

KKOH (AM), KNEV (FM), KBUL-FM, and KWYL (FM)
EEO PUBLIC FILE REPORT
June 1, 2024 – May 31, 2025

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
Market Account Executive	1, 8-34, 36-39	8
Anchor & Reporter	1, 8-34, 36-39	1
Digital Sales Manager	1, 8-39	10
Chief Engineer	1-10, 30-34, 36-39	1

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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	10
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	1
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
16	Diversity in Jobs www.diversityinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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 www.hireblack.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	Carson City JobConnect 1929 North Carson Street Carson City, NV 89701 775-684-0400 klvaugh@detr.nv.gov	N	0
31	EmployNV Career Hub 2281 Pyramid Way Sparks, NV 89431 775-284-9520 jwmicali@detr.nv.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	El Sol de Nevada 1580 Hymer Avenue Sparks, NV 89431 (775) 786-0189 elsoldenevada@yahoo.com	N	0
33	EmployNV Career Hub Reno 4001 South Virginia Street, Suite H Reno, NV 89502 775-284-9600 aleaton@detr.nv.gov	N	0
34	Reno Sparks Indian Colony 2001 E 2nd Street Reno, NV 89502 smontooth@rsic.org	N	0
35	Sierra Nevada Job Corp 5005 Echo Avenue Reno, NV 89506 gardella.kathy@jobcorps.org	N	0
36	University of Nevada, Reno, Career Services 1664 N Virginia Street Joe Crowley Student Union, 3rd Floor Reno, NV 89557 (775) 682-7114 careers@unr.edu	N	0
37	Nevada County One Stop, aka California Employment Development Dept - Nevada County 10075 Levon Avenue, Suite 105 Truckee, CA 96161 5302657088 nevadacounty@ncen.org	N	0
38	Business and Career Network - Sierra County 305 South Lincoln Street Sierraville, CA 96126 530-994-3349 afwdcontact@ncen.org andrew.macey@edd.ca.gov	N	0
39	Community Services Agency - Workforce Development 1090 East 8th Street 775-786-6023 workforce@csareno.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Employee Referral	N	0
41	Internal Transfer/Promotion	N	0
			12

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm, H3C, entitled, Empathetic Leadership . This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “ Empathetic Leadership: Cultivating Trust & Inclusion, ” and introduced tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between August 12 th and August 23 rd , 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU’s 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 VP, Human Resources 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the first half of December 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, Perpetuating Allyship . This session was designed as a Leadership Lab—a 60-minute session to discuss the meaning of “ Perpetuating Allyship ” and introduced tools, techniques, and methods associated with this topic. Specifically this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do's and don'ts about allyship.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between December 16 th and 20 th , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Perpetuating Allyship session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, 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</i> and <i>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
7	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging</i> , <i>Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group; how practicing empathy helps us see life from someone else's point of view; and the benefits of seeking common ground for the sake of unity.
8	Participate in event sponsored by or on behalf of an educational institution related to careers in broadcasting	On March 18, 2025, our KKOH(AM) Program Director and our SEU's Promotions Director attended the Reynolds School of Journalism hiring event on the campus of the University of Nevada - Reno. They shared information with interested students about the company, radio broadcasting—as in what the day-to-day will be like should they be hired, who will mentor them, and how what they are learning in classes will apply to the industry once they graduate.