

WOGT(FM), WGOW-FM, WGOW(AM), WSKZ(FM)
EEO PUBLIC FILE REPORT
April 1, 2021 – March 31, 2022¹

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, 32-41	1

¹ This Report was revised in May 2023 to address reporting issues.

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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 https://cumulusmedia.jobs.net/en-US/	N	1
2	https://www.adzuna.com/	N	0
3	https://www.jobisjob.com/m	N	0
4	https://www.myjobhelper.com/	N	0
5	https://jobs.oodle.com/careers/careers/	N	0
6	https://www.jobspider.com/	N	0
7	https://www.trovit.com/	N	0
8	https://www.indeed.com/ (not directly contacted by SEU)	N	0
9	https://www.glassdoor.com/index.htm (not directly contacted by SEU)	N	0
10	https://www.linkedin.com/jobs/ (not directly contacted by SEU)	N	0
11	www.abilitiesinjobs.com	N	0
12	www.asianinjobs.com	N	0
13	www.blackinjobs.com	N	0
14	www.hispanicinjobs.com	N	0
15	www.lgbtqinjobs.com	N	0
16	www.diversityinjobs.com	N	0
17	www.seniorsinjobs.com	N	0
18	www.womeninjobs.com	N	0
19	www.JOFDAV.com	N	0
20	www.disAbledperson.com	N	0
21	www.hireblack.com/	N	0
22	https://www.hispanicjobexchange.com	N	0
23	https://www.africanamericanjobsearch.com	N	0
24	https://www.asianjobsearch.com	N	0
25	https://www.lgbtjobsearch.com	N	0
26	https://www.disabledjobseekers.com	N	0
27	https://www.usdiversityjobsearch.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	https://veteranjobcenter.com	N	0
29	https://www.seniorstowork.com	N	0
30	Employee Referral	N	0
32	East Tennessee Human Resource Agency, Inc. 728 E-Emory Valley Rd Oak Ridge, TN 37830 kcox@ethra.org	N	0
33	Tennessee Career Center at South Pittsburg 426 Battle Creek Road South Pittsburg, TN 37380 423-837-9103 powell@nwtworks.org	N	0
34	Hero 2 Hired - TN vernon.j.nelson.ctr@mail.mil	N	0
35	Tennessee Career Center at Cleveland 3535 Adkisson Drive Cleveland, TN 37312 423-790-5552 lnixon@sedev.org donna.mason@tn.gov	N	0
36	Wounded Warrior Project 223 Rosa L. Parks Ave, Suite 301 Nashville, TN 37203 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
37	Covenant College - Center for Calling & Career 14049 Scenic Highway Lookout Mountain, GA 30750 706-820-1560 leda.goodman@covenant.edu	N	0
38	LaFayette Career Center, Georgia Department of Labor 200 West Villanow Street Lafayette, GA 30728 706-638-5525 Bobby.Robbins@gdol.ga.gov	N	0
39	Cobb-Cherokee Career Center, Georgia Department of Labor 465 Big Shanty Road Marietta, GA 30066 770-528-6100 eugene.mincey@gdol.ga.gov	N	0
40	Dalton Career Center, Georgia Department of Labor 1406 Chattanooga Ave. Dalton, GA 30720 706-272-2301 bobby.robbins@gdol.ga.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Tennessee Career Center at Chattanooga 5600 Brainerd Road, Suite A5 Chattanooga, TN 37411 423-894-5354 anthony.keylon@tn.gov merrill.niswonger@tn.gov	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			1

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host event/program sponsored by educational institution relating to careers in broadcasting	On February 8, 2022, our SEU hosted high school students from the McCallie School Experimental Learning Class for a tour and introduction to radio broadcasting. Our Operations Manager/On-Air Personality conducted the tour, during which he discussed how a cluster of radio stations operate day-to-day as well as career opportunities available in the radio industry. The students spent time in two of our studios observing live broadcasts.
2	Co-Host Virtual Job Fair	From June 1, 2021 to June 30, 2021, Cumulus-Chattanooga co-hosted the 2020 TN Virtual Job Fair, in conjunction with the four other Cumulus Tennessee markets, via the website www.tnjobfair.com . This job fair was designed to encourage businesses interested in hiring across the State to participate. Job openings within Cumulus markets were also spotlighted. The Cumulus Tennessee markets solicited employers, organized all logistical aspects of the event, and assisted the participating employers through the process. The virtual job fair was heavily promoted over the air, inviting listeners to visit the website. The Tennessee markets also displayed digital banner advertisements on station websites and on various local digital advertising banners. Job seekers were provided an opportunity to contact potential Tennessee employers via the website throughout this time period. Our Director of Sales and Digital Sales Manager were directly involved in the job fair.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Co-Host Virtual Job Fair	<p>From October 1, through October 29, 2021, Cumulus-Chattanooga co-hosted the 2021 TN Virtual Job Fair, in conjunction with the four other Cumulus Tennessee markets, via the website www.tnjobfair.com. This job fair was designed to encourage businesses interested in hiring across the State to participate. Job openings within Cumulus markets were also spotlighted. The Cumulus Tennessee markets solicited employers, organized all logistical aspects of the event, and assisted the participating employers through the process. The virtual job fair was heavily promoted over the air, inviting listeners to visit the website. The Tennessee markets also displayed digital banner advertisements on station websites and on various local digital advertising banners. Job seekers were provided an opportunity to contact potential Tennessee employers via the website throughout this time period. Our Director of Sales and Digital Sales Manager were directly involved in the job fair.</p>
4	Participate in Virtual Job Fair	<p>On March 30, 2022, our SEU participated in the CCI Media, Sports and Entertainment Virtual Mingle hosted by the University of Tennessee, Knoxville. Our VP/General Manager and our Director of Sales attended this event, during which they answered students' questions about the radio business generally, our Stations specifically, and the education/skill sets necessary for success in the industry. Interested students were provided with our contact information for future discussions.</p>
5	Participate in Virtual Job Fair	<p>From April 26, 2021, to April 30, 2021, our SEU participated in the virtual job fair hosted by the Tennessee Association of Broadcasters Virtual Job Fair. Our VP/General Manager and our Director of Sales attended this event, during which they answered students' questions about the radio business generally, our Stations specifically, and the education/skill sets necessary for success in the industry. Interested applicants were provided with our contact information for future discussions.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Participate in Virtual Job Fair	From March 21, 2022, to March 25, 2022, our SEU participated in the virtual job fair hosted by the Tennessee Association of Broadcasters Virtual Job Fair. Our VP/General Manager and our Director of Sales attended this event, during which they answered students' questions about the radio business generally, our Stations specifically, and the education/skill sets necessary for success in the industry. Interested applicants were provided with our contact information for future discussions.
7	Mentoring Program for Station Personnel	Throughout the reporting period, SEU managers met with junior staff members to identify long term career goals and facilitate their training. The staff members were connected with various departments to encourage the development of skills needed to progress in their broadcast careers and meet their individual goals.
8	Participate in School Career Building	On March 23, 2022, our SEU participated in the SDC Speech and Communications resume and job interview practice session hosted by the East Hamilton School. Our VP/General Manager attended this event, reviewing resumes and conducting interviews with students in small groups to better prepare them for post-secondary opportunities and endeavors. Approximately 26 students participated in this event.
9	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 29, 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.
10	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
11	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, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Everyone,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
12	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 18, 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.