbia, Missouri. He spoke with attendees about career opportunities in radio broadcasting and job openings within the SEU.