

**WOKI(FM), WNML(AM), WNML-FM, WIVK-FM**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2022 – March 31, 2023<sup>1</sup>**

**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
AM Producer	1, 8-29, 32-43	1
On-Air Personality	1-30, 32-51	30
Account Executive	1-30, 32-51	30
Promotions Assistant	1-29, 32-39, 52-54	1
Sales Assistant	1-29, 32-51	30
On-Air Personality	57 *	57
On-Air Personality	1-30	30

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\* Exigent Circumstances

<sup>1</sup> This Report was revised in June 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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	16
2	<b>Adzuna Website</b> <a href="http://www.adzuna.com/">www.adzuna.com/</a>	N	0
3	<b>Job Is Job Website</b> <a href="http://www.jobisjob.com/">www.jobisjob.com/</a>	N	0
4	<b>MyJobHelper Website</b> <a href="http://www.myjobhelper.com/">www.myjobhelper.com/</a>	N	0
5	<b>Oodle Website</b> <a href="http://www.jobs.oodle.com/careers/careers/">www.jobs.oodle.com/careers/careers/</a>	N	0
6	<b>The Job Spider</b> <a href="http://www.jobspider.com/">www.jobspider.com/</a>	N	0
7	<b>Trovit Website</b> <a href="http://www.trovit.com/">www.trovit.com/</a>	N	0
8	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	9
9	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
10	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	0
11	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
17	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	N	0
18	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
19	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
20	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
21	<b>Hire Black Now</b> <a href="http://www.hireblacknow.com">www.hireblacknow.com</a>	N	0
22	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
23	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
24	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
25	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
26	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
27	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
28	<b>Veteran Career Center</b> <a href="http://www.veterancareercenter.com">www.veterancareercenter.com</a>	N	0
29	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
30	<b>Employee Referral</b>	N	8
31	<b>Internal Transfer/Promotion</b>	N	0
32	<b>Tennessee Career Center - Alcoa</b> 366 Glascock Street, Suite 120 865-379-5525 <a href="mailto:david.pope@tn.gov">david.pope@tn.gov</a> <a href="mailto:wiki.weeks@tn.gov">wiki.weeks@tn.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Tennessee Career Center at Lenoir City</b> 100 West Broadway, Suite 141 865-986-5506 <a href="mailto:cwest@ethra.org">cwest@ethra.org</a> <a href="mailto:philip.kelly@tn.gov">philip.kelly@tn.gov</a>	N	0
34	<b>Tennessee Career Center at Sevierville</b> 1216 Graduate Drive 865-543-4437 <a href="mailto:charlotte.ely@tn.gov">charlotte.ely@tn.gov</a> <a href="mailto:maxey@nwtworks.org">maxey@nwtworks.org</a>	N	0
35	<b>CAC/ Workforce Connections</b> 2700 Middlebrook Pike 865-594-6930 <a href="mailto:ginger.armstrong@tn.gov">ginger.armstrong@tn.gov</a> <a href="mailto:rachelle.j.barnes@tn.gov">rachelle.j.barnes@tn.gov</a>	N	0
36	<b>Urban League of Knoxville</b> 1514 East 5th Avenue 865-524-5511 <a href="mailto:bmyers@thekaul.org">bmyers@thekaul.org</a>	N	0
37	<b>Careers for Students with Disabilities</b> 100 Dunford Hall 865-974-7148 <a href="mailto:amuir@cosdonline.org">amuir@cosdonline.org</a>	N	0
38	<b>University of TN Career Services</b> 1015 Phillip Fulmer Way 865-974-5435 <a href="mailto:mmahoney@utk.edu">mmahoney@utk.edu</a>	N	0
39	<b>East Tennessee Human Resource Agency, Inc.</b> 728 E-Emory Valley Road <a href="mailto:kcox@ethra.org">kcox@ethra.org</a>	N	0
40	<b>Goodwill Industries--Knoxville, Inc.</b> 5307 Kingston Pike PO Box 11066 <a href="mailto:mjohnson@gwiktn.org">mjohnson@gwiktn.org</a>	N	0
41	<b>Knox County Career Center</b> 2700 Middlebrook Pike, Suite 100 865-594-2741 <a href="mailto:Angie.Respess@tn.gov">Angie.Respess@tn.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	<b>Knoxville Area Employment Consortium (KAEC)</b> 865-594-6757 <a href="mailto:KAECTN@gmail.com">KAECTN@gmail.com</a>	N	0
43	<b>Knoxville College</b> P.O. Box 52648 (865) 521-8064 <a href="mailto:mkelso@knoxvillecollege.edu">mkelso@knoxvillecollege.edu</a> <a href="mailto:ebowers@knoxvillecollege.edu">ebowers@knoxvillecollege.edu</a> <a href="mailto:klindsey@knoxvillecollege.edu">klindsey@knoxvillecollege.edu</a>	N	0
44	<b>Spark formerly ETTAC Disability</b> 116 Childress Street 865-219-0130 <a href="mailto:mtadams@sparktn.org">mtadams@sparktn.org</a>	N	0
45	<b>State of Tennessee Division of Rehabilitation Services</b> 1610 University Avenue <a href="mailto:Kelly.roberts@tn.gov">Kelly.roberts@tn.gov</a>	N	0
46	<b>Tennessee Career Center - Knoxville</b> 2700 Middlebrook Pike, First Floor <a href="mailto:phyllisbrunson@workforceinvestmentnetwork.com">phyllisbrunson@workforceinvestmentnetwork.com</a>	N	0
47	<b>Tennessee Career Center at Oak Ridge</b> 136 S. Illinois Avenue 865-483-7474, <a href="mailto:info@ethra.org">info@ethra.org</a> <a href="mailto:adina.chumley@tn.gov">adina.chumley@tn.gov</a> <a href="mailto:jjett@ethra.org">jjett@ethra.org</a>	N	0
48	<b>Tennessee Career Center-Oak Ridge</b> 599 Oak Ridge Turnpike, Suite B <a href="mailto:david.pope@tn.gov">david.pope@tn.gov</a>	N	0
49	<b>Tennessee Department of Labor - Workforce Development - Knoxville</b> 530 Henley Street <a href="mailto:William.howell@tn.gov">William.howell@tn.gov</a>	N	0
50	<b>TN - Dept of Human Services – Community Tennessee Rehabilitation Center</b> 1749 Triangle Park Drive 865-981-2382 <a href="mailto:Deborah.Quillen@tn.gov">Deborah.Quillen@tn.gov</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	<b>TN - Dept of Human Services - Vocational Rehabilitation Regional Office - Region 10 &amp; 11 (All Counties)</b> Services for the Blind and Visually Impaired; Services for the Deaf, Deaf-Blind and Hard of Hearing 520 West Summit Hill Drive, Suite 301 865-594-9407 <a href="mailto:Jessica.Schilling@tn.gov">Jessica.Schilling@tn.gov</a>	N	0
52	<b>Southeast Kentucky Community and Technical College- Middlesboro Campus</b> 100 College Road 606-248-0768 <a href="mailto:felicia.carroll@kctcs.edu">felicia.carroll@kctcs.edu</a> <a href="mailto:joe.sutton@kctcs.edu">joe.sutton@kctcs.edu</a>	N	0
53	<b>Wounded Warrior Project</b> 223 Rosa L. Parks Ave, Suite 301 615-782-7226 <a href="mailto:hpeck@woundedwarriorproject.org">hpeck@woundedwarriorproject.org</a> <a href="mailto:jmoore@woundedwarriorproject.org">jmoore@woundedwarriorproject.org</a>	N	0
54	<b>Hero 2 Hired</b> <a href="mailto:vernon.j.nelson.ctr@mail.mil">vernon.j.nelson.ctr@mail.mil</a>	N	0
55	<b>Word-of-Mouth Referral</b>	N	0
56	<b>Station Website Postings (one or more SEU stations)</b>	N	0
57	<b>Walk-in/ Self-Referral</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			34

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Business 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 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, record-keeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On March 9, 2023, our Market Manager, who was unavailable when this training originally occurred on May 24, 2022, viewed the recorded 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, record-keeping, and reporting requirements were reexamined and reinforced.
<b>3</b>	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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	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.
5	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.
6	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 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 re-enforced 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 we learned about through both our initial facilitated sessions and our subsequent video trainings.
7	Participate in event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On October 18, 2022, our SEU's Operations Manager was invited to speak to a group of students studying Broadcasting at the University of Tennessee about careers opportunities in Media. He shared information about the company, his position within the company, and what it takes to be successful in media, emphasizing the ever-increasing role technology plays in the industry.



	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
8	Participate in Job Fair	<p>On August 30, 2022, our SEU's Promotions Director attended the University of Tennessee, Knoxville Part-Time Job Fair, which took place on the Knoxville campus and was hosted by the University's Center for Career Development and Academic Exploration. He shared information about career opportunities in media as well as the education/skill sets necessary for success in the industry, with an emphasis on radio broadcasting. He also discussed part-time and full-time positions available within the Knoxville SEU and accepted resumes from students who expressed an interest in employment.</p>