

WRRM(FM), WGRR(FM), WFTK(FM), WOFX-FM, & WNNF(FM)
EEO PUBLIC FILE REPORT
June 1, 2024 – May 31, 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
Account Executive	1, 8-51, 53-54	51

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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	0
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	1
11	Abilities in Jobs www.abilitiesinjobs.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	Diversity in Jobs www.diversityinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black www.hireblack.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	WorkOne Southeast 110 Walnut Street Lawrenceburg, IN 47025 812-537-1117 bramage@dwd.in.gov brdavis@dwd.in.gov	N	0
31	WorkOne Southeast - North Vernon 1200 West O & M Avenue North Vernon, IN 47265 812-346-6030 JGriffin3@dwd.in.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	WorkOne Southeast - Madison 100 E Second Street Madison, IN 47250-1078 812-265-3734 JGriffin3@dwd.in.gov	N	0
33	OhioMeansJobs Adams County 19221 State Route 136 Winchester, OH 45697 937-695-0316 and 800-233-7891 scott.netter@jfs.ohio.gov	N	0
34	OhioMeansJobs Clermont County 756 Old State Route 74 Cincinnati, OH 45245 513-943-3000 douglas.oliver@jfs.ohio.gov pat.carter@jfs.ohio.gov	N	0
35	YWCA of Greater Cincinnati 55 S 4 th Street Batavia, OH 45103 (513) 732-0450 ywcaeast@fuse.net ehopkins@ywcacin.org	N	0
36	YWCA of Greater Cincinnati 898 Walnut Street Cincinnati, OH 45202 5133612147 ehopkins@ywcacin.org	N	0
37	Beckfield College 16 Spiral Drive Florence, KY 41042 (859) 371-9393 anix@beckfield.edu	N	0
38	Dress for Success Cincinnati 4623 Wesley Avenue Cincinnati, OH 45212 (513) 651-3372 pwg@dfscincy.org cincinnati@dfscincy.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Easter Seals 447 Morgan Street Cincinnati, OH 45206 513-344-7046 5134756785 nowak51@hotmail.com pnowak@eastersealstristate.org tduening@eastersealstristate.org	N	0
40	Work Initiative Network Clermont Counseling Center DBA LifePoint Solutions 43 East Main Street Amelia, OH 45102 ssutherland@lifepointsolutions.org	N	0
41	Hispanic Chamber of Commerce Cincinnati 2637 Erie Avenue, Ste. 206 Cincinnati, OH 45208 (513) 979-6999 office@hispanicchambercincinnati.com	N	0
42	IKRON, I can! 2347 Vine Street Cincinnati, OH 45219 ikron@ikron.org	N	0
43	Ohio Valley Goodwill Industries 10600 Springfield Pike Cincinnati, OH 45215 5137714800 arittner@cincigoodwill.org	N	0
44	RecruitMilitary, LLC 422 W Loveland Avenue Loveland, OH 45140 (617) 841-8000 greed@recruitmilitary.com	N	0
45	The Butler County Veterans Service Commission 315 High Street, 1 st Floor Hamilton, OH 45011 (513) 887-3600 vsc@butlercountyohio.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
46	Kentucky Career Center - Florence 8020 Veterans Memorial Drive Florence, KY 41042 859-372-8400 ericevans@co.edgecombe.nc.us Jad.Davis@ky.gov	N	0
47	OhioMeansJobs Clermont County 2400 Clermont Center Drive Batavia, OH 45103 513-943-3000 Clermont_OMJ@jfs.ohio.gov Jack.Pranaitis@jfs.ohio.gov	N	0
48	OhioMeansJobs Butler County 4631 Dixie Highway 513-785-6500 ohiomeansjobs@butlercountyohio.org Ruth.Bridges@jfs.ohio.gov	N	0
49	One Stop Northern Kentucky 320 Garrard Street Covington, KY 41011 ricky.goldsberry@ky.gov	N	0
50	WorkOne Southeast – Lawrenceburg 500 Industrial Drive Lawrenceburg, IN 47025-1838 812-537-1117 workonelawrenceburg@live.com CDorn@dwd.in.gov	N	0
51	Employee Referral	N	1
52	Internal Transfer/Promotion	N	0
53	Miami University Career Fair (<i>see Section III</i>)	N	1
54	Station Website Postings (<i>one or more SEU stations</i>)	N	1
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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 last half of July 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, Empathetic Leadership . This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “ Empathetic Leadership: Cultivating Trust & Inclusion, ” and introduced tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between August 12 th and August 23 rd , 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 Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, 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 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. Since our VP/Market Manager was not able to participate in this presentation on August 14, 2024, he reviewed the presentation on May 19, 2025.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	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.
5	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.
6	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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	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.
8	Participate in Career Fair	On May 30, 2024, our SEU participated in the 2024 Miami University Spring Career and Internship Fair, which took place on its campus in Oxford, Ohio. Our Sales Manager occupied the Cumulus booth and engaged with interested students about the company and career opportunities in radio broadcasting.
9	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On October 1, 2024, our SEU's Program Director participated in <i>Building a Station for the Desired Audience Conference</i> , presented by the WJPZ Alumni Association and S. I. New House School of Communications at Syracuse University, which took place on its campus. He spoke with students about the business side of radio, the importance of creating a strong community presence—which involves engaging in events like this one, and shared career advice.
10	Participate in Career Fair	On February 24, 2025, our SEU participated in the 2025 Miami University Spring Career and Internship Fair, which took place on its campus at Oxford, Ohio. Our Sales Manager occupied the Cumulus booth and engaged with interested students about the company and career opportunities in radio broadcasting.
11	Participate in event/program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On February 28, 2025, our SEU's Program Director participated in <i>The Friday Conference: A Day of Learning and Networking</i> presented by the WJPZ Alumni Association and S. I. New House School of Communications at Syracuse University, which took place on its campus. He spoke with students about how to define a station's target listeners and shared career advice with them.