

WWKI(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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-30, 32-41	30
Account Executive	1-30, 32-41	30

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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	6
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	3
31	Internal Transfer/Promotion	N	0
32	WorkOne Kokomo 709 South Reed Road 765-459-0571 agilman@tap.lafayette.in.us dadouglass@dwd.in.gov	N	0
33	WorkOne Northeast Indiana – Grant County 850 North Miller Avenue 765-668-8911 maguilar@workonene.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	Logansport WorkOne Express 1 Ivy Tech Way 574-722-6652 kburns@tap.lafayette.in.us	N	0
35	Peru WorkOne Express 685 E Main Street 765-472-3562 csalmons@dwd.in.gov dadouglass@dwd.in.gov	N	0
36	Urban League of Madison County 1210 W 10th Street 574-287-6073 kathy@ulmadco.comcastbiz.net	N	0
37	Easter Seals Crossroads Rehabilitation Center 4740 Kingsway Drive 317-466-1000 mmansfield@eastersealscrossroads.org	N	0
38	Miami Nation of Indians of Indiana 80 W 6Th Street 765-473-9631 miamiindians@sbcglobal.net	N	0
39	Bona Vista Programs 1220 E. Laguna Street PO Box 2496 (765) 437-5785 bbofruff@bonavista.org	N	0
40	Bona Vista Programs 105 S. Benton 765-473-6744 bvdevelopment@bonavista.org	N	0
41	Four County Comprehensive Mental Health Center 408 North Street 574-753-5540	N	0
42	Ivy Tech Career Fair tmurphy7@ivytech.edu	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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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 Station, and job openings at WWKI.

	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 Station, and job openings and internship opportunities at WWKI.
9	Participate in Job Fair	On February 15, 2023, our Station’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 attendees about radio broadcasting, our Station, and job openings and internship opportunities at the Station.