

WRRM(FM), WGRR(FM), WFTK(FM), WOFX-FM & WNNF(FM)
EEO PUBLIC FILE REPORT
June 1st, 2020 through May 31st, 2021

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
Vice President/Market Manager	1, 5, 29-34	5
National Sales Assistant	1-3, 5, 9-10, 14-24, 26-29,34-35	5

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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	Internal Posting	N	3
2	Cincinnati Herald 3440 Burnett Avenue, Suite 130 Cincinnati, OH 45229 513-961-3331 Gwen Seay	N	0
3	NAACP 3494 Reading Road Cincinnati, OH 45229 513-281-1900 Job Placements	N	0
4	Ohio Association of Broadcasters 88 East Broad Street Columbus, OH 43215 614-228-4052 Job Board	N	0
5	Internal Transfer/Promotion	N	2
6	Cumulus Cincinnati Station Websites www.warm98.com www.wgrr.com www.purerock965.com www.wofx925.com www.nashfm941.com	N	0
7	Cincinnati Enquirer/Careerbuilder.com	N	0
8	Employee Referral	N	0
9	ZipRecruiter Website www.Ziprecruiter.com	N	0
10	Cincinnati State 3520 Central Parkway Cincinnati, OH 45223 cstatecareerlink@cincinnatiastate.edu	N	0
11	All Access Website www.allaccess.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
12	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
13	Non-Employee Referral	N	0
14	Miami University 501 East High Street Oxford, OH 45056	N	0
15	University of Cincinnati 2600 Clifton Avenue Cincinnati, OH 45221	N	0
16	Xavier University 3800 Victory Parkway Cincinnati, OH 45207	N	0
17	Northern Kentucky University Nunn Drive Highland Heights, KY 41099	N	0
18	Thomas More College 333 Thomas More Parkway Crestview Hills, KY 41017	N	0
19	Eastern Kentucky University 521 Lancaster Avenue Richmond, KY 40475	N	0
20	Morehead State University 150 University Blvd. Morehead, KY 40351	N	0
21	Western Kentucky University 1906 College Heights Blvd. Bowling Green, KY 42101	N	0
22	Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, OH 45229 Stephen Tucker	N	0
23	Wright State University www.wright.edu/admin/career/getconnected/	N	0
24	Hispanic Chamber of Commerce Cincinnati USA 2637 Erie Avenue, Suite 206 Cincinnati, OH 45208	N	0
25	Alliance for Women in Media info@allwomeninmedia.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
26	Ohio Media School 9885 Rockside Road #160 Valley View, OH 44125 Employment Opportunity	N	0
27	Cumulus Business Managers bm@cumulus.com	N	0
28	College of Mt. St. Joseph 5701 Delhi Avenue Cincinnati, OH 45233	N	0
29	Indeed, www.indeed.com	N	3
30	Monster, www.monster.com	N	0
31	Glassdoor, www.glass.door.com	N	0
32	LinkUp, www.linkup.com	N	0
33	SEU Facebook, www.facebook.com	N	0
34	Cumulus Careers Website www.cumulusmedia.jobs.net	N	2
35	Jewish Vocational Services 4300 Rossplain Road Cincinnati, OH 45236 Gina Harper	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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III. RECRUITMENT INITIATIVES

	BRIEF DESCRIPTION OF ACTIVITY	PARTICIPATE IN JOB FAIR
1	Participate in Job Fair	On February 17 th , 2021, our SEU attended the University of Kentucky’s Virtual Job Fair. The VP/Market Manager and two Sales Managers attended the online event, where they met and spoke to participants via Handshake appointments, about vacancies within the SEU, career opportunities in the broadcast industry, accepted resumes, and directed interested applicants to the Cumulus Careers website for applications.
2	Participate in Job Fair	On February 25 th , 2021, our SEU attended the Miami University Virtual Spring Fair. Our VP/Market Manager and two Sales Managers attended the online event, where they met and spoke to participants via Handshake appointments, about vacancies within the SEU, career opportunities in the broadcast industry, accepted resumes, and directed interested applicants to the Cumulus Careers website for applications.
3	Participate in Job Fair	On April 15 th , 2021, our SEU attended the Ohio State University Virtual Spring Career Fair. Our VP/Market Manager and two Sales Managers attended the online event, where they met and spoke to participants via Handshake appointments, about vacancies within the SEU, career opportunities in the broadcast industry, accepted resumes, and directed interested applicants to the Cumulus Careers website for applications.
4	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On February 2 nd , 2021, our SEU participated in the University of Kentucky’s, “Career’s in Journalism and Media” Facebook Live open forum chat. Our VP/Market Manager, Operations Manager, and one Sales Manager were members of the distinguished panel and provided industry information and answered students questions about the broadcast industry.

	BRIEF DESCRIPTION OF ACTIVITY	PARTICIPATE IN JOB FAIR
5	Management-level training methods of ensuring equal employment opportunity and preventing discrimination	On July 22 nd , 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
6	Host event/program sponsored by an educational institution relating to careers in broadcasting	Our SEU initiated a program whereby it selects graduating high school seniors from area high schools to “job shadow” members of our staff in various departments based on each student’s particular interest. CANCELLED DUE TO COVID-19 – will reschedule when we reopen...tentatively Fall 2021
7	Participate in event/program sponsored by a community organization relating to careers in broadcasting	Each year our SEU conducts a tour of our stations for members of the Youth Mentorship (18-22 yr. old) Program from the Cincinnati, Hamilton County Talbert House. The young people are given a tour of our facilities, during which they learn how radio stations operate and the opportunities available for a future career in broadcasting. Information about the education/skill sets necessary for success in this business are shared. CANCELLED DUE TO COVID-19 will reschedule when we reopen...tentatively Fall 2021