

WRBO(FM), WXXM(FM), WKIM(FM), WGKX(FM)
EEO PUBLIC FILE REPORT
April 1, 2024 – March 31, 2025¹

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 Sales Strategist	1-33, 35-48	1
Digital Account Executive	1-33, 35-47	1
On-Air Talent	48*	48
Account Executive	1-47	1
Event Sales Manager	1, 8-47	1

**Exigent Circumstances*

¹ This Report was revised in October 2025 to address reporting issues.

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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	11
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	3
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
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 Now www.hireblacknow.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	Wounded Warrior Project 223 Rosa L. Parks Avenue, Suite 301 Nashville, TN 37203 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
31	City of Memphis Renewal Community 125 North Main Street Memphis, TN 38103 901-636-6457 virginia.wilson@memphistn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	University of Tennessee Center on Disability and Employment 170 N Main Memphis, TN 38103 901-528-5288 vmac@utk.edu	N	0
33	DRS Corporate Connections, UT Center for Literact, Education & Employment 170 N. Main, 3rd Floor Memphis, TN 38103 vmac@utk.edu	N	0
34	AWIC Region 5 Chapter 13 9160 Highway 64, #174 (303) 746-8100 Nawicmemphis@gmail.com	N	0
35	Benjamin Hooks Jobs Corps Center 1555 McAlister Drive Memphis, TN 38116 9013962800 2231 roberts.judith@jobscorp.org	N	0
36	Division of Rehabilitation Services/Vocational Rehabilitation 40 South Main Street, One Commerce Square Building., 10th Floor, Suite 1000 Memphis, TN 38103 901-348-3947 Mandy.Board@tn.gov	N	0
37	LeMoyne Owen- College, Career Services 807 Walker Avenue Memphis, TN 38126 901-435-1000 wanda_blair-jones@loc.edu	N	0
38	Mayor's Council on Citizens with Disabilities - Employment Subcommittee 170 N. Main Street, 3rd Floor Memphis, TN 38103 901-528-5288 MACCD@memphistn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Memphis Gay and Lesbian Community Center 892 South Cooper Street Memphis, TN 38104 901-278-6422 jealy@outmemphis.org	N	0
40	Tennessee Career Center at Hickory Hill 4240 Hickory Hill Memphis, TN 38141 901-578-4280 Darrell.A.Lewis@tn.gov	N	0
41	TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 9 1618 Railroad Avenue Memphis, TN 38103 901-528-5284 Greg.Wright@tn.gov	N	0
42	Arkansas Workforce Center at West Memphis 2003 W Broadway West Memphis, AR 72301 870-735-6730 dejanette.smith@arkansas.gov	N	0
43	Hernando Chamber of Commerce 2440 Highway 51 South Hernando, MS 38632 662-429-9055 chamber@hernandoms.org	N	0
44	DeSoto County Economic Development Council 316 West Commerce Street Hernando, MS 38632 662-429-4414 jflanagan@desotocounty.com	N	0
45	Olive Branch Chamber of Commerce 9123 Pigeon Roost Road Olive Branch, MS 38654 662-895-2600 vickie.dupree@olivebranchms.com	N	0
46	University of MS DeSoto Center 5197 W E Ross Parkway Southaven, MS 38671 662-915-1205 bhamilton@bus.olemiss.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Chamber of Commerce - Southaven 8700 Northwest Drive Southaven, MS 38671 662-342-6114 ckyle@southavenchamber.com	N	0
48	Employee Referral	N	2
49	Internal Transfer/Promotion	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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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 and harassment	During April of 2024, 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.
2	Management-level training regarding Diversity, Equity, and Inclusion	During April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
3	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of April 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Managing through the Lens of Inclusion . This session was designed as a Leadership Lab—a 60-minute session—to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.
4	Management-level training regarding Diversity, Equity, and Inclusion	During the last two weeks of May 2024, our SEU's Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.
5	Management-level training regarding Diversity, Equity, and Inclusion	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 Diversity, Equity, and Inclusion advisory 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 introduce 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.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
6	Management-level training regarding Diversity, Equity, and Inclusion	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 DEI-related techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
7	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, 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 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 reexamined and reinforced, after which questions were entertained.
8	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November and December of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>A Change Can Start With You & What Is In Group and Out Group Membership?</i> These segments defined "In Group" and "Out Group," and how people can be placed in Groups. It also went on to discuss how Inclusivity starts with You and the changes you can make to impact others and make them feel more included.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
9	Management-level training regarding Diversity, Equity, and Inclusion	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 Diversity, Equity, and Inclusion advisory 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 introduce 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
10	Management-level training regarding Diversity, Equity, and Inclusion	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 DEI-related techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
11	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	On April 16, 2024, our SEU's Market Manager spoke to the 8 th grade graduating class at Our Lady of Perpetual Help Catholic School in Germantown, Tennessee, about the career opportunities available in the broadcast industry and the need for more digitally savvy candidates heading into the future.
12	Participate in events/programs sponsored by or on behalf of community organizations related to careers in broadcasting	On July 2, 2024, our SEU's Market Manager was invited to speak to the leadership of area 4H Clubs at Agricenter International in Shelby County, Tennessee, about the role broadcasting/media play in the agricultural industry.
13	Participate in events/programs sponsored by or on behalf of community organizations related to careers in broadcasting	On December 5, 2024, our SEU's Market Manager and the Programming staff attended an event hosted by the Mid-South Latino Chamber of Commerce at Rick's Powder Coating to speak to community leaders about career opportunities available in the local broadcasting industry.

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
14	Participate in events/programs sponsored by or on behalf of educational institutions related to careers in broadcasting	February 25, 2025, our SEU's Operations Manager attended Houston High School's Career Day in Germantown, Tennessee, during which he spoke with students about his job as well as the variety of career opportunities available in broadcasting.
15	Participate in Job Fair	On September 16, 2024, our SEU's Sales Manager participated in the Tennessee Association of Broadcasters Virtual Job Fair and was available to speak with job seekers interested in the SEU's open Account Executive and Programming positions.