

**WMDH-FM and WLTI(AM)
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
On Air Personality & Program Director	1-29, 32-42	1

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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	2
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	Employee Referral	N	0
31	Internal Transfer/Promotion	N	0
32	Dover American Job Center 655 S Bay Road Dover, DE 19901 302-739-5473 jennifer.jurczak@state.de.us kevin.gunning@state.de.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Delaware Division of Vocational Rehabilitation 4425 North Market Street Wilmington, DE 19802 302-761-8275 cynthia.fairwell@state.de.us	N	0
34	Service Source Delaware Regional Office 3030 Bowers Street Wilmington, DE 19802 302-762-0300 suzanne.cash@servicesource.org	N	0
35	WorkOne Anderson 222 East 10th Street Anderson, IN 46016 765-642-4981 ajanney@dwd.in.gov dpfleeger@dwd.in.gov	N	0
36	WorkOne Kokomo 709 South Reed Road Kokomo, IN 46901 765-459-0571 agilman@tap.lafayette.in.us dadouglass@dwd.in.gov	N	0
37	WorkOne Muncie 201 East Charles Street Muncie, IN 47305 765-289-1861 cbrooks@work-one.org lhellems@asgcorp.org	N	0
38	Blackford WorkOne Express 1301 North High Street Hartford City, IN 47348 765-348-4928 sjester@asgcorp.org	N	0
39	Henry County WorkOne 3011 South 14th Street New Castle, IN 47362 765-529-3010 jlanich@work-one.org lshaul@work-one.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Winchester WorkOne Express 325 S. Oak Street Winchester, IN 47394 765-584-5627 brea@work-one.org	N	0
41	Easter Seals Crossroads Rehabilitation Center 4740 Kingsway Drive Indianapolis, IN 46205 317-466-1000 mmansfield@eastersealscrossroads.org	N	0
42	Word-of-Mouth Referral	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			3

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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 Market and Business Managers 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 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.
3	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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	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.
5	Management-level training regarding Diversity, Equity, and Inclusion	On January 24, 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 reinforced 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 were addressed through both our initial facilitated sessions and our subsequent video trainings.
6	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 18, 2022, our SEU's Sales Manager volunteered to participate in Ball State University's Practice Interview Program. Students were paired with a professional in their major area of study for 30-minute sessions designed to increase their interviewing skills in preparation for entry into the job market. The Sales Manager conducted 30-minute sessions with many students since most in attendance were interested in broadcasting.
7	Participate in Job Fair	On April 14, 2022, our SEU 's Market, Sales, and Programming Managers (“Managers”) participated in the Ivy Tech Kokomo and Surrounding Area Career Fair where more than 70 central Indiana employers were on hand to meet with interested job seekers. The Managers occupied a Cumulus Media booth and were available to answer questions and educate students and other attendees about radio broadcasting, our Stations, and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fair	On November 17, 2022, our SEU 's Market and Sales Managers (“Managers”) participated in the Ball State University, College of Communication and Information’s Career & Internship Fair. The Managers occupied a Cumulus Media booth and were available to answer questions and educate students and other attendees about radio broadcasting, our Stations, and job openings within the SEU.
9	Participate in Job Fair	On February 15, 2023, our SEU 's Market and Sales Managers (“Managers”) participated in the Ball State University Cardinal Job Fair attended by over 100 employers and 700 job candidates. The Managers occupied a Cumulus Media booth and were available to answer questions and educate students and other attendees about radio broadcasting, our Stations, and job openings and internship opportunities within the SEU.