

**WODE-FM, WEEX(AM), WCTO(FM), WWYY(FM), WLEV(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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	1-30, 32-37	30
Account Executive	1-29, 32-37	1

**WODE-FM, WEEX(AM), WCTO(FM), WWYY(FM), WLEV(FM)**  
**EEO PUBLIC FILE REPORT**  
 April 1, 2022 – March 31, 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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	2
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	5
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>PA Career Link Carbon County</b> 69 Broadway 570-325-2701 <a href="mailto:gawentz@ptd.net">gawentz@ptd.net</a> <a href="mailto:seidem@pa.gov">seidem@pa.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>PA CareerLink Chester County</b> 250 East Harmony Street 610-384-9393 <a href="mailto:dkochel@pa.gov">dkochel@pa.gov</a> <a href="mailto:doacker@pa.gov">doacker@pa.gov</a>	N	0
34	<b>Philadelphia Veterans Multi-Service and Education Center</b> 213-217 N. 4th Street 215-923-8387 <a href="mailto:linda.kahlert@pvmsec.org">linda.kahlert@pvmsec.org</a>	N	0
35	<b>PA Office of Vocational Rehabilitation</b> 1521 North Sixth Street 814-451-5421 <a href="mailto:rhodapp@pa.gov">rhodapp@pa.gov</a>	N	0
36	<b>Lafayette College</b> 730 High St 610-330-5531 <a href="mailto:crozierr@lafayette.edu">crozierr@lafayette.edu</a>	N	0
37	<b>Lehigh University</b> 621 Taylor Street 610-758-3715 <a href="mailto:mam505@lehigh.edu">mam505@lehigh.edu</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			7

**WODE-FM, WEEX(AM), WCTO(FM), WWYY(FM), WLEV(FM)**  
**EEO PUBLIC FILE REPORT**  
 April 1, 2022 – March 31, 2023

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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.
<b>2</b>	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.
<b>3</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On September 20, 2022, our SEU’s Market Manager participated in the EEO Rules & Regulations webinar sponsored by the Pennsylvania Association of Broadcasters (PAB) and presented by PAB Counsel, David Oxenford. This webinar reviewed FCC EEO requirements and discussed what a licensee needs to do to meet these obligations.
<b>4</b>	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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
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 concerning methods of ensuring equal employment opportunity and preventing discrimination	On January 26, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by Diversity, Inclusion, and Equity (“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 and provided a re-cap regarding Anti-Racism and Bias & Microaggressions, which was addressed in both our initial facilitated sessions and our subsequent video trainings.
7	Host Job Fair	On July 26, 2022, our SEU hosted “The Lehigh Valley Mall Job Fair” at The Lehigh Valley Mall in Whitehall, Pennsylvania. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event, and participated as an exhibitor. This event featured 27 area employers and drew approximately 200 job seekers. Our Director of Sales and Promotions occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations and, the day of the job fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter and LinkedIn.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Host Job Fair	<p>On September 20, 2022, our SEU hosted “The Lehigh Valley Mall Job Fair” at The Lehigh Valley Mall in Whitehall, Pennsylvania. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event, and participated as an exhibitor. This event featured 12 area employers and drew approximately 150 job seekers. Our Director of Sales and Promotions Director occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations and, the day of the job fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIN.</p>
<b>9</b>	Host Job Fair	<p>On November 1, 2022, our SEU hosted “The Lehigh Valley Mall Job Fair” at The Lehigh Valley Mall in Whitehall, Pennsylvania. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event, and participated as an exhibitor. This event featured 12 area employers and drew approximately 100 job seekers. Our Director of Sales and Promotions Director occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations and, the day of the job fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIN.</p>
<b>10</b>	Host Job Fair	<p>On January 31, 2023, our SEU hosted “The Lehigh Valley Mall Job Fair” at The Lehigh Valley Mall in Whitehall, Pennsylvania. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event, and participated as an exhibitor. This event featured 12 area employers and drew approximately 250 job seekers. Our Director of Sales and Promotions Director occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations and, the day of the job fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIN.</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>11</b>	Host Job Fair	On March 28, 2022, our SEU hosted “The Lehigh Valley Mall Job Fair” at The Lehigh Valley Mall in Whitehall, Pennsylvania. Our SEU secured the exhibit space, solicited local employers, organized all logistical aspects of the event, and participated as an exhibitor. This event featured. Our Director of Sales and Promotions Director occupied the Cumulus booth and spoke with interested attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all SEU stations and, the day of the job fair, live broadcasts were conducted from the event. Additionally, the event was promoted on SEU websites, Facebook, Instagram, Twitter, and LinkedIN.
<b>12</b>	Participate in event sponsored by or on behalf of and educational institution relating to career opportunities in broadcasting	On March 28, 2023, our SEU’s Program Director and Assistant Engineer participated in Kutztown University of Pennsylvania’s educational opportunity in conjunction with the College of Visual and Performing Arts, Communication Studies Department. Our SEU representatives presented content during a Radio Practicum class regarding careers in broadcasting. Topics included: show preparation, programming strategy/execution, music selection/scheduling and engineering. Interactive discussion regarding transmission systems, automation, and social media were part of the presentation. Images of the SEU’s new broadcast studios and equipment were shared.
<b>13</b>	Participate in event sponsored by or on behalf of and educational institution relating to career opportunities in broadcasting	On January 23, 2023, one Programming Staff member and one Morning Show Host from our SEU, were invited to participate in the Phillipsburg High School Broadcasting Career Program. The curriculum included an overview of both television and radio careers on and off the air. The presentation provided by our SEU representatives included an overview of the broadcasting field, career track, prerequisite experience and affiliated roles like accounting, sales, engineering, and human resources.