

**KTBL(AM), KNML(AM), KKOB(AM), KMGA(FM), KDRF(FM),
KOBQ(FM), KRST(FM), and KKOB-FM
EEO PUBLIC FILE REPORT
June 1, 2023 – May 31, 2024**

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 Campaign Specialist	1 – 30	30
News Anchor/Reporter	1 – 30, 32 – 33, 36 - 37	30
Digital Account Executive	1 – 30, 32 – 33, 36 – 37	30
Account Executive	1 – 30, 32 – 33, 36 – 38	38

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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	6
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	1
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	3
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.disAbleperson.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 Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	3
31	Internal Transfer/Promotion	N	0
32	Goodwill Industries of New Mexico 5000 San Mateo Boulevard Albuquerque, NM 87109 505-881-6401 swachter@goodwillnm.org vmcglason@goodwillnm.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	New Mexico Workforce Connection Center- Albuquerque 501 Mountain Road NE Albuquerque, NM 87102 505-843-1900 nmworkforceconnection@wccnm.org Michelle.Martinez3@state.nm.us	N	0
34	New Mexico Division of Rehabilitation 5301 Central, NE Albuquerque, NM 87108 505-841-6450 jeffrey.archuleta@va.gov	N	0
35	New Mexico Workforce Connection Valencia County 428 Los Lentos Road, SE Los Lunas, NM 87031 505-212-9115 roberto.christian@state.nm.us victor.baca@state.nm.us	N	0
36	National MS Society 3540 Pan American Freeway NE Albuquerque, NM 87107 505-243-2792 vicki.kowal@nmss.org	N	0
37	Veterans' Employment and Training Service (VETS) New Mexico 401 Broadway Boulevard NE Albuquerque, NM 87102 riedel.george.j@dol.gov Weaver.Spencer.L@dol.gov	N	0
38	Word-of-Mouth Referral	N	5
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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 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.
2	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.
3	Management-level training regarding Diversity, Equity, and Inclusion	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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	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.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, 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 (HSI) 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.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.
7	Participate in Job Fair	On June 14, 2023, our SEU’s Market Manager, General Sales Managers, Program Directors, and Promotions Director participated in the 11 th Annual Senator Michael Padilla Job Fair, which took place at Harrison Middle School in Albuquerque. Hiring Managers spoke with interested attendees and shared information about the company, career opportunities in radio broadcasting, and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in Job Fairs (4)	<p>Our SEU participated in four (4) virtual job fairs sponsored by the New Mexico Broadcasters Association: between August 21 and 25, 2023; between November 13 and 17, 2023; between February 5 and 12, 2024; and between May 6 and 12, 2024. Our Promotions Director as well as our Operations and Sales Managers were involved and available to interact with participants. Interested participants could apply directly to be considered for open Cumulus positions after which they would be contacted to schedule virtual or in person interviews.</p>
9	Participate in activities reasonably calculated to disseminate information about careers in broadcasting	<p>Our SEU has a radio exclusive partnership with the University of New Mexico School of Business (“the School”). The School offers a Certificate of Completion for a sales-focused “minor” within their Bachelor of Business Administration degree. Members of our staff—Market, General Sales, and Local Sales Managers (the “Managers”)—were available to these business students throughout the year to share their business expertise. The Managers participated in multiple, degree-related events which included attending classes alongside the students, speaking to sales-focused classes such as Media Sales and Organizational Behavior, conducting mock interviews specifically related to marketing and sales, and evaluating student projects and offering constructive feedback. This close partnership has received overwhelmingly positive feedback.</p>