

WKOS(FM), WXSM(AM), WJCW(AM), WQUT(FM), WGOC(AM)
EEO PUBLIC FILE REPORT
April 1, 2024 – March 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	1-42, 45	1
Account Executive	1-42, 45	1
Account Executive	1-42, 45	1
Programming Director	1, 8-29, 45	45

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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	13
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	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	American Job Center of Tennessee - Kingsport 1140 East Center Street Kingsport, TN 37660 423-224-1800 Kingsport.ajc@tn.gov	N	0
31	Wounded Warrior Project 223 Rosa L. Parks Avenue, Suite 301 Nashville, TN 37203 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Tennessee Career Center At Elizabethton 386 Highway 91 Suite Elizabethton, TN 37643 4235435209	N	0
33	TN - Dept of Human Services - Community Tennessee Rehabilitation Center 407 Cherokee Park Drive Elizabetown, TN 37643 423-542-4159 Sandra.R.Ray@tn.gov	N	0
34	TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 1 2557 Plymouth Road Johnson City, TN 37605 423-434-6934 Sandra.R.Ray@tn.gov	N	0
35	Southeast Kentucky Community and Technical College - Middlesboro Campus 100 College Road 606-248-0768 joe.sutton@kctcs.edu kim.hobbsl@kctcs.edu	N	0
36	NCWorks Career Center-Mitchell County 200 Mayland Drive 828-766-1195 MitchellCounty@NCWorks.gov	N	0
37	NCWorks Career Center- Yancey 1040 East US Hwy 19 E 828-682-6618 ncworks.1910@nccommerce.com Patrick.hamber@commerce.nc.gov	N	0
38	People Incorporated of Virginia - Bristol 800 Martin Luther King Jr. Boulevard 276-466-5587 info@peopleinc.net	N	0
39	Virginia Intermont College Education 1013 Moore Street (800) 045-1842 clorisaphillips@vic.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Selma University 1501 Boynton Street 334-872-2533 ext. 105 sueducationkey@gmail.com	N	0
41	Virginia Career Works-Bristol 250 Bob Morrision Boulevard 276-642-7350 bristol@vec.virginia.gov billie.neel@vec.virginia.gov	N	0
42	American Job Center of Tennessee - Erwin 631 Sinasta Drive 423-735-5773 edward.thomas@tn.gov	N	0
43	Employee Referral	N	0
44	Internal Transfer/Promotion	N	0
45	Word-of-Mouth Referral	N	5
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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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 and 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	<p>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.</p>
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>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.</p>
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>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.</p>

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 Job Fair	On March 20, 2025, our SEU's Market Manager participated in the Tennessee Department of Labor and Workforce Development Career Fair in Bristol, Tennessee. She spoke with attendees about current openings in the Market and career opportunities in radio broadcasting.
12	Participate in event/program sponsored by or on behalf of an educational institution related to careers in broadcasting	On March 26, 2025, our SEU's Assistant Program Director spoke with students in an Audio Visual class in the Johnson City School District in Johnson City, Tennessee, about career opportunities in radio broadcasting as well as the education/skill sets necessary for success in this business.