

WOKI(FM), WNML(AM), WNML-FM, WIVK-FM
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023

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
AM Producer	1-29, 32-43, 56	1
On-Air Personality	1-30, 32-43, 56	30
Account Executive	1-30, 32-51, 56	30
Promotions Assistant	1-30, 32-39, 52-56	30
Sales Assistant	1-29, 32-51, 56	1
On-Air Personality	1-30, 56	1
On-Air Personality	1-30, 32-43, 52-54, 56	30

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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	17
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	8
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	0
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	Employee Referral	N	6
31	Internal Transfer/Promotion	N	0
32	Tennessee Career Center - Alcoa 366 Glascock Street, Suite 120 865-379-5525 david.pope@tn.gov wiki.weeks@tn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Tennessee Career Center at Lenoir City 100 West Broadway, Suite 141 865-986-5506 cwest@ethra.org philip.kelly@tn.gov	N	0
34	Tennessee Career Center at Sevierville 1216 Graduate Drive 865-543-4437 charlotte.ely@tn.gov maxey@nwtworks.org	N	0
35	CAC/ Workforce Connections 2700 Middlebrook Pike 865-594-6930 ginger.armstrong@tn.gov rachelle.j.barnes@tn.gov	N	0
36	Urban League of Knoxville 1514 East 5th Avenue 865-524-5511 bmyers@thekaul.org	N	0
37	Careers for Students with Disabilities 100 Dunford Hall 865-974-7148 amuir@cosdonline.org	N	0
38	University of TN Career Services 1015 Phillip Fulmer Way 865-974-5435 mmahoney@utk.edu	N	0
39	East Tennessee Human Resource Agency, Inc. 728 E-Emory Valley Road kcox@ethra.org	N	0
40	Goodwill Industries--Knoxville, Inc. 5307 Kingston Pike PO Box 11066 mjohnson@gwiktn.org	N	0
41	Knox County Career Center 2700 Middlebrook Pike, Suite 100 865-594-2741 Angie.Respess@tn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	Knoxville Area Employment Consortium (KAEC) 865-594-6757 KAECTN@gmail.com	N	0
43	Knoxville College P.O. Box 52648 (865) 521-8064 mkelso@knoxvillecollege.edu ebowers@knoxvillecollege.edu klindsey@knoxvillecollege.edu	N	0
44	Spark formerly ETTAC Disability 116 Childress Street 865-219-0130 mtadams@sparktn.org	N	0
45	State of Tennessee Division of Rehabilitation Services 1610 University Avenue Kelly.roberts@tn.gov	N	0
46	Tennessee Career Center - Knoxville 2700 Middlebrook Pike, First Floor phyllisbrunson@workforceinvestmentnetwork.com	N	0
47	Tennessee Career Center at Oak Ridge 136 S. Illinois Avenue 865-483-7474, info@ethra.org adina.chumley@tn.gov jjett@ethra.org	N	0
48	Tennessee Career Center-Oak Ridge 599 Oak Ridge Turnpike, Suite B david.pope@tn.gov	N	0
49	Tennessee Department of Labor - Workforce Development - Knoxville 530 Henley Street William.howell@tn.gov	N	0
50	TN - Dept of Human Services – Community Tennessee Rehabilitation Center 1749 Triangle Park Drive 865-981-2382 Deborah.Quillen@tn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 10 & 11 (All Counties) Services for the Blind and Visually Impaired; Services for the Deaf, Deaf-Blind and Hard of Hearing 520 West Summit Hill Drive, Suite 301 865-594-9407 Jessica.Schilling@tn.gov	N	0
52	Southeast Kentucky Community and Technical College- Middlesboro Campus 100 College Road 606-248-0768 felicia.carroll@kctcs.edu joe.sutton@kctcs.edu	N	0
53	Wounded Warrior Project 223 Rosa L. Parks Ave, Suite 301 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
54	Hero 2 Hired vernon.j.nelson.ctr@mail.mil	N	0
55	Word-of-Mouth Referral	N	2
56	Station Website Postings (one or more SEU stations)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			33

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Business 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, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On March 9, 2023, our Market Manager, who was unavailable when this training originally occurred, viewed the recorded 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, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
6	Management-level training regarding Diversity, Equity, and Inclusion	On January 25, 2023, our SEU's Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a re-fresher which re-enforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which we learned about through both our initial facilitated sessions and our subsequent video trainings.
7	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On October 18, 2022, our SEU's Operations Manager was invited to speak to a group of students studying Broadcasting at the University of Tennessee about careers opportunities in Media. He shared information about the company, his position within the company, and what it takes to be successful in media, emphasizing the ever-increasing role technology plays in the industry.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fair	<p>On August 30, 2022, our SEU’s Promotions Director attended the University of Tennessee, Knoxville Part-Time Job Fair, which took place on the Knoxville campus and was hosted by the University’s Center for Career Development and Academic Exploration. He shared information about career opportunities in media as well as the education/skill sets necessary for success in the industry, with an emphasis on radio broadcasting. He also discussed part-time and full-time positions available within the Knoxville SEU and accepted resumes from students who expressed an interest in employment.</p>