

WGVX(FM), WWWM(FM), WLUP(FM), KQRS-FM, KXXR(FM)
EEO PUBLIC FILE REPORT
December 1, 2024 – November 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 Hiree
Promotions Manager	1 – 49, 51	49
Promotions Coordinator	1 – 48, 51	1
Account Executive	1 – 49	49
Assistant Program Director/ Midday Host	1 – 48	1
On-Air Talent	1 – 48	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	19
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	0
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
16	Seniors in Jobs www.seniorsinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	CareerForce in Blaine 1201 89th Avenue NE Blaine, MN 55434 763-324-2300 careerforce.blaine@state.mn.us David.wold@state.mn.us	N	0
25	CareerForce in Burnsville 350 Burnsville Parkway Burnsville, MN 55337 952-703-3100 careerforce.burnsville@state.mn.us joseph.green@state.mn.us	N	0
26	CareerForce in West Saint Paul 1 Mendota Road West West St. Paul, MN 55118-4768 651-554-5955 careerforce.westsaintpaul@state.mn.us shannon.sprouse@state.mn.us	N	0
27	CareerForce in Faribault 201 South Lyndale Avenue Faribault, MN 55021-5758 507-333-2088 careerforce.faribault@state.mn.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	CareerForce in Brooklyn Park Brooklyn Park, MN 55428 763-279-4400 careerforce.brooklynpark@state.mn.us nicholas.arendt@state.mn.us	N	0
29	CareerForce in Bloomington 4220 West Old Shakopee Road Bloomington, MN 55437 952-703-7730 careerforce.bloomington@state.mn.us joseph.green@state.mn.us	N	0
30	CareerForce in Minneapolis North 800 West Broadway Avenue Minneapolis, MN 55411 612-299-7200 careerforce.minneapolisnorth@state.mn.us robert.willis@state.mn.us	N	0
31	CareerForce in Minneapolis South 777 East Lake Street Minneapolis, MN 55407-1546 651-539-4410 careerforce.minneapolisouth@state.mn.us robert.willis@state.mn.us	N	0
32	CareerForce in Monticello 406 East 7th Street Monticello, MN 55362 763-271-3700 careerforce.monticello@state.mn.us anthony.poff@state.mn.us	N	0
33	CareerForce in Rochester 2070 College View Road E Rochester, MN 55904 507-292-5152 careerforce.rochester@state.mn.us josh.hessler@state.mn.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	CareerForce in Cottage Grove 13000 Ravine Parkway South Cottage Grove, MN 55016-6102 651-430-4162 careerforce.cottagegrove@state.mn.us lee.okerstrom@state.mn.us	N	0
35	CareerForce in Forest Lake 19955 Forest Road North Forest Lake, MN 55025-9733 651-275-7265 careerforce.forestlake@state.mn.us lee.okerstrom@state.mn.us	N	0
36	CareerForce in Woodbury 2150 Radio Drive Woodbury, MN 55125 651-275-8650 careerforce.woodbury@state.mn.us jeanne.ngansop@state.mn.us	N	0
37	Centro 1915 Chicago Avenue South Minneapolis, MN 55404 612-874-1412 infocenter@centromn.org	N	0
38	Pillsbury United Communities 3501 Chicago Avenue, S Minneapolis, MN 55407 612-302-3436 dubea@puc-mn.org	N	0
39	CLUES - St Paul 797 East Seventh Street St Paul, MN 55106 651-357-4200 ameyers@clues.org atyler@clues.org	N	0
40	St. Croix Valley Job Center 704-B North Main Street River Falls, WI 54022 715-426-0388 inquire@workforceresource.org brian.peterson@dwd.wisconsin.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Lifetrack Resources, Inc. 709 University Avenue West St. Paul, MN 55104 651-227-8471 CurtisK@lifetrackresources.org	N	0
42	Lifeworks Services, Inc 2965 Lone Oak Drive #160 Eagan, MN 55121 651-454-2732 chuerta@lifeworks.org	N	0
43	Minnesota Department of Employment and Economic Development 1st National Bank Building St. Paul, MN 55101 mary.heiple@state.mn.us	N	0
44	University of Minnesota College of Veterinary Medicine 1365 Gortner Avenue St. Paul, MN 55108 612-624-4747 coope001@umn.edu salm0078@umn.edu	N	0
45	American Indian OIC 1845 E. Franklin Avenue Minneapolis, MN 55404 612-341-3358 joses@takoda.org	N	0
46	CareerForce in Chaska 602 East 4th Street Chaska, MN 55318 952-361-1711 careerforce.chaska@state.mn.us jikhaml@co.carver.mn.us	N	0
47	CareerForce in Saint Paul 540 Fairview Avenue North St. Paul, MN 55104 651-539-4100 careerforce.saintpaul@state.mn.us andrea.dunn@state.mn.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	CareerForce in Shakopee 200 Fourth Avenue West Shakopee, MN 55379 952-496-8310 careerforce.shakopee@state.mn.us stephen.kolcinski@state.mn.us shannon.sprouse@state.mn.us	N	0
49	Employee Referral	N	4
50	Internal Transfer/Promotion	N	0
51	Word-of Mouth Referral	N	3
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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 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, 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	Between December 16 th and 20 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</i> , <i>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	On August 27, 2025, or September 17, 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	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, Where Every Voice Matters: Inclusivity Series – Volume Two, which was presented in three (3) segments: The Powerful Force of Empathy; Listening to Understand; and the Benefits of Small Kindness: Using Micro-Affirmations. 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.
8	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On October 8, 2025, our SEU's RVP/ Market Manager met with the Development Director of the Magnus Veterans Foundation at their headquarters in Dayton, MN. They talked about open positions within the SEU and company as well as career pathways into media.
9	Participate in Job Fair	On March 10, 2025, the SEU's Promotions Director attended the Central High School Student Job Fair, during which he spoke with the students about the company, the variety of career opportunities available in radio broadcasting, the education/skill set(s) necessary for success in the radio business, and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	Participate in Job Fair	On November 17, 2025, our SEU participated in the Minneapolis Job Fair organized by Catalyst Career Group. This event took place at the Embassy Suites by Hilton - Minneapolis Airport in Bloomington, MN. Our Promotions Coordinator attended and met with attendees to share information about the company, open positions within the SEU, and the wide variety of career opportunities available in radio broadcasting.