

**KCFX(FM), KCMO-FM, KCHZ(FM), KCMO(AM), KMJK(FM),
KCJK(FM)**

**EEO PUBLIC FILE REPORT
October 1, 2024 – September 30, 2025**

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 Hires |
|---|--|---------------------------|
| On Air Personality High School Sports & Board Operator/Promotions | 1-40 | 1 |
| Multimedia Account Executive | 1-40 | 2 |
| Multimedia Account Executive | 1-41 | 41 |
| Multimedia Account Executive | 1-41 | 41 |
| Multimedia Account Executive | 1-41 | 41 |
| Digital Administrative & Sales Assistant | 1-40 | 4 |
| General Sales Manager | 1-40 | 1 |
| Talk Show Host KCMO-AM | 1-40 | 1 |

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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 | 8 |
| 2 | Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com | N | 3 |
| 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 | 2 |
| 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 | Missouri Career Center – Central Kansas City 1740 Paseo Boulevard 816-471-2330 jbryant@feckc.org evelyn.floyd@dhewd.mo.gov | N | 0 |
| 25 | SLATE Missouri Job Center One-Stop Career Center Veterans Center 1520 Market Street St. Louis, MO 63103-2634 314-589-8000 info@stlworks.com felicia.jordan@dhewd.mo.gov | N | 0 |
| 26 | Missouri Career Center - Independence 15301 East 23rd Street South Independence, MO 64055 816-521-5700 independence@dhewd.mo.gov don.hutchings@dhewd.mo.gov | N | 0 |
| 27 | Missouri Career Center – Northland Human Services Center 3100 NE 83rd Street, Suite 1201 Kansas City, MO 64119-4465 816-468-8767 ahedrick@feckc.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 28 | Department of Veterans Affairs 4801 Linwood Boulevard 816-861-4700 James.Albracht@med.va.gov | N | 0 |
| 29 | AARP - SCSEP 406 W 34th Terrace, Suite 603 Kansas City, MO 64111 (816) 471-1884 cmoffett@aarp.org | N | 0 |
| 30 | Community Services League 300 W Maple Avenue Independence, MO 64050 816-254-4100 lauferd@cslcares.org pummille@cslcares.org | N | 0 |
| 31 | DCCCA Family Preservation 12351 W 96 th TER # 300 Shawnee Mission, KS 66215 (913) 894-0900 ddrouhard@dcca.org | N | 0 |
| 32 | Economic Opportunity Inc 950 Quindaro Boulevard Kansas City, KS 66101 (913) 371-0848 regina@eofkck.org | N | 0 |
| 33 | Full Employment Council 1740 Paseo Kansas City, MO 64108 (816) 471-2330 arobins@feckc.org | N | 0 |
| 34 | Hispanic Chamber of Commerce of Greater KC 1600 Baltimore Avenue, Suite 250 Kansas City, MO 64108 (816) 472-6767 angiec@hccgkc.com | N | 0 |
| 35 | Kansas City Downtown Vocational Rehabilitation 615 E 13Th Street G-3 Kansas City, MO 64106 816-889-2581 teresa.nianga@vr.dese.mo.gov | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|--|--|---|
| 36 | Kansas City North Vocational Rehabilitation 310 New Englewood Road, Suite 300 Gladstone, MO 64118 (816) 467-7900 Larry.Bottin2@va.gov | N | 0 |
| 37 | Kansas City Transition Vocational Rehab 243 New Executive Way Lee's Summit, MO 64063 816-251-0600 Jay.Robertson@vr.dese.mo.gov | N | 0 |
| 38 | Project Equality PO Box 7085 Kansas City, MO 64113 (913) 486-7010 kirk@projectequality.org | N | 0 |
| 39 | Village Presbyterian Church 6641 Mission Road Prairie Village, KS 66208 (913) 262-4200 meg.mclaughlin@villagepres.org | N | 0 |
| 40 | Wyandotte County Workforce Partnership 626 Minnesota Avenue Kansas City, KS 66101 913-279-2633 kansascityjobs@kansasworks.com | N | 0 |
| 41 | Employee Referral | N | 11 |
| 42 | Internal Transfer/Promotion | N | 0 |
| | | | 24 |

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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 | On December 7 th , 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, Perpetuating Allyship . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ Perpetuating Allyship ” 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. |
| 2 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination | On December 12 th , 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 Perpetuating Allyship 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. |

| | 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 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. |
| 4 | 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</i> , and <i>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. |
| 5 | 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 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. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|---|
| 6 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination | During the months of August and September 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. |
| 7 | Participate in Job Fair | On April 23, 2025, our SEU participated in the Kansas Association of Broadcasters Career Fair at Arrowhead Stadium. Our Sales Managers attended this event and spoke with interested attendees about the company, career opportunities in radio broadcasting such as media sales and advertising, and job openings within our SEU. |