

**WXLO(FM), WORC-FM and WWFX(FM)
EEO PUBLIC FILE REPORT
December 1, 2020-November 30, 2021**

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
General Sales Manager	1-2, 4-6, 9-17	17

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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	N	1
2	Cumulus Business Managers , BM@cumulus.com	N	0
3	Internal Bulletin Board , 250 Commercial Street, Worcester, MA 01608, (508) 792-1045	N	0
4	Word-of-Mouth Referral	N	3
5	Internal Candidates	N	0
6	Station Website Postings: www.wxlo.com, www.nashicon989.com, www.thepikefm.com	N	0
7	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
8	Massachusetts Broadcasters Association 43 Riverside Avenue, PMB 401, Medford, MA 02155 Phone: 800-471-1875, www.massbroadcasters.org	N	0
9	Glassdoor , (www.glassdoor.com)	N	0
10	Adzuna , (www.adzuna.com)	N	0
11	Job Is Job , (www.jobisjob.com)	N	0
12	The Job Spider , (www.jobspider.com)	N	0
13	MyJobHelper , (www.myjobhelper.com)	N	0
14	Oodle , (jobs.oodle.com)	N	0
15	Trovit , (www.trovit.com)	N	0
16	Indeed , (<i>not directly contacted by SEU</i>) (www.indeed.com)	N	0
17	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Online Job Fair	During the week of March 22, 2021, our SEU participated in an online job fair sponsored by Massachusetts Broadcasters Association (www.massbroadcasters.org). Our SEU's Business Manager posted open positions and communicated with email respondents about the current openings within the SEU.
2	Participate in Online Job Fair	On March 30, 2021, our SEU participated in an online job fair sponsored by the Corridor 9 Regional Chamber of Commerce. Our SEU's Director of Sales and Promotions Director staffed the virtual booth and interviewed participants about the current openings within the SEU.
3	Participate in Online Job Fair	On August 11, 2021, our SEU participated in an online job fair sponsored by the Corridor 9 Regional Chamber of Commerce. Our SEU's Market Manager and Promotions Director staffed the virtual booth and interviewed participants about the current openings within the SEU.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On March 24, 2021 our SEU's Business Manager participated in a presentation conducted by the law firm Wilkinson Barker Knauer entitled, "Staying on Top of Your Broadcast FCC EEO Obligations." The FCC's EEO recruitment, recordkeeping, and reporting requirements during COVID were discussed, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 30, 2021 our SEU’s Market Manager and Business Manager participated in a presentation sponsored in part by the Massachusetts Broadcasters Association entitled, “Building a Company with a Focus on Diversity and Inclusion.” The presentation concentrated on how to better promote opportunities to a wider, more diverse group and why this is important for any company.
6	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 27, 2021, our SEU’s Market Manager took part in an 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.
7	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.