

**KBCY(FM), KCDD(FM), KHXS(FM), KTLT(FM)**  
**EEO PUBLIC FILE REPORT**  
**April 1, 2020 – March 31, 2021**

**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>
No Full-Time Positions Were Filled During this Reporting Period.		

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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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 July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
<b>2</b>	Mentoring program	During this reporting period, our Vice President/Market Manager designed and implemented a program to provide our Digital Sales Expert with the knowledge and skills necessary to become a Regional Digital Sales Manager. Weekly meetings and training sessions with her Mentor have moved this Mentee closer to attaining her current career goal in the near future.
<b>3</b>	Management-level training regarding prevention of discrimination and harassment in the workplace	During the month of March 2021, our SEU participated in harassment prevention training. SEU managers were required to complete a course prepared by ThinkHR entitled, “Harassment Prevention for US Managers,” designed to help develop a set of values in managerial and supervisory employees that will assist them in preventing and effectively responding to incidents of discrimination and workplace harassment. This course addressed federal anti-discrimination and anti-harassment law as well as relevant state requirements. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.