

**KCFX(FM), KCMO-FM, KCHZ(FM), KCMO(AM), KMJK(FM),
KCJK(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
Digital Assistant	1 – 34	4
Digital Sales Strategist	1 – 34	1
Engineer & Programming Talent	1 – 34	1
Senior Media Account Executive	1 – 35	35
Sr Multimedia Account Executive (Digital Focus)	1 – 34	4
On-Air Personality	1 – 34	1
Market Account Executive	1 – 35	35

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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	15
2	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	1
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	18
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	Missouri Career Center - Central Kansas City 1740 Paseo Boulevard Kansas City, MO 64108 816-471-2330 jbryant@feckc.org evelyn.floyd@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	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
14	Department of Veterans Affairs 4801 Linwood Boulevard Kansas City, MO 64128 8168614700 James.Albracht@med.va.gov	N	0
15	Kansas Commission on Veterans' Affairs 100 S 20th Street Kansas City, MO 66102 9133715968 vsr005@toto.net	N	0
16	AARP Foundation SCSEP 406 W 34th Terrace, Suite 603 Kansas City, MO 64111 (816) 471-1884 cmoffett@aarp.org	N	0
17	Community Services League 300 W Maple Avenue Independence, MO 64050 816-254-4100 lauferd@cslcares.org pummilc@cslcares.org	N	0
18	Economic Opportunity Foundation 950 Quindaro Boulevard Kansas City , KS 66101 (913) 371-0848 regina@eofkck.org	N	0
19	Full Employment Council 1740 Paseo Kansas City, MO 64108 8164712330 arobins@feckc.org	N	0
20	Hispanic Chamber of Commerce of Greater KC 1600 Baltimore Avenue, Suite 250 Kansas City, MO 64108 8164726767 angiec@hccgkc.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Kansas City North Vocational Rehabilitation 310 New Englewood Road, Suite 300 Gladstone, MO 64118 (816) 467-7900 Larry.Bottin2@va.gov	N	0
22	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
23	Project Equality PO Box 7085 Kansas City, MO 64113 9134867010 kirk@projectequality.org	N	0
24	Johnson County Workforce Center 8535 Bluejacket Street Lenexa, KS 66214-1656 913-577-5900 contact@workforcepartnership.com Raymond.clay@ks.gov	N	0
25	Wyandotte County Workforce Partnership 626 Minnesota Avenue Kansas City, KS 66101 913-279-2600 kansascityjobs@kansasworks.com	N	0
26	Missouri Career Center - Independence 15301 East 23rd Street Independence, MO 64055 816-521-5700 independence@dhewd.mo.gov don.hutchings@dhewd.mo.gov	N	0
27	Kansas City North Vocational Rehabilitation 310 NW Englewood Road, Suite 300 Gladstone, MO 64118 8164677900 Larry.Bottin2@va.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Kansas City Transition Vocational Rehab 243 NW Executive Way Lee's Summit, MO 64063 816-251-0600 Jay.Robertson@vr.dese.mo.gov	N	0
29	Women's Employment Network 920 Main Street, Suite 100 Kansas City, MO 64105 8168228083 amarshall@kcwen.org	N	0
30	DCCCA Family Preservation 12351 W 96th Terrace, Suite 300 Lenexa, KS 66215 (913) 894-0900 ddrouhard@dcca.org	N	0
31	Kansas City Downtown Vocational 615 E 13th Street, G-3 Kansas City, MO 64106 816-889-2581 teresa.nianga@vr.dese.mo.gov	N	0
32	Urban League of Greater Kansas City 1710 Paseo Kansas City, MO 64108 8164710550 ashelton@ulkc.org	N	0
33	Village Presbyterian Church 6641 Mission Road Prairie Village, KS 66208 (913) 262-4200 meg.mclaughlin@villagepres.org	N	0
34	Missouri Career Center - Northland 3100 NE 83rd Street 816-471-2330 ahedrick@feckc.org	N	0
35	Employee Referral	N	3
36	Internal Transfer/Promotion	N	0
TOTAL NUMBER OF INTERVIEWEES			37

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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	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. They 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 29, 2026.