

**KGO (AM), KNBR (AM), KNBR-FM, KSAN (FM) & KSFO (AM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 – July 31, 2023**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1 -30, 32 - 49, 51 - 57, 59 - 60, 62 - 119	30
On-Air Personality	1 -10, 30, 32 - 81	30
Continuity Coordinator	1 -10, 30, 32 - 43, 45 - 46, 49, 51 - 57, 59 - 60, 62 - 72, 74 - 118	30
National Sales Coordinator	1 -10, 30	30
Board Operator	1 - 49, 51 - 57, 59, 60, 62 - 120	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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	10
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	3
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>Word-of-Mouth Referral</b>	N	10
31	<b>Internal Transfer/Promotion</b>	N	1
32	<b>Career Link Center - Mission Center</b> 3120 Mission Street San Francisco, CA 94110 415-401-4800 iperez@sfgoodwill.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>America`s Job Center of California – EastBay Works</b> 2300 El Portal Drive, Suite B San Pablo, CA 94806 510-412-6740 kwilliams-soares@ehsd.cccounty.us jimmie.blanton@edd.ca.gov	N	0
34	<b>Eden Area Multiservice Center</b> 24100 Amador Street, 3 <sup>rd</sup> Fl Hayward, CA 94544 510-670-5700 patrick.keenan@edd.ca.gov	N	0
35	<b>Berkeley One Stop Career Center / America`s Job Center of California</b> 1701 San Pablo Avenue Berkeley, CA 94702 510-644-6630 nford@peralta.edu	N	0
36	<b>AJCC - Oakland (Oakland Airport Corporation Center)</b> 7677 Oakport Road Oakland, CA 94621 510-545-0500 ivan.roena@edd.ca.gov robert.mccockran@edd.ca.gov	N	0
37	<b>EastBay Works RichmondWorks</b> 330 -25 <sup>th</sup> Street Richmond, CA 94804 510-307-8014 adam.mcclure@edd.ca.gov jholley@richmondworks.org	N	0
38	<b>Mark Sanders AJCC</b> 2901 50 <sup>th</sup> Street Sacramento, CA 95817 916-227-1395 billy.thomas@edd.ca.gov ckatalba@edd.ca.gov	N	0
39	<b>Solano Employment Connection</b> 1440 Marin Street Vallejo, CA 94590 707-649-3604 ava.jones-moorring@edd.ca.gov richard.wright@edd.ca.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	<b>Southeast Workforce Development - San Francisco City College</b> San Francisco, CA 94124 415-970-7762 Edwin.Florentino@sfgov.org	N	0
41	<b>EDD Workforce Service</b> 801 Turk Street San Francisco, CA 94102 415-749-7503 dtam@edd.ca.gov jenny.carreno@edd.ca.gov	N	0
42	<b>Merritt College One Stop Career Center</b> 12500 Campus Drive, Building R Oakland, CA 94619 510-436-2637 hgraham@peralta.edu	N	0
43	<b>Comprehensive Access Point</b> 1500 Mission Street at 11th San Francisco, CA 94103 415-575-4570 iperez@sfgoodwill.org	N	0
44	<b>California Dept. of Rehabilitation</b> 721 Capitol Mall Sacramento, CA 95814 916-558-5406 Sylvia.Hoggatt@dor.ca.gov	N	0
45	<b>Marin Employment Connections Career Resource Center</b> 120 N. Redwood Road San Rafael, CA 94903 Henry.Palmer@edd.ca.gov	N	0
46	<b>JobTrain-Vocational Training Center</b> 1200 O'Brien Drive Menlo Park, CA 94025 (650) 330-6532 ravelar@jobtrainworks.org	N	0
47	<b>Veterans First</b> 1540 East Edinger Avenue Santa Ana, CA 92705 714-322-8789 jeff@veteransfirstoc.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	<b>SER-Jobs for Progress, Inc.</b> 4700 North River Road Ocean Side, CA 92057 951-296-2929 felix.ramirez48@yahoo.com	N	0
49	<b>Goodwill Development Oakland</b> 1301 30 <sup>th</sup> Avenue Oakland, CA 94601 510-698-7200 vanderson@eastbaygoodwill.org	N	0
50	<b>Homeless to Independence - California</b> CA californiahti@homelesstoindependence.org	N	0
51	<b>Lighthouse San Francisco</b> 214 Van Ness Avenue San Francisco, CA 94102 415-431-1481 kwilliams@lighthouse-sf.org	N	0
52	<b>Expandability</b> 1150 S. Bascom Avenue, # 7A San Jose, CA 95128 408-278-2000 karen@expandability.org	N	0
53	<b>Asian Neighborhood Design, Employment and Training Center</b> 1245 Howard Street San Francisco, CA 94103 (415) 575-0423 jbrewster@andnet.org	N	0
54	<b>UA Local 38 Apprenticeship Training Program</b> 1621 Market Street San Francisco, CA 94103 (415) 626-2000 ljmazzola@ualocal38.org local38@ualocal38.org	N	0
55	<b>San Francisco Sheet Metal Training Center, Bay Area Chapter SMACNA</b> 1939 Market Street San Francisco, CA 94103 415-431-1676 frankc@smw104jatc.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
56	<b>South Of Market Employment Center</b> 288 7 <sup>th</sup> Street San Francisco, CA 94103 (415) 865-2105 ehernandez@missionhiringhall.org	N	0
57	<b>Chinese For Affirmative Action</b> 17 Walter U Lum Place San Francisco, CA 94108 415-274-6750 info@caasf.org	N	0
58	<b>PEP Jobs</b> Castro & Duboce Street San Francisco, CA (415) 600-4875 postt@sutterhealth.org	N	0
59	<b>CYC, aka Youth And Employment Training Project</b> 319 6 <sup>th</sup> Avenue, Suite 201 San Francisco, CA 94107 415-752-9675 employment@cycsf.org cyc@cycsf.org	N	0
60	<b>Cypress Mandela - Women In Skilled Trades, Oakland Private Industry Council</b> 2229 Poplar Street Oakland, CA 94607 510-208-7355 artshanks@yahoo.com	N	0
61	<b>Laney College DSPS Workability III Program</b> Disabled Students Programs & Services (DSPS) Oakland, CA 94720 harvest33@yahoo.com	N	0
62	<b>Tradeswomen, Inc</b> 1433 Webster Street Oakland, CA 94612 510-891-8773 meg@tradeswomen.org	N	0
63	<b>Center For Independent Living (CIL)</b> 3075 Adeline Street (Ed Roberts Campus) Berkeley, CA 94703 510-841-4776 info@cilberkeley.org	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>
64	<b>Project Hired</b> 1401 Parkmoor Avenue San Jose, CA 95126 408-557-4311 info@projecthired.org lesleyb@projecthired.org	N	0
65	<b>San Mateo Sheet Metal Training Center</b> 860 Hinckley Road Burlingame, CA 94010 650-652-9638 kevinl@smw104.org	N	0
66	<b>Arriba Juntos</b> 1850 Mission Street San Francisco, CA 94103 (415) 487-3245 dahumaba@arribajuntos.org	N	0
67	<b>CHADD</b> 369 Santa Paula San Leandro, CA 94579 kelly@chaddnorcal.org	N	0
68	<b>VA Health Care</b> 795 Willow Road, MS 116B2 Menlo Park, CA 94025 650-493-5000 priscilla.azcueta@va.gov	N	0
69	<b>San Francisco Labor Council</b> 1188 Franklin Street San Francisco, CA 94109 tom@sflaborcouncil.org	N	0
70	<b>Chinatown One Stop Career Center</b> 601 Jackson Street San Francisco, CA 94133 415-677-7500 stephenkc@selfhelpelderly.org	N	0
71	<b>Western Addition Neighborhood Access Point</b> 1449 Webster Street San Francisco, CA 94115 415-549-7000 lprice@successcentersf.org	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>
72	<b>Dept. of Veterans Affairs â VBA</b> 1301 Clay Street, RM 1200N Oakland, CA 94612 510-637-6393 nicole.green3@va.gov	N	0
73	<b>Work For Warriors (CA Military Department)</b> 385 River Oaks Parkway, #1033 San Jose, CA 95134 916-245-0582 jason.m.cameron.ctr@mail.mil	N	0
74	<b>Career Actions Network - St. Isidore of Danville</b> Danville, CA 925-525-0272 tloarie@mercatormed.com	N	0
75	<b>Jewish Employment Network - JVS</b> 225 Bush Street, Suite 400 San Francisco, CA 94104 415-782-6225 amarkowitz@jvs.org info@jvs.org	N	0
76	<b>Job Networking Ministry - Christ of the King Parish</b> Pleasant Hill, CA godsaves@comcast.net	N	0
77	<b>The Job Forum - San Francisco Chamber of Commerce</b> San Francisco, CA 415-392-4520 joanne@jgauerbach.com	N	0
78	<b>Trinity Presbyterian Church</b> San Carlos, CA 650-209-5775 f.miltenberger@comcast.net	N	0
79	<b>International Rescue Committee</b> 440 Grand Avenue Oakland, CA 94610 510-452-8222 mitchell.margolis@rescue.org rakiya.witwer@rescue.org	N	0

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80	<b>UC Berkeley Career Center</b> 2440 Bancroft Way Berkeley, CA 94704 employers@berkeley.edu	N	0
81	<b>Office of Economic and Workforce Development</b> 1 South Van Ness Avenue, 5 <sup>th</sup> Floor San Francisco, CA 94103 415-701-4848 orrian.willis@sfgov.org	N	0
82	<b>Lao Family Community Development Inc.</b> 1551 23 <sup>rd</sup> Avenue Oakland, CA 94606 510-533-8850 info@lafd.org	N	0
83	<b>Sprinkler Fitters Apprenticeship Training Center</b> 2531 Barrington Court Hayward, CA 94545 (510) 782-9483 Linda@sprinklerfitters483.org leadership@sprinklerfitters483.org	N	0
84	<b>Bay Area Counties Roofing/Waterproofing Apprenticeship Program</b> 1661 20 <sup>th</sup> Street Oakland, CA 94607 510-628-3650 jose@rwprogram.com	N	0
85	<b>RAMS Hire-Ability</b> 1234 Indiana Street San Francisco, CA 94107 215-587-3080 bchen@hire-ability.org	N	0
86	<b>Swords to Plowshares - Oakland</b> Oakland, CA jessie.xenakis@stp-sf.org sarah.wong@stp-sf.org	N	0
87	<b>Lutheran Services in America Disability Network - Southern California</b> 988 Oak Grove Road Concord, CA 94518 (909) 866-2792 maria.dillon-owens@lsssc.org	N	0

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88	<b>Lions Center for the Blind</b> 1722 Broadway Street Oakland, CA 94612 510-654-1580 caleb@lbcenter.org	N	0
89	<b>Veterans Resource Centers of America/Next Step</b> 795 Willow Road, Building 348 Menlo Park, CA 94025 650-566-0240 abrooks@vetsresource.org lmoody@vetsresource.org	N	0
90	<b>Job Connections - Community Presbyterian Church</b> 222 W. El Pintado Road Danville, CA 94526 925-552-7972 dean@jobconnections.org	N	0
91	<b>SFSU Student Involvement &amp; Career Center</b> 1600 Holloway Avenue San Francisco, CA 94132 huangca@sfsu.edu	N	0
92	<b>46 No Cal Counties Drywall/Lathing Apprenticeship</b> 23217 Kidder Street Hayward, CA 94545 (888) 315-3098 dlawrence@drywall-lathing.com	N	0
93	<b>Alameda One Stop Career Center / America's Job Center of California</b> 555 Ralph Appezato Memorial Parkway Alameda, CA 94501 510-748-2208 joverall@kra.com kcvanagh@peralta.edu	N	0
94	<b>Alameda One-Stop Career Center</b> 555 Ralph Appezato Memorial Parkway P Alameda, CA 94501 (510) 748-2208 lsilva@peralta.edu	N	0

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95	<b>Alameda/Contra Costa Sheet Metal Training Center</b> 1700 Marina Boulevard San Leandro, CA 94577 (510) 483-9035 keithd@smw104jatc.org	N	0
96	<b>ASSETS Senior Employment Opportunities Program</b> 150 Frank H. Ogawa Plaza Oakland, CA 94612 mwatkins@oaklandnet.com	N	0
97	<b>Buckelew Employment Services</b> 900 Fifth Avenue, Suite 150 San Rafael, CA kelleys@buckelew.org	N	0
98	<b>California Department of Rehabilitation - Oakland District</b> 1515 Clay Street, Suite 119 Oakland, CA 94612 (925) 602-3953 chighland@dor.ca.gov	N	0
99	<b>California Department of Rehabilitation - San Francisco District</b> 455 Golden Gate Avenue, Suite 7727 San Francisco, CA 94102 (415) 802-2330 Theresa.woo@dor.ca.gov	N	0
100	<b>Eastbay Works Access Career Center</b> 24100 Amador Street Hayward, CA 94544 (510) 748-2208 jyork@acgov.org	N	0
101	<b>Employment &amp; Career Services Center - Chabot College</b> 25555 Hesperian Boulevard, Room 2325, Building 2300 Hayward, CA 94545 (510) 723-7228 gshimada@chabotcollege.edu	N	0
102	<b>Filipino Advocates for Justice, aka Filipinos for Affirmative Action</b> 310 8th Street, Suite 308 Oakland, CA 94607 lgaledo@filipinosaction.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
103	<b>Glide Memorial Church</b> 330 Ellis Street San Francisco, CA 94102 (415) 674-6000 info@glide.org	N	0
104	<b>Goodwill Industries of the Greater East Bay, Inc</b> 1301 30 <sup>th</sup> Avenue Oakland, CA 94601 (510) 698-7200 info@eastbaygoodwill.org	N	0
105	<b>Lutheran Social Services of Northern California</b> 1465 Civic Court, Building D, Suite 810 Concord, CA 94520 (925) 825-1060 Development@lssnorcal.org	N	0
106	<b>Marin Employment Connection, aka Marin County Office of Employment &amp; Training</b> 120 North Redwood Drive, East Wing San Rafael, CA 94903 (415) 473-3300 cgunselman@co.marin.ca.us info@marinemployment.org	N	0
107	<b>National MS Society</b> 1700 Ownes Street, Suite190 San Francisco, CA 94158 (415) 230-6677 stewart.ferry@nmss.org	N	0
108	<b>Oakland Public Library</b> 125 14 <sup>th</sup> Street Oakland, CA 94612 bboies@oaklandlibrary.org	N	0
109	<b>Oakland Workforce Investment Board, aka Workforce Development Collaborative</b> 250 Frank H. Ogawa Plaza, Suite 3315 Oakland, CA 94612 (510) 238-3627 jbailey@oaklandnet.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
110	<b>Peninsula Works Daly City, aka California Employment Development Dept. - San Mateo City</b> 271 92 <sup>nd</sup> Street Daly City, CA 94015 (650) 301-8440 vslopez@co.sanmateo.ca.us	N	0
111	<b>Solano Employment Connection (part of CA Employment Development Department Partners)</b> 1440 Marin Street Vallejo, CA 94590 (707) 649-3604 SECinfo@solanowib.org	N	0
112	<b>SSA Eastmont Career Center, aka Oakland East One-Stop</b> 7200 Bancroft Avenue, Suite 140 Oakland, CA 94605 (510) 568-8349 dhamilto@edd.ca.gov	N	0
113	<b>Swords To Plowshares</b> 1060 Howard Street San Francisco, CA 94103 (415) 252-4788 alli.miller@stp-sf.org mfiffer@stp-sf.org	N	0
114	<b>The Unity Council (Formerly Spanish Speaking Unity Council)</b> 1900 Frutivale Avenue, Suite 2A Oakland, CA 94601 (510) 535-6900 rdemerin@unitycouncil.org	N	0
115	<b>The Veterans Health Research Institute</b> 4150 Clement Street, 151NC San Francisco, CA 94121 Jennifer.Chen@ncire.org	N	0
116	<b>United Indian Nations, Inc</b> 1436 Clarke Street, Suite B San Leandro, CA 94577 (510) 352-4510 info@uin.net elsie@uin.net	N	0

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117	<b>Veterans Representative Workforce Services, EDD</b> 24100 Amador Street, 3 <sup>rd</sup> Floor Hayward, CA 94544 Patrick.Keenan@edd.ca.gov	N	0
118	<b>Young Community Developers, Inc</b> 1715 Yosemite Avenue San Francisco, CA 94124 (415) 822-3491 mprentice@ycdjobs.org youngcommunitydevelopers@gmail.com	N	0
119	<b>Wounded Warrior Project</b> KY 615-782-7226 hpeck@woundedwarriorproject.org jmoore@woundedwarriorproject.org	N	0
120	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			25

**KGO (AM), KNBR (AM), KNBR-FM, KSAN (FM) & KSFO (AM)**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2022 – July 31, 2023**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	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 online 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.
<b>2</b>	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 online 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.
<b>3</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	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 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.



	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On February 10, 2023, our SEU’s Director of Play-by-Play produced an audio message that was emailed to members of the staff of the San Jose State University radio station, KSJS, in which he reflected on the Station’s 60 <sup>th</sup> anniversary. As part of the message, the Director, who served as the General Manager of this Station during his college days, recounted the many benefits of working at KSJS and described the invaluable experience he acquired before moving on. He offered all KSJS staff members the opportunity to reach out to him personally if they were interested in discussing the many career opportunities available in radio broadcasting.
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 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, “Understanding Harassment” and “Anti-Harassment – Managers” (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 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 (HIS) online course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
7	Management-level training regarding Diversity, Equity, and Inclusion	On April 20, 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.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On April 22, 2023, in celebration of the 60th anniversary of the San Jose State University radio station, our SEU's Director of Play-by-Play attended an informal gathering of current KSJS staff members at its studios. During the gathering, the Director talked with several students about the many potential career opportunities available in radio broadcasting.
<b>9</b>	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting	On April 26, 2023, our SEU's Program Director and KSAN-FM Midday Talent was invited to speak to a group of students in the Broadcast and Electronic Communication Arts department (BECA) at San Francisco State University. She not only shared details about her experiences in radio broadcasting but also discussed what it is like to be a female in the industry. During a 30-minute question-and-answer session she also had an opportunity to talk about the variety of career opportunities available in the broadcasting industry and invited the students to contact her if they had any further questions.
<b>10</b>	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.