

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

| <b>Job Title</b>         | <b>Recruitment Sources (“RS”) Used to Fill Vacancy</b> | <b>RS Referring Hiree</b> |
|--------------------------|--------------------------------------------------------|---------------------------|
| Market Account Executive | 1 – 11, 17                                             | 17                        |
| Market Account Executive | 1 – 11, 17                                             | 17                        |
| General Sales Manager    | 1 – 17                                                 | 17                        |
| Market Account Executive | 1 – 16                                                 | 1                         |
| Market Account Executive | 1 – 4                                                  | 4                         |

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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><br><a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>                        | N                                                        | 6                                                               |
| 2                | <b>Indeed Website</b> <i>(not directly contacted by SEU)</i><br><a href="http://www.indeed.com">www.indeed.com</a>                              | N                                                        | 16                                                              |
| 3                | <b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i><br><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><br><a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>            | N                                                        | 1                                                               |
| 5                | <b>Abilities in Jobs</b><br><a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>                                                | N                                                        | 0                                                               |
| 6                | <b>Disabled Job Seekers</b><br><a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>                                       | N                                                        | 0                                                               |
| 7                | <b>Disabled Person</b><br><a href="http://www.disAbledperson.com">www.disAbledperson.com</a>                                                    | N                                                        | 0                                                               |
| 8                | <b>Diversity in Jobs</b><br><a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>                                                | N                                                        | 0                                                               |
| 9                | <b>Job Opportunities for Disabled Veterans</b><br><a href="http://www.JOFDAV.com">www.JOFDAV.com</a>                                            | N                                                        | 0                                                               |
| 10               | <b>US Diversity Job Search</b><br><a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>                                | N                                                        | 0                                                               |
| 11               | <b>Veteran Job Center</b><br><a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>                                             | N                                                        | 0                                                               |
| 12               | <b>Oregon Employment Department - LVER</b><br>506 High Street<br>Oregon City, OR 97405<br>5037587039<br>Sean.a.kelso@oregon.gov                 | N                                                        | 0                                                               |
| 13               | <b>Oregon Employment Department - LVER</b><br>2510 Oakmont Way<br>Eugene, OR 97401<br>5414979080<br>jerry.flores@oregon.gov                     | N                                                        | 0                                                               |

| <b>RS<br/>Number</b> | <b>RS Information</b>                                                                                                                                                   | <b>Source Entitled<br/>to Vacancy<br/>Notification?<br/>(Yes/No)</b> | <b>No. of Interviewees<br/>Referred by RS<br/>Over<br/>Reporting Period</b> |
|----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 14                   | <b>Confederated Tribes of Siletz Indians - Self Sufficiency Program - Eugene Area Office</b><br>2468 W 11th<br>Eugene, OR 97402<br>5414844234<br>catheriner@ctsi.nsn.us | N                                                                    | 0                                                                           |
| 15                   | <b>Lane Community College - Gender Equity Center</b><br>4000 E 30th Avenue, Building 1,Room 202<br>Eugene, OR 97405<br>(541) 463-5353<br>parkerm@lanecc.edu             | N                                                                    | 0                                                                           |
| 16                   | <b>Oregon Employment Department</b><br>2510 Oakmount Way<br>Eugene, OR 97401<br>9713045557<br>Austin.A.Folnagy@oregon.gov                                               | N                                                                    | 0                                                                           |
| 17                   | <b>Employee Referral</b>                                                                                                                                                | N                                                                    | 3                                                                           |
| 18                   | <b>Internal Transfer/Promotion</b>                                                                                                                                      | N                                                                    | 0                                                                           |
|                      |                                                                                                                                                                         |                                                                      | 25                                                                          |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(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 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. |
| <b>2</b> | 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<br>(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 24, 2026.                                                                                                                                                                                                                                                                                                        |
| 5 | Host Open House                                                                                                                      | On September 23, 2026, our SEU hosted an open house at our facilities during which our Sales Manager and Promotions Director welcomed attendees and shared information about the company, the various career opportunities the radio business offers, and the positions that are currently open within the SEU and company.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |