

**KPLX(FM), KLIF-FM, KLIF(AM), KSCS(FM), KTCK(AM), KTCK-FM,
and WBAP(AM)**

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 Hires
Account Executive	1 – 30, 32-307	30
Digital Content Producer	1 – 29, 32 - 307	10
On-Air Personality	1 – 29, 32 - 307	1
Account Executive	1 – 30, 32 - 307	30
On-Air Personality & Morning Show Producer	1 – 30, 32 - 307	30
Account Executive	1 – 29, 32 – 307	1
Sales Assistant	1 – 29, 31 – 102	31
Digital Platforms Manager	1 – 30, 32 - 102	30

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April 1, 2022 – March 31, 2023

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	13
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	6
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	4
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	21
31	Internal Transfer/Promotion	N	1
32	Workforce Solutions - Irving 2520 W Irving Boulevard, Suite 100 972-573-3500 ginahodge@rescare.com margaret.young@tvc.state.tx.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Workforce Solutions for Tarrant County Arlington 140 W Mitchell Street 817-804-2649 cynthia.george@workforcesolutions.net kay.griffiths@workforcesolutions.net	N	0
34	Workforce Solutions of Greater Dallas Mesquite 2110 N Galloway Avenue, Suite 116 Ronald.yun@rescare.com	N	0
35	Workforce Solutions Greater Dallas Town Market 3402 N Buckner Boulevard 972-288-2703 curtis.owens@tvc.texas.gov Pepe.Huerta@tvc.texas.gov	N	0
36	Workforce Solutions Greater Dallas 217 N 10th Street 972-276-8361 catherine.smith@tvc.state.tx.us pam.hardin@tvc.texas.gov	N	0
37	Workforce Solutions for North Central Texas 102 S 1st Street, Suite C 972-722-1573 ethomas@dfwjobs.com	N	0
38	Workforce Solutions for North Central Texas 109 Tejas, Suite 300 972-563-7271 knorris@dfwjobs.com kware@dfwjobs.com	N	0
39	Workforce Solutions for North Central Texas 1712 W 287 Business 972-937-8114 dwyatt@dfwjobs.com jedrington@dfwjobs.com	N	0
40	Workforce Solutions for North Central Texas 1701 W. Eldorado Parkway, # 250 972-542-3381 badlakha@dfwjobs.com bobby.williams@tvc.texas.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Workforce Solutions for North Central Texas 2500 Stonewall Street, Suite 201 903-454-9350 champton@dfwjobs.com cjones@dfwjobs.com	N	0
42	Workforce Solutions Preston at Alpha 5955 Alpha Road, Suite 200 972-234-5391 jay.joiner@tvc.texas.gov kathleen.nisbett@rescare.com	N	0
43	Workforce Solutions for North Central Texas 1101 Resource Drive 469-229-0099 jcigan@dfwjobs.com kellynorris@dfwjobs.com	N	0
44	Garland Day Labor Center 2007 Saturn Road 972-864-1739 patriciawashington@rescare.com	N	0
45	Texas WorkForce Solutions for Greater Dallas 801 South State Highway 161 972-264-5881 clifton.bland@twc.state.tx.us sterling.washington@tvc.texas.gov	N	0
46	Workforce Solutions Greater Dallas 7330 S Westmoreland Road, Ste 200 curtis.owens@tvc.texas.gov teranunn@rescare.com	N	0
47	Central Texas College 6200 W. Central Expy, Bldg. 111 254-526-1106 ataylor@ctcd.edu	N	0
48	Workforce Solutions for North Central Texas - Plano 1101 Resovce Drive jcigan@dfwjobs.com kellynorris@dfwjobs.com	N	0
49	Texas Veteran Commission 8701 Bedford Eules Road 817-548-5295 curtis.chalupa@tvc.texas.gov robert.newsom@tvc.texas.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Veterans Center 2500 Stonewall Street, Suite 201 pam.hardin@tvc.texas.gov	N	0
51	Brookhaven College Career Dept 3939 Valley View Lane 972-860-4894 bhcjobs@dcccd.edu mcunningham@dcccd.edu	N	0
52	Cedar Valley College Career Center 3030 N. Dallas Avenue 972-860-8146 malford@dcccd.edu	N	0
53	Citizens Development Center 8800 Ambassador Row 214-637-2911 ghillman@cdcDallas.org kmckinney@cdcDallas.org	N	0
54	El Centro College Career Services 801 Main Street 214-521-0407 eccjobs@dcccd.edu	N	0
55	Eastfield College Career Center 3737 Motley Drive 972-860-8310 sharonmckinney@dcccd.edu	N	0
56	Goodwill Career Services 3020 N. Westmoreland 214-638-2800 mayyr@goodwilldallas.org	N	0
57	Bridges from School to Work 1201 Main St 214-658-9820 robert.mollard@marriott.com	N	0
58	Greater Dallas Asian American 11171 Harry Hines Boulevard (972) 241-8250 info@gdaacc.com	N	0
59	Collin College 4800 Preston Park Boulevard, # A420 (972) 985-3790 studentjobs@collin.edu	N	0

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60	Dallas Christian College 2700 Christian Parkway 972-241-3371 community@dallas.edu	N	0
61	North Lake College 5001 N Macarthur Boulevard 972-273-3140 csn7320@dcccd.edu	N	0
62	Wade College 1950 Stemmons Freeway (214) 658-8802 careerservices@wadecollege.edu	N	0
63	University of Dallas 1845 E Northgate Drive (972) 721-5131 career@udallas.edu	N	0
64	Jewish Family Services 5402 Arapaho Road (972) 437-9950 aharding@jfsdallas.org	N	0
65	Reach of Dallas Resource Center 8625 King George Drive (214) 630-5995 kjohnson@reachcils.org	N	0
66	Family Gateway Inc. 711 S St Paul Street (214) 741-6515 kkidwell@familygateway.org	N	0
67	Lighthouse For The Blind / Envision, Inc 4306 Capitol Avenue (214) 420-9405 melissa.hildebrand@dallaslighthouse.org	N	0
68	Life Path Systems PO Box 828 (972) 727-9133 pschmidt@lifepathsystems.org	N	0
69	Mountain View College 4849 W Illinois Avenue 214-860-8677 mvccareers@dcccd.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
70	Dallas Baptist University 3000 Mountain Creek Parkway 214-333-5556 careerservices@dbu.edu	N	0
71	Northwood University 1114 W FM 1382 (972) 291-1541 gentchev@northwood.edu	N	0
72	Christian Community Action 200 S Mill Street (972) 219-4369 careerplanning@ccahelps.org	N	0
73	Duncanville Outreach PO Box 380998 (972) 296-4986 dom202@prodigy.net	N	0
74	Concord Career Institute 600 E Lamar Street (817) 792-2577 lbosley@concorde.edu	N	0
75	The Job Companion 1023 W. Arkansas Lane (214) 434-0947 jobcompanion428@gmail.com	N	0
76	Grapevine Relief & Community Exchange 610 Shady Brook Drive (817) 488-7009 vyarnell@gracegrapevine.org	N	0
77	Devry University/Career Services 4800 Regent Boulevard 972-929-9341 ginahodge@rescare.com margaret.young@tvc.state.tx.us	N	0
78	VA North Texas 4500 S. Lancaster Road michael.sparks1@va.gov	N	0
79	Allies in Service 8343 Douglas Avenue, Suite #100 dwhitley@alliesinservice.org jpurvis@alliesinservice.org	N	0

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80	Dallas SER - Jobs for Progress, Inc 100 E Royal Lane 469-549-3600 info@ser-national.org	N	0
81	Body of Christ Assembly PO Box 381877 boca9@att.net	N	0
82	Veterans' Employment and Training Service (VETS) Office of the Regional Administrator 525 S. Griffin Street, Room 858 cook.terri@dol.gov heather.higgins@dol.gov	N	0
83	Metrocare Services Career Design & Development Services 1353 N. Westmoreland carrie.parks@metrocare.org	N	0
84	American Council for the Blind PO Box 5251 409-866-5838 semien@sbcglobal.net	N	0
85	Homeless to Independence - Texas anne@homelesstoindpendence.org	N	0
86	Veteran Employment Center - TX norma.gutierrez.ctr@mail.mil	N	0
87	CHADD 1340 N White Chapel Boulevard, #130 817-751-5430 north-texas@chadd.net	N	0
88	Deaf Action Center 3115 Crestview 214-521-0407 RS3A@dactexas.org	N	0
89	Hire Heroes USA ltalbot@hireherosusa.org	N	0
90	Veteran Coalition of North Central Texas 8737 King George Drive info@vcnct.org	N	0
91	Career Jump Start - First United Methodist Church in Richardson sagerl@swbell.net	N	0

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92	CSN Community - Bible Way Community Baptist Church TScoggins@CathedralofHope.com	N	0
93	Career-in-Motion – Watermark Community Church 214-361-2275 info@watermark.org	N	0
94	CareerBridge - Trietsch Memorial United Methodist Church 972-539-0413 linda_mihalick@hotmail.com	N	0
95	Carrollton Career Focus Group - Prince of Peace Lutheran Church 972-447-9887 carrolltoncfg@gmail.com	N	0
96	Concord Career Unlimited Network - Concord Church 214-331-8522 ofrance48@yahoo.com	N	0
97	Grace Outreach Center Employment Network - Grace Outreach Center 972-985-1112 vicki.walker@expresspros.com	N	0
98	Grand Prairie TX Career Networking Group - First United Methodist Church of Grand Prairie 214-868-6465 ronblackwell@sbcglobal.net	N	0
99	Job Seekers Ministry – Heights Baptist Church of Richardson 972-238-7243 info@stpeterfw.org	N	0
100	Senior Connection - The Senior Source 214-823-5700 info@whiteschapelumc.com	N	0
101	National Association of Women in Construction 327 S. Adams Street 817-877-5551 autumnd@nawic.org colleenc@nawic.org	N	0
102	WF SOL Dallas Opportunity WFC 1610 S Malcolm X Boulevard, Suite 201 469-802-1800 nicole.arrington@rescare.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
103	On-Air Announcements (<i>one or more SEU stations</i>)	N	2
104	Aaniih Nakoda College rhorn@ancollege.edu	N	0
105	Alabama A&M University yvette.clayton@aamu.edu	N	0
106	Alabama State University careerservices@alasu.edu	N	0
107	Alamo Colleges District careerservices@alasu.edu	N	0
108	Albany State University careerservices@asurams.edu	N	0
109	Alcorn State University cadavis@alcorn.edu	N	0
110	Allen University lreeves@allenuniversity.edu	N	0
111	American Baptist College americanbaptistcollege@abcnash.edu	N	0
112	Arkansas Baptist College melissa.rivers@arkansasbaptist.edu	N	0
113	Atlas Talen Agency tim@atlastalent.com leah@atlastalent.com	N	0
114	Austin College career@austincollege.edu	N	0
115	Austin Community College twelch2@austincc.edu	N	0
116	Bay Mills Community College dwilson@bmcc.edu	N	0
117	Benedict College careerpathwaysinitiativeandservice-learningprogram@my.benedict.edu	N	0
118	Bennet College for Women yjohnson@bennett.edu	N	0
119	Bethune-Cookman University bonnerd@cookman.edu	N	0
120	Bishop State Community College smcdonald@bishop.edu	N	0
121	Blackfeet Community College toni.rf@bfcc.edu	N	0

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122	Bluefield State College rhatch@bluefieldstate.edu	N	0
123	Bowie State University careerdevelopment@bowiestate.edu	N	0
124	Cankdeska Cikana Community College careers@littlehoop.edu	N	0
125	Central State University careerservices@centralstate.edu	N	0
126	Cheyney University of Pennsylvania careerdevelopmentcenter@cheyney.edu	N	0
127	Clafin University csnell@clafin.edu	N	0
128	Clark Atlanta University thector@cau.edu	N	0
129	Coastal Bend College kdjones@coastalbend.edu	N	0
130	College of Menominee Nation gsanapaw@menominee.edu	N	0
131	College of the Mainland gsanapaw@menominee.edu	N	0
132	College of Muscogee Nation mlewis@cmn.edu	N	0
133	Concordia University of Texas careerservices@concordia.edu	N	0
134	Coppin State University careerservices@coppin.edu	N	0
135	Country AirCheck jimdorman2@aol.com	N	0
136	Dallas Baptist University leoni@dbu.edu	N	0
137	Dallas Black Chamber of Commerce info@dbcc.org	N	0
138	Dallas Hispanic Chamber of Commerce sortiz@gdhcc.com	N	0
139	Danis Panaro Nlst. Talent info@dpntalent.com	N	0

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139	DCCCD varteaga@dcccd.edu kcheek@dcccd.edu careerdevelopment@dcccd.edu employerresourcecenter@dcccd.edu	N	0
140	Delaware State University careerservices@desu.edu	N	0
141	Denmark Technical College holman-brooksl@denmarktech.edu	N	0
142	DeVry University dfortier@devry.edu	N	0
143	Dillard University jwright@dillard.edu	N	0
144	Dine College ghaskey@dinecollege.edu	N	0
145	Edward Waters College queen.ofori@ewc.edu	N	0
146	El Paso Community College careerservices@epcc.edu	N	0
147	Elizabeth City State University alennonharmon@ecsu.edu	N	0
148	Fayetteville State University careerservices@uncfsu.edu	N	0
149	Fisk University lwells@fisk.edu	N	0
150	Florida Agricultural and Mechanical University lwells@fisk.edu	N	0
151	Fond du Lac Tribal and Community College anita.hanson@fdltcc.edu	N	0
152	Fort Berthold Community College cfrank@nhsc.edu	N	0
153	Fort Peck Community College dbelgarde@fpcc.edu	N	0
154	Fort Valley State University careerservices@fvsu.edu	N	0
155	Gadsden State Community College careerservices@gadsdenstate.edu	N	0
156	Galveston College mstockfleth@gc.edu	N	0

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157	Grambling State University careerservices@gram.edu	N	0
158	Greater Austin Black Chamber of Commerce admin@austinbcc.org	N	0
159	Hallmark University nrafati@hallmarkuniversity.edu	N	0
160	Hampton University careercenter@hamptonu.edu	N	0
161	Harris Stowe State University harrisv@hssu.edu	N	0
162	Haskell Indian Nations University rmckinney@haskell.edu	N	0
163	Houston Baptist University careerandcalling@hbu.edu	N	0
164	Houston Community College System hcc.careerservices@hccs.edu	N	0
165	Huston Tillotson University hcc.careerservices@hccs.edu	N	0
166	Howard University careerservices@howard.edu lauren.jackson@law.howard.edu	N	0
167	Ilisagvik College hal.haynes@ilisagvik.edu	N	0
168	Institute of American Indian Arts levans@iaia.edu	N	0
169	Interdenominational Theological Center humanresources@itc.edu	N	0
170	J.F Drake State Technical College karen.ray@drakestate.edu	N	0
171	Jackson State University lashanda.w.jordan@jsums.edu	N	0
172	Jarvis Christian College lashanda.w.jordan@jsums.edu	N	0
173	Kentucky State University daryl.love@kysu.edu	N	0
174	Keweenaw Bay Ojibwa Community College amanda.nordstrom@kbocc.edu	N	0
175	Kim Dawson Agency info@kimdawsonagency.com	N	0

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176	Knoxville College info@knoxvillecollege.edu	N	0
177	Lac Courte Oreille Ojibwa Community College dcarley@lco.edu	N	0
178	Lamar Stae College Port Arthur millsappa@lamarpa.edu	N	0
179	Lane College cpi@lanecollege.edu	N	0
180	Langston University lucareerdev@langston.edu	N	0
181	Laredo Community College careerservices@laredo.edu	N	0
182	Lawson State Community College ahaley@lawsonstate.edu	N	0
183	Le Moyne-Owen College careerservices@loc.edu robert_williams@loc.edu	N	0
184	Leech Lake Tribal College jorge.mendoza@lltc.edu	N	0
185	Lincoln University careerservices@lincolnu.edu	N	0
186	Lincoln University of Pennsylvania wkerr@lincoln.edu	N	0
187	Lind Macalister Talen Agency linda@lmtalent.com	N	0
188	Little Big Horn College oroscol@lbhc.edu	N	0
189	Little Priest Tribal College trisha.wegner@littlepriest.edu	N	0
190	Lone Star College system shortel.s.brent@lonestar.edu	N	0
191	Mary Collins Agency info@marycollins.com	N	0
192	Media Staffing Network info@mediastaffingnetwork.com	N	0
193	Meharry Medical College mcn@mmc.edu	N	0
194	Miles College sperkins@miles.edu	N	0

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195	Mississippi Valley State University careerservices@mvsu.edu	N	0
196	Morehouse College hr@morehouse.edu jstiles@msm.edu	N	0
197	Morgan State University careers@morgan.edu	N	0
198	Morris Brown College devonne.mckenzie@morrisbrown.edu	N	0
199	Morris College reaves@morris.edu	N	0
200	Navajo Technical College careerservices@navajotech.edu	N	0
201	Nebraska Indian Community College macdclark@thenicc.edu	N	0
202	Nort Carolina AT&T State University downingc@ncat.edu	N	0
203	North Carolina Central University shannon.keith@nccu.edu lawcareerservices@nccu.edu	N	0
204	Northwest Indian College pesmith@nwic.edu	N	0
205	Northwest Vista College nvc-cats@alamo.edu	N	0
206	Oakwood University dfinley@oakwood.edu	N	0
207	Ogalal Lakota College mfineran@olc.edu	N	0
208	Ohio Center for Broadcasting amoore@beonair.com	N	0
209	Our Lady of The Lake University ccdt@ollusa.edu	N	0
210	Paine College aewing@paine.edu	N	0
211	Palo Alto College pac-jobs@alamo.edu	N	0
212	Paul Quinn College opcd@pqc.edu	N	0

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213	Philander Smith College vbowens@philander.edu	N	0
214	Prairie View A&M University careers@pvamu.edu	N	0
215	Rust College sburke@rustcollege.edu	N	0
216	Saginaw Chippewa Tribal college studentservices@sagchip.edu	N	0
217	St. Augustine College careerservices@st-aug.edu	N	0
218	Salish Kootenai College careerservices@st-aug.edu	N	0
219	Sam Houston State College careersuccesscenter@shsu.edu	N	0
220	San Antonio College sac-sec@alamo.edu	N	0
221	San Jacinto college career.centers@sjcd.edu	N	0
222	Savannah State University careerservices@savannahstate.edu	N	0
223	Shaw University careerdevelopment@shawu.edu	N	0
224	Shorter College khuskey@shortercollege.edu	N	0
225	Simmons College of Kentucky egray@simmonscollegeky.edu	N	0
226	Sinte Gleska University marianne.lefthandbull@sintegleska.edu	N	0
227	Sisseton Wahpeton College vowen@swcollege.edu	N	0
228	Sitting Bull College laurel.vermillion@sittingbull.edu	N	0
229	Southern Methodist University recruit@smu.edu hegiccareercenter@smu.edu wdonahue@smu.edu	N	0
230	Society of Women Engineers hq@swe.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
231	South Texas College jmore214@southtexascollege.edu	N	0
232	Southern University and A&M College tamara_montgomery@subr.edu	N	0
233	Southern University at New Orleans kfrancis@suno.edu	N	0
234	Southwest Texas Jr. College analisamartinez@swjtc.edu	N	0
235	Southwestern Adventist University analisamartinez@swjtc.edu	N	0
236	Southwestern Christian College jcath@swcc.edu	N	0
237	Southwestern Indian polytechnic Institute cecelia.cometsevah@bie.edu	N	0
238	Southwestern University pirate2pro@southwestern.edu	N	0
239	Spelman College hbell@spelman.edu	N	0
240	St. Edwards University seucareer@stedwards.edu	N	0
241	St. Mary's University rattlercareers@stmarytx.edu	N	0
242	St. Philips University spc-jobs@alamo.edu	N	0
243	Stillman College twashington@stillman.edu	N	0
244	Stonechild College mjilot@stonechild.edu	N	0
245	Sul Ross State University careers@sulross.edu	N	0
246	Sutton Barth and Vennari Talent Agency info@sbvtalent.com	N	0
247	Talladega College skgaitor@talladega.edu	N	0
248	Tarrant County College- Northeast necareerservices@tccd.edu	N	0
249	Texas Christian University j.cates@tcu.edu	N	0

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250	Tennessee State University careerdevelopmentcenter@tnstate.edu	N	0
251	Texas A&M International University careerservices@tamiu.edu	N	0
252	Texas A&M University- Corpus Christ career.center@tamucc.edu	N	0
253	Texas A&M University-Kingsville careerservices@tamuk.edu	N	0
254	Texas A&M University- San Antonio mays@tamusa.edu	N	0
255	Texas College texascollegebridge@tea.texas.gov	N	0
256	Texas Lutheran University careers@tlu.edu	N	0
257	Texas Southern University placementservices@tsu.edu kristen.taylor@tmslaw.tsu.edu	N	0
258	Texas Southmost College rene.valdez@tsc.edu	N	0
259	Texas State University careerservices@txstate.edu	N	0
260	Texas Tech University careercenter@ttu.edu	N	0
261	Texas Tech University Health Sciences Center soncareer@ttuhsc.edu	N	0
262	Texas Tech University Health Sciences – El Paso robin.dankovich@ttuhsc.edu	N	0
263	Texas Women’s University careers@twu.edu	N	0
264	The Art Institute of Dallas delias@aia.edu	N	0
265	The Clutts Agency info@thecluttsagency.com	N	0
266	The Horne Agency thehomeagency@sbcglobal.net	N	0
267	The University of Texas at San Antonio career.services@utsa.edu	N	0
268	The University of Texas at Austin careerengagement@austin.utexas.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
269	The University of Texas at Health Science Center at San Antonio gsbs@uthscsa.edu	N	0
270	The University of Texas at Permian Basin careerservices@utpb.edu	N	0
271	The University of Texas at Rio Grande Valley careercenter@utrgv.edu	N	0
272	The University of Texas at El Paso recruit@utep.edu	N	0
273	Ticherman Gilbert Motley Drozdoski Talent Agency kevin@tgmdtalent.com	N	0
274	Tohono O'odam Community College info@tocc.edu	N	0
275	Tougaloo College mmccoy@tougaloo.edu	N	0
276	Trenholm State Technical College cholloway@trenholmstate.edu	N	0
277	Trinity University celcs@trinity.edu	N	0
278	Turtle Mountain Community College mlavallie@tm.edu	N	0
279	Tuskegee University ctarverross@tuskegee.edu	N	0
280	United Tribes Technical College csheehan@uttc.edu	N	0
281	University of Arkansas Pine Bluff careersvcs@uapb.edu	N	0
282	University of Dallas career@udallas.edu	N	0
283	University of Houston ucs@uh.edu	N	0
284	University of Houston Clear Lake careerservices@uhcl.edu	N	0
285	University of Houston Downtown uhdcareer@uhd.edu	N	0
286	University of Houston Victoria careerservices@uhv.edu	N	0
287	University of Houston System selindsey@uh.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
288	University of Maryland Eastern Shore tqueenan@umes.edu	N	0
289	University of North Texas naegeli@unt.edu career.center@unt.edu	N	0
290	University of North Texas Dallas arthur.lumzy@untdallas.edu	N	0
291	University of Texas Arlington careers@uta.edu	N	0
292	University of Texas Dalla recruit@utdallas.edu	N	0
293	University of District of Columbia jared.moffett@udc.edu	N	0
294	University of Incarnate Word careers@uiwtx.edu	N	0
295	University of Texas-Arlington caron@uta.edu nikki@uta.edu	N	0
296	Virginia State University careerservices@vsu.edu	N	0
297	Virginia Union University workforcedevelopment@vuu.edu	N	0
298	Virginia University of Lynchburg lkrajecki@vul.edu	N	0
299	West Texas A&M University kkimsey@wtamu.edu wtcareer@wtamu.edu	N	0
300	West Virginia State University careerserv@wvstateu.edu	N	0
301	Western Texas College careerserv@wvstateu.edu	N	0
302	White Earth Tribal & Community College indosa.montoya@wetcc.edu	N	0
303	Wilberforce University pcarter@wilberforce.edu	N	0
304	Wiley College jhodge@wileyc.edu	N	0
305	William Morris Endeavor Talent Agency sis@wmeentertainment.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
306	Winston-Salem State University careersvcs@wsssu.edu	N	0
307	Xavier University of Louisiana ocs@xula.edu	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			47

**KPLX(FM), KLIF-FM, KLIF(AM), KSCS(FM), KTCK(AM),
KTCK-FM, and WBAP(AM)
EEO PUBLIC FILE REPORT
April 1, 2022 – March 31, 2023**

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 26, 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 was addressed through both our initial facilitated sessions and our subsequent video trainings.
6	Host event for a professional organization related to careers in broadcasting	On March 10, 2023, our Market Manager, News Director, Operations Manager, VP of Sales, Promotion Director, Regional Finance Director, and Account Executives welcomed a group from American Woman in Media for a tour of our facilities, during which they shared information about the company, career opportunities in radio broadcasting, and job openings within the SEU.
7	Participate in Job Fair	On July 19, 2022, the Market Manager, Regional Finance Director, Program Directors, Digital Sales Manager, Sales Managers, and Promotion Directors attended a job fair hosted by MediaTech Institute, during which they talked with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.
8	Host event sponsored for an educational institution related to careers in broadcasting	On November 30, 2022, our Market Manager and News Director welcomed Dallas Baptist University students for a tour of our studios, during which they explained how radio stations operate as well as the opportunities available for a future career in broadcasting. Information about job openings within the Dallas SEU was also shared.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting	On October 25, 2022, our Operations Manager attended the Mass Communications Department Career Day at the University of Texas - Arlington to discuss career opportunities in broadcasting and the education/skill sets necessary for success in the radio business as well as current openings within the Dallas SEU.
10	Participate in event/program sponsored by or on behalf of an educational institution related to careers in broadcasting	On October 15, 2022, our SEU's Market Manager was invited by an adjunct Assistant Professor to speak to a Business Communications Lab at University of Texas-Arlington about careers in media and current job openings within the SEU and the company.
11	Participate in event/program sponsored by or on behalf of an educational institution related to careers in broadcasting	On March 29, 2022, our SEU's News Director spoke to Communications Department graduate students at Texas Southern University about his job, explained what writing radio news and public affairs programming entails, and answered students' questions.
12	Mentoring Program	Beginning April 2022 through March 2023, our SEU's seasoned Market Manager mentored a new Market Manager in another Cumulus market. They communicated on a weekly basis throughout this period, during which they discussed all aspects of the day-to-day business as well as career goals and challenges.