

WORC-FM, WWFX(FM), WXLO(FM)
EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 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 Hiree
Senior Account Executive	1-30, 32-70	1
Digital Sales Assistant	1-29, 31-70	31

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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/en-US/	N	2
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	0
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	Word-of-Mouth Referral	N	2
31	Internal Transfer/Promotion	N	1
32	WOONSOCKET netWORKri Center 219 Pond Street Woonsocket, RI 02895 401-235-1201 jason.fafard@dlt.ri.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Regional Employment Collaboratives a service of Riverside Community Care 270 Bridge Street Dedham, MA 02026 617-360-1646 cvbuckley@riversideecc.org pmendes@riversideecc.org	N	0
34	UMASS Medical School Human Resources, 333 South Street Shrewsbury, MA 01545 cdugard@umassp.edu	N	0
35	Friendly House, Inc. 36 Wall Street Worcester, MA 01604 508-755-4362 sdaly@friendlyhouseema.org	N	0
36	College of the Holy Cross 1 College Street, Box K Worcester, MA 01610 508-793-3880 jdraczyn@holycross.edu mchester@holycross.edu mjaquez@holycross.edu	N	0
37	Adult Education Programs, Worcester Community Action Council 484 Main Street, Second Floor Worcester, MA 01608 508-754-1176 kbrennan@wcac.net	N	0
38	Southeast Asian Coalition 484 Main Street, Suite 400 Worcester, MA 01608 508-791-4373 avsawyer@seacma.org mbanzuela@seacma.org	N	0
39	Las Centro Americas 11 Sycamore Street Worcester, MA 01608 (508) 798-1900 info@centrolasamericas.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	You Inc. 81 Plantation Street Worcester, MA 01604 (855) 496-8462 mayottek@youinc.org	N	0
41	Seven Hills Foundation 81 Hope Street Worcester, MA 01529 508-755-2340 sbrownfield@sevenhills.org	N	0
42	Center of Hope Foundation, Inc. P.O. Box 66, 100 Foster Street Southbridge, MA 01550 508-764-4085 mguntor@thecenterofhope.org	N	0
43	Montachusett Veterans Outreach Center, Inc. 268 Central Street Gardner, MA 01440 msantiago@veterans-outreach.org	N	0
44	Community Development Corp. 246 Central Street Gardner, MA 01440 jcruckshank@ggcdc.org	N	0
45	Massachusetts Veterans Inc 69 Grove Street Worcester, MA 01605 800-482-2565 allisonalaimo@veteransinc.org	N	0
46	Work Without Limits University of Mass 333 South Street Shrewsbury, MA 01545 (877) 937-9675 megan.northup@umassmed.edu	N	0
47	Goodwill Career Center 570 Cottage Street Springfield, MA 01104 413-788-6981 hardyjk@comcast.net khardy@ourgoodwill.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Massachusetts Rehabilitation Commission 320 Washington Street Brookline, MA 02445 617-739-9080 karen.mael@mrc.state.ma.us	N	0
49	Massachusetts Rehabilitation Commission 59 Temple Place Boston, MA 02111 617-357-8137 margaret.gilligan@massmail.state.ma.us	N	0
50	VetSuccess.Org (US Dept of Veteran Affairs) 150 South Huntington Avenue Boston, MA 02203 617-232-9500 ellen.shaw-peterson@va.gov	N	0
51	Employer Support of The Guard and Reserve 50 Maple Street Milford, MA 01757 508-233-7249 eleanor.j.cash.ctr@mail.mil	N	0
52	the Massachusetts Rehabilitation Commission One Parker Street Lawrence, MA 01843 978-975-8587 paula.santagati@state.ma.us	N	0
53	North Central Career Services 25 Main Street Gardner, MA 01440 (978) 632-5050	N	0
54	Workforce Central Career Center - Worcester 340 Main Street Worcester, MA 01608 508-799-1600 jmccarthy@detma.org workforce@workforcecentralma.org	N	0
55	Workforce Central Career Center 5 Optical Drive, Suite 200 Southbridge, MA 01550 508-765-6430 donna.joyce@massmail.state.ma.us michael.petrella@massmail.state.ma.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
56	North Shore Career Center of Lynn 181 Union Street Lynn, MA 01901 781-593-0585 pventresca@detma.org	N	0
57	North Central Career Center 100 Erdman Way Leominster, MA 01453 978-534-1481 rick.dumont@massmail.state.ma.us scott.percifull@state.ma.us	N	0
58	Framingham American Job Center 1671 Worcester Road Framingham, MA 01701 508-766-5700 angela.m.grant@massmail.state.ma.us careerteam.sean@gmail.com	N	0
59	CareerPoint 850 High Street Holyoke, MA 01040 413-532-4900 info@careerpointma.org yruiz@careerpointma.org	N	0
60	Framingham American Job Center 1671 Worcester Road 508-766-5700 angela.m.grant@massmail.state.ma.us careerteam.sean@gmail.com	N	0
61	Veterans' Job Programs and Services 100 Cambridge Street, 5 th Floor 617-626-5300 erica.m.piedade@mass.gov	N	0
62	Fitchburg State Univ. Human Resources Dept., Sanders Admin. Bldg. 160 Pearl Street jbrack@fitchburgstate.edu	N	0
63	Massachusetts Vets Inc 69 Grove Street (508) 791-0956 johnperson@massveterans.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
64	North Central Career Center 444 Green Street (978) 632-5050 ccncml@detma.org	N	0
65	Univ. of Mass. at Worcester Human Resources, 333 South Street Human.Resources@umassd.edu	N	0
66	Worcester State University 486 Chandler Street, Room 316 (508) 929-8773 cmilosh@worcester.edu cfaron@worcester.edu	N	0
67	Worcester Youth Center 326 Chandler Street (508) 791-4702 info@worcesteryouthcenter.org	N	0
68	Workforce Central Career Center, Milford 425 Fortune Boulevard, Suite 201 (508) 478-4300 jmccarthy@detma.org danderson@detma.org wryan@detma.org jbulllan@detma.org hnarayanan@detma.org	N	0
69	MassHire Attelboro Career Center 95 Pine Street 508-222-1959 aferreira@bristoljobs.org Michael.Rae@detma.org	N	0
70	Cummings School of Veterinary Medicine at Tufts University 200 Westboro Road 508-839-5302 david.ossam@tufts.edu saqi.mehta@tufts.edu	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2022, certain members of this SEU participated in Diversity, Equity, and Inclusion training. SEU participants were required to complete a Think Mineral course on-line entitled, <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.
2	Management-level training regarding Diversity, Equity, and Inclusion	On January 25, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a refresher 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 were addressed through our initial facilitated sessions and our subsequent video trainings.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HIS) 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>Microaggressions</i> and <i>Tokenism</i> . The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
5	Management-level training regarding Diversity, Equity, and Inclusion	On April 21, 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>Cumulus Media Interactive Leadership DEI Sessions</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 Bias and Barriers.
6	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.
7	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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Management-level training regarding Diversity, Equity, and Inclusion	<p>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.</p>
9	Management-level training regarding Diversity, Equity, and Inclusion	<p>On November 29, 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.</p>
10	Participate in Job Fair	<p>On May 16, 2023, our Market Manager, Digital Sales Manager, and Promotion Director attended the MassHire Central Job Fair which took place at the DCU Center in Worcester, Massachusetts. Our representatives talked with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.</p>