

WLAV-FM, WHTS(FM), WTNR(FM), WKLQ(FM), WJRW(AM)
EEO PUBLIC FILE REPORT
June 1, 2023 – May 31, 2024

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
Digital Account Executive	1-29, 40-43	1
Multi-Media Account Executive	1-29, 32-34, 36-37, 40-43	1
On Air Personality WLAV-FM	1-30, 32-34, 36-37, 40-43	30
Multi-Media Account Executive	1-29, 32-34, 36-37, 40-43	1
Multi-Media Account Executive	1-30, 32-34, 36-37, 40-43	30
Digital Account Executive	1-30, 32-34, 36-37, 40-43	30
Digital Sales Manager	1-30, 32-34, 36-37, 40-43	30
Multi-Media Account Executive	1-29, 32-34, 36-37, 40-43	1
Multi-Media Account Executive	1-29, 32-34, 36-37, 40-43	1
Market Manager/Vice President	1-29, 31, 33, 36-37, 41-43	31
Digital Sales Manager	1-30, 33, 36-37, 40-45	30
Senior Account Executive	1-30, 32-34, 36-37, 40-43	30

WLAV-FM, WHTS(FM), WTNR(FM), WKLQ(FM), WJRW(AM)
EEO PUBLIC FILE REPORT
June 1, 2023 – May 31, 2024

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	33
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	1
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 Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	17
31	Internal Transfer/Promotion	N	1
32	Michigan Works! Battle Creek Service Center 200 West Van Buren Street Battle Creek, MI 49017 269-962-5411 bishopj1@michigan.gov ramierezl@michigan.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Great Lakes Bay Michigan Works 312 E Genesee Saginaw, MI 48607 989-752-3145 annmarieb@michiganworks.com jackson8@michigan.gov	N	0
34	Michigan Works! Montcalm Service Center 114 South Greenville West Drive Greenville, MI 48838 616-754-3611 hardemand@michigan.gov	N	0
35	Michigan Works! Service Center - Grand Rapids 215 Straight Ave NW Grand Rapids, MI 49504 616-887-2960 LieffersL@michigan.gov marind@michigan.gov	N	0
36	West Michigan Works! Service Center - West Side 215 Straight NW Grand Rapids, MI 49504 616-336-4040 headworthc@michigan.gov marind@michigan.gov	N	0
37	Michigan Works! Service Center in Midland County 1409 Washington Midland, MI 48640 989-631-3073 smb@michiganworks.com	N	0
38	West Michigan Works! Service Center: Ottaway County 121 Clover Ave. Holland, MI 49423 616-396-2154 jschuitema@westmiworks.org rcarrasco@westmiworks.org	N	0
39	West Michigan Works! Service Center - Franklin 121 Franklin St. SE Ste. 120 Grand Rapids, MI 49503 ellisn1@michigan.gov lafavev1@michigan.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Womens Resource Center 678 Front Avenue NW Suite 180 Grand Rapids, MI 49504 616-458-5443 info@grwrc.org	N	0
41	Goodwill Industries 3035 Prairie Dr SW Grandville, MI 49418 616-532-4200 tamid@goodwillgr.org	N	0
42	Grand Rapids Urban League 745 Eastern Avenue SE Grand Rapids, MI 49503 (616) 245-2207 info@grurbanleague.org mmartin@grurbanleague.org	N	0
43	Hispanic Center of Western MI 1204 Grandville Avenue SW Grand Rapids, MI 49503 616-742-0223 dmadriral@hispanic-center.org	N	0
44	West Michigan Works! SE Service Center 121 Martin Luther King Jr. St SE 616-336-4040 alebednick@westmiworks.org	N	0
45	Michigan Indian Employment & Training Services, Inc 2442 28th Street, Suite D 6165389644 miets30@voyager.net	N	0
			52

WLAV-FM, WHTS(FM), WTNR(FM), WKLQ(FM), WJRW(AM)
EEO PUBLIC FILE REPORT
June 1, 2023 – Ma31, 2024

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 July 20, 2023, our 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 Director of Centralized HR Operations & Talent Acquisition 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.
2	Management-level training regarding Diversity, Equity, and Inclusion	On August 4, 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>Privilege & Access Roundtable</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 Privilege and Access.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October/November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
4	Management-level training regarding Diversity, Equity, and Inclusion	On December 7, 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>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, our SEU participated in harassment prevention training. All 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.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and 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.