

**WARM(AM)¹, WBSX(FM), WMGS(FM), WSJR(FM),
WBHT(FM) and WBHD(FM)
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022**

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, 2, 4-42	42
Promotions Director	2-42	3
Sales Assistant	2, 4-42	42
Digital Sales Manager	1, 2, 4-42	41
Account Executive	1, 2, 4-42	41

¹ WARM(AM) was a part of this SEU until January 14, 2022, when the transaction to sell this Station was consummated. See File Numbers 0000160364 (*lead file number*) and 0000180228 (*lead file number*).

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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	Station Website Postings (<i>all SEU stations</i>) www.magic93fm.com/www.warm590.com/www.nashfm937.com/www.hot971radio.com/www.979x.com	No	0
2	Word-of- Mouth Referral	No	0
3	Internal transfer/promotion	No	1
4	Cumulus Business Managers BM@cumulus.com	No	0
5	www.abilitiesinjobs.com	No	0
6	www.asianinjobs.com	No	0
7	www.blackinjobs.com	No	0
8	www.hispanicinjobs.com	No	0
9	www.lgbtqinjobs.com	No	0
10	www.diversityinjobs.com	No	0
11	www.seniorsinjobs.com	No	0
12	www.womeninjobs.com	No	0
13	www.JOFDAV.com	No	0
14	www.disAbledperson.com	No	0
15	www.hireblacknow.com	No	0
16	www.hispanicjobexchange.com	No	0
17	www.africanamericanjobsearch.com	No	0
18	www.asianjobsearch.com	No	0
19	www.lgbtjobsearch.com	No	0
20	www.disabledjobseekers.com	No	0
21	www.usdiversityjobsearch.com	No	0
22	www.veterancareercenter.com	No	0
23	www.seniorstowork.com	No	0
24	Johnson Technical Institute 3427 N Main Ave Scranton, PA 18508 rmartinetti@johnson.edu 570-342-6404	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Luzerne County Community College 1333 South Prospect Street Nanticoke, PA 18634 jkelly@luzerne.edu 800-377-5222	No	0
26	Finishing Trades Institute 66 Azalea Drive Drums, PA 18222 joew@fti.edu 570-708-2918	No	0
27	PA Office Of Vocational Rehabilitation 1521 North Sixth Street Harrisburg, PA 17102 rhodapp@pa.gov 814-451-5421	No	0
28	PA CareerLink Wyoming County 1 Kim Avenue Tunkhannock, PA 18657 psmiley@trehab.org cwagner@trehab.org ahubler@pa.gov phoagland@pa.gov 570-836-6840	No	0
29	PA CareerLink Luzerne County at Wilkes Barre 32 E Union Street Wilkes Barre, PA 18701 christinejensen@lswib.org tkleban@edisolutions.com geraldfallabel@arboret.com jesbutler@pa.gov 570-822-1101	No	0
30	PA CareerLink Luzerne County at Hazleton Center 75 North Laurel Street Hazleton, PA 18201 christinejensen@lswib.org tkleban@edisolutions.com rhondalesko@rescare.com humccullou@pa.gov 570-459-3854	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Pa CareerLink Lackawanna County 135 Franklin Avenue Scranton, PA 18503 c-cgerard@pa.gov royevan@pa.gov 570-963-4671	No	0
32	Pa CareerLink Carbon County 50 E Locust Street Nesquehoning, PA 18240 gawentz@ptd.net seidem@pa.gov 570-325-2701	No	0
33	Adzuna (www.adzuna.com)	No	0
34	Job Is Job (www.jobisjob.com)	No	0
35	My Job Helper (www.myjobhelper.com)	No	0
36	Oodle (www.oodle.com)	No	0
37	The Job Spider (www.jobspider.com)	No	0
38	Trovit (www.trovit.com)	No	0
39	SEU Job Fairs (<i>see Section III</i>)	No	0
40	Internal Posting (station bulletin board)	No	0
41	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	No	7
42	Indeed.com (<i>not directly contacted by SEU</i>)	No	2
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 April 14, 2021, our SEU's Market Manager and Business Manager virtually attended the "FCC License Renewal Webinar with David Oxenford," hosted by the Pennsylvania Association of Broadcasters. This webinar reviewed the upcoming FCC License Renewal for Pennsylvania Stations in 2022 with a focus on the FCC's EEO rules and addressed topics such as the importance of widely disseminating information about job openings, educating the public about career opportunities in broadcasting, and training current employees for advancement.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don't look, think, act, and problem solve like them.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Host Job Fair	An Online Job Fair is a virtual version of a traditional job fair that allows employers and job seekers to meet and discuss career opportunities digitally. Our SEU hosted such an event after securing the website, soliciting local employers, and organizing all logistical aspects of the event, from September 20, 2021 through November 19, 2021. Eleven recruiters, including Cumulus participated in the Fair, which was promoted on all SEU stations.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers – Market Manager, Business Manager, Local Sales Manager, and Promotions Manager – as well as the entire staff were required to complete courses on line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of November 2021, our SEU participated in harassment prevention training. All hiring managers- Market Manager, Business Manager, Local Sales Manager, and Promotions Manager – as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
7	Host Job Fair	An Online Job Fair is a virtual version of a traditional job fair that allows employers and job seekers to meet and discuss career opportunities digitally. Our SEU hosted such an event after securing the website, soliciting local employers, and organizing all logistical aspects of the event, from March 20, 2022 through April 30, 2022. Twelve employer recruiters, including Cumulus participated in the Fair, which was promoted on all SEU stations.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fair	On September 21, 2021, our SEU participated in the Times Leader career expo for Northeastern Pennsylvania. This event took place virtually at the Times Leader's online platform, designed to match interviewers with qualified candidates. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU. SEU participants included our Market Manager and Sales Manager.