

**KUJZ(FM), KZEL-FM, KUGN(AM), KNRQ(FM), KEHK(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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Market Account Executive	1 - 28, 31	31
Market Account Executive	1 - 29	29
Market Account Executive	1 - 28	1
Market Account Executive	1 -29	29
Market Account Executive	1 - 28	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	4
2	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	11
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>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
7	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
8	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
9	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
10	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
11	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.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>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
18	<b>Hire Black</b> <a href="http://www.hireblack.com">www.hireblack.com</a>	N	0
19	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
20	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
21	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
22	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
23	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
24	<b>Oregon Employment Department - LVER</b> 506 High Street Oregon City, OR 97405 (503)758-7039 <a href="mailto:Sean.a.kelso@oregon.gov">Sean.a.kelso@oregon.gov</a>	N	0
25	<b>Oregon Employment Department - LVER</b> 2510 Oakmont Way Eugene, OR 97401 (541) 497-9080 <a href="mailto:Jerry.flores@oregon.gov">Jerry.flores@oregon.gov</a>	N	0
26	<b>Confederated Tribes of Siletz Indians - Self Sufficiency Program - Eugene Area Office</b> 2468 W 11th Eugene, OR 97402 (541) 484-4234 <a href="mailto:catheriner@ctsi.nsn.us">catheriner@ctsi.nsn.us</a>	N	0
27	<b>Lane Community College – Gender Equity Center</b> 4000 E 30 <sup>th</sup> Avenue Building 1, Room 202 Eugene, OR 97405 (541) 463-5353 <a href="mailto:parkerm@lanecc.edu">parkerm@lanecc.edu</a>	N	0
28	<b>Oregon Employment Department</b> 2510 Oakmount Way Eugene, OR 97401 9713045557 <a href="mailto:Austin.A.Folnagy@oregon.gov">Austin.A.Folnagy@oregon.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Employee Referral	N	2
30	Internal Transfer/Promotion	N	0
31	ZipRecruiter Website <i>(not directly contacted by SEU)</i> <a href="https://www.ziprecruiter.com">https://www.ziprecruiter.com</a>	N	1
			18

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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	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.
<b>2</b>	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.

	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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>6</b>	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.
<b>7</b>	Participate in Job Fair	On July 30, 2025, our SEU participated in the KMTR NBC16 Annual Job Fair in partnership with the Eugene Emeralds which took place at the PK Park in Eugene, OR. Our Sales Manager attended this event and spoke with interested attendees about the company, career opportunities in radio broadcasting, and job openings within our SEU.