

**WROK-FM, WHKR(FM), WLZR(AM), WAOA-FM
EEO PUBLIC FILE REPORT
October 1, 2022 – September 30, 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 |
|-----------------------------|--|-------------------------------|
| Multi-Media Account Manager | 1-30, 32-46 | 30 |
| Multi-Media Account Manager | 1-30, 32-46 | 30 |
| Multi-Media Account Manager | 1-29, 31-46 | 31 |

WROK-FM, WHKR(FM), WLZR(AM), WAOA-FM
EEO PUBLIC FILE REPORT
October 1, 2022 – September 30, 2023

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 | 1 |
| 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 | 2 |
| 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 | Word-of-Mouth Referral | N | 2 |
| 31 | Internal Transfer/Promotion | N | 1 |
| 32 | CareerSource Brevard 295 Barnes Boulevard 321-504-7600 jlasser@careersourcebrevard.com rsantana@brevardworkforce.com | N | 0 |
| 33 | Veterans Memorial Center 400 S Sykes Creek Parkway (321) 453-1776 forestbvc@bellsouth.net | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|--|---|--|
| 34 | Space Coast Center for Independent Living 803 N Fiske Boulevard 321-784-9008 llfowler@bellsouth.net | N | 0 |
| 35 | Brevard Achievement Center Inc. 1845 Cogswell Street 321-632-8610 jnederhoed@bacbrevard.com | N | 0 |
| 36 | Brevard Bay Job Link-Palm Bay 5275 Babcock NE 321-394-0701 jlasser@careersourcebrevard.com rsantana@careersourcebrevard.com | N | 0 |
| 37 | CenterPointe Church of Palm Bay 321-704-2580 kdandrea@cfl.rr.com | N | 0 |
| 38 | United 4 U, Inc. Christian Job Club - St. James Missionary Baptist Church 321-622-6330 united4u@gmail.com | N | 0 |
| 39 | Brevard Achievement Center 1845 Cogswell Street 321-632-8610 Ext. 228 rgramolini@bacbrevard.com | N | 0 |
| 40 | Brevard Job Link Cocoa 801 Dixon Boulevard wreynolds@job-link.net | N | 0 |
| 41 | Bridges BTC, Inc. 1694 Cedar Street 321-690-3464, Ext. 21 dcooke@mybridges.org | N | 0 |
| 42 | CareerSource Brevard Country Club Plaza 5275 Babcock Street 321-504-7600 jlasser@careersourcebrevard.com jlockett@brevardworkforce.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|---|---|--|
| 43 | Florida Division of Vocational Rehabilitation - Florida Department of Education 1049 Eber Blvd., Ste. 101 321-339-5186 Kathy.Davis@vr.fldoe.org | N | 0 |
| 44 | Goodwill Industries of Central Florida-Self Sufficiency Job Center -Rockledge 4851 US Highway 1 South agriffin@goodwillcfl.org | N | 0 |
| 45 | Goodwill Self Sufficiency Job Centers - Melbourne 795 S Babcock Street (321) 953-8188 mwysocki@goodwillcfl.org | N | 0 |
| 46 | Promise Inc. 4105 Norfolk Parkway 321-536-7062 betsy@promiseinbrevard.com | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 6 |

WROK-FM, WHKR(FM), WLZR(AM), WAOA-FM
EEO PUBLIC FILE REPORT
October 1, 2022 – September 30, 2023

III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|--|---|
| 1 | 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 online 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. |
| 2 | 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 our initial facilitated sessions and our subsequent video trainings. |
| 3 | Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment | During the months of March and April of 2023, 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, “Understanding Harassment” and “Anti-Harassment – Managers” (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. |

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|---|---|---|
| 4 | Management-level training regarding Diversity, Equity, and Inclusion | During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) online course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors. |
| 5 | Management-level training regarding Diversity, Equity, and Inclusion | On April 21, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers. |
| 6 | Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination | On July 20, 2023, Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Director of Centralized HR Operations & Talent Acquisition presented a webinar entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners (“HRBP”). The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained. Our Market’s HRBP was in attendance for this webinar on July 20, 2023, however, our VP/Market Manager was unable to attend on July 20, 2023. He watched the recording of the webinar on September 12, 2023. |
| 7 | Participate in and Promote Job Fair | On June 7, 2023, our SEU participated in a job fair hosted by CareerSource Brevard, which took place at the Radisson Resort at the Port in Cape Canaveral. This event was promoted on all SEU stations. One of our Sales Representatives attended the Fair and spoke with attendees about career opportunities in the radio/broadcasting industry. Resumes and applications were collected from individuals who expressed an interest in working with Cumulus. |