

WGFX(FM), WQQK(FM), WSM-FM, WWTN(FM), WKDF(FM)
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
Sales Support Specialist – Digital	1-29, 31-40, 43-53, 56	1
Sales Support Specialist	1-29, 31-40, 43-53, 56	1
Account Executive	1-29, 31-40, 43-53, 56	1
On-Air Personality	1-29, 31-40, 43-53, 56, 59	56
News Reporter & On-Air Personality	1-29, 31-40, 43-53, 56	56
Account Executive	1-29, 31-40, 43-53, 56	56
On-Air Personality	1-29, 31-40, 43-53, 56	56
Music & Brand Content Manager (Station Program Director)	1-29, 31-39, 52, 57	57
Promotions Director	1-29, 31-40, 43-53, 57	57
On-Air Host Overnight	1, 8-29, 31-40, 43-53	1
Digital Sales Support & Campaign Specialist	1, 8-29, 31-40, 43-53, 59	59
Account Executive	1, 8-29, 31-40, 43-53, 61	61

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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	43
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	2
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
31	Tennessee Career Center at MetroCenter 665 Mainstream Drive 615-253-8920 daniel.seeback@tn.gov john.alexander@tn.gov	N	0
32	Goodwill of Middle Tennessee 937 Herman Street 615-346-1249 matt.gloster@givegw.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Wounded Warrior Project 223 Rosa L. Parks Avenue, Suite 301 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
34	American Baptist College 1800 Baptist World Center Drive (615) 256-1467 americanbaptistcollege@abcnash.edu	N	0
35	Building Nashville 401 Commerce Street, Suite 5300 615- 332-1167 rdillard@selaborers.org	N	0
36	Department of Veterans Affairs VR&E 110 9th Avenue 615-695-6152 rachel.schmillen@va.gov	N	0
37	Fisk University 1000 17th Avenue N, Cravath Hall 615-329-8870 jwatkins@fisk.edu lwells@fisk.edu	N	0
38	Meharry Medical College 1005 Dr. DB Todd Jr. Boulevard 615-963-3177 tlavender@mmc.edu kswett@mmc.edu	N	0
39	Nashville Chapter of Women in Construction PO Box 22246 615-663-4777 NAWICNashville@gmail.com	N	0
40	State of Tennessee – HBCU Success Program 404 James Robertson Parkway, Suite 1900 (615) 253-8874 Brittany.mosby@tn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	American Job Center of Tennessee - Ham County 384 S. Main Street 615-792-2520 emclaughlin@workforceessentials.com nathan.fown@tn.gov	N	0
42	American Job Center of Tennessee 118 Seaboard Lane 615-370-6004 george.phillips@mchra.com byron.martinezponce@tn.gov	N	0
43	Tennessee Department of Veteran Services 312 Rosa L. Parks Avenue TN.Veterans@tn.gov	N	0
44	Tennessee Division of Rehabilitation Services - Vocational Rehabilitation 505 Deadrick Street James K. Polk State Office Building, 15 th Floor 615-313-4914 Paula.Knisley@tn.gov	N	0
45	Tennessee Human Rights Commission 512 Rosa L Parks Boulevard, 23 FL 800-251-3589 ask.thrc@tn.gov	N	0
46	Tennessee Rehabilitation Center at Smyrna 460 9th Avenue 615-459-6811 Karon.Carothers@tn.gov	N	0
47	Tennessee State University 3500 John A. Merritt Boulevard (615)963-7400 amcgaha@tnstate.edu aduke2@tnstate.edu rjone105@tnstate.edu	N	0
48	TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 5 1000 2nd Avenue North 615-741-1606 Tylesha.McCray@tn.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	TN Dept of Labor and Workforce Development 220 French Landing Drive, 4B 615-253-1331 melinda.kelsey@tn.gov	N	0
50	TN Services for Services for the Blind and Visually Impaired; Services for the Deaf, Deaf-Blind and Hard of Hearing 400 Deaderick Street, #11 615- 313-4914 Paula.Knisley@tn.gov	N	0
51	United South and Eastern Tribes, Inc. 711 Stewarts Ferry Pike, Suite 100 (615) 521-3606 RNaragon@usetinc.org	N	0
52	American Job Center of Tennessee -Robertson County 299 10th Avenue East 615-384-4318 rreed@workforceessentials.com heather.L.lane@tn.gov	N	0
53	Technology Access Center Disability 475 Metroplex Drive 615-248-5733 techaccess@tacnashville.org	N	0
54	American Job Center of Tennessee - Cheatham County 384 S. Main Street 615-792-2520 emclaughlin@workforceessentials.com nathan.fown@tn.gov	N	0
55	American Job Center of Tennessee - Franklin 118 Seaboard Lane 615-370-6004 george.phillips@mchra.com byron.martinezponce@tn.gov	N	0
56	Employee Referral	N	9
57	Internal Transfer/Promotion	N	2
58	Handshake www.handshake.com	N	0
59	Word-of-Mouth Referral	N	14
60	Internship Program	N	0
61	Station Website Postings (one or more SEU stations)	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWEES OVER REPORTING PERIOD			73

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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	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.
4	Management-level training regarding Diversity, Equity, and Inclusion	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.
5	Management-level training regarding Diversity, Equity, and Inclusion	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.

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	<p>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</p>
10	Management-level training regarding Diversity, Equity, and Inclusion	<p>Between December 16th and 20th, 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.</p>
11	Internship Program	<p>Our SEU has an established internship program through which students earn academic credit for their participation. During this reporting period, our SEU hosted seven (7) student interns, two (2) from Belmont University, one (1) from Middle State Tennessee, one (1) from Colorado State, one (1) from McMurry University, one (1) from Florida State University, and one (1) from University of Kentucky.</p> <p>These interns were supervised by our General Sales Manager. During the course of their internships, they assisted with the creation of sales proposals and digital campaigns, shadowed Account Executives to get a sense of their daily responsibilities, input new and revised orders, led special projects, and attended career fairs.</p>

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
12	Participate in Job Fair	From April 1, 2024 to April 4, 2024, our SEU participated in a virtual job fair sponsored by the Tennessee Broadcasters Association via the website, www.BroadcastersVirtualJobFair.com . This site was managed by our General Sales Manager, who was available to engage with job seekers who expressed interest in job openings within our SEU.
13	Training Regarding Recruitment	On February 11, 2025, our SEU participated in a virtual seminar sponsored by The Center for Sales Strategy titled, <i>How to Recruit & Select Superstars</i> . This training was attended by our General Sales Manager and Sales Managers.