

CITY OF NEW YORK
COMMISSION ON HUMAN RIGHTS

In the Matter of the Complaint of:

THE NEW YORK CITY COMMISSION ON
HUMAN RIGHTS,

Complainant,

— against —

WESTWOOD ONE STATIONS-NYC, INC.,

Respondent.

VERIFIED COMPLAINT

Complaint No. M-E-Q-25-153415

NATURE OF THE ACTION

The New York City Commission on Human Rights (“Commission”) brings this action against Respondent Westwood One Stations-NYC, Inc. (“Fulcrum Digital”) for violating § 8-107(32) of the Administrative Code of the City of New York, the New York City Human Rights Law (“NYCHRL”). As of November 1, 2022, the NYCHRL requires employers in New York City to include a good faith salary range for every job, promotion, and transfer opportunity advertised. The Commission alleges as follows:

JURISDICTION AND VENUE

The Commission initiates this Complaint pursuant to NYCHRL § 8-109(c). The effects of the alleged unlawful policies and practices described in this complaint occurred in the City of New York.

PARTIES

1. The Commission’s address is 22 Reade Street, New York, NY 10007.
2. Respondent Westwood One Stations-NYC, Inc is an employer as defined by NYCHRL § 8-102 and, upon information and belief, employs four (4) or more employees. Respondent’s address for service of process is Westwood One Stations-NYC, Inc., c/o

Corporation Service Company, 80 State Street, Albany, NY, United States, 12201 – 2543. Its business address is Westwood One Stations-NYC, Inc., 220 West 42nd Street, New York NY, United States, 10036.

FACTS

3. Respondent maintains a careers page on its website, <https://www.westwoodone.com/> (“Jobs Site”).

4. As of February 13, 2025, the listing on the Jobs Site for the position of “SVP, Podcasting Sales” in New York City or containing work to be performed in New York City did not display a salary range. *See* Exhibit A (Jobs Site 2-13-25 screenshot).

CHARGE I

5. Complainant incorporates and realleges paragraphs 1 through 4 of this Complaint as though fully set forth herein.

6. The Commission charges that Respondent has unlawfully discriminated against job applicants by failing to include a salary range in job listings for positions in New York City currently on its Jobs Site, in violation of § 8-107(32) of the NYCHRL.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully requests judgment against Respondent as follows:

- a) Declaring that Respondent’s acts, practices, and omissions complained of herein violate the NYCHRL;
- b) Directing Respondent to make all necessary modifications to its policies, practices, and procedures to comply with NYCHRL;

- c) Directing Respondent to train all management, agents, and employees on NYCHRL;
- d) Directing Respondent to engage in affirmative relief, including anti-discrimination training, policy revisions, posting and notice to employees, and monitoring.
- e) Awarding such other and further relief as the Commission deems just and proper.

Katherine Carroll, being duly sworn, deposes and says:

I am the Deputy Commissioner of the Law Enforcement Bureau of the New York City Commission on Human Rights, the Complainant herein; I have read the foregoing Complaint and know the content thereof; the same is true of my own knowledge, except as to the matters therein stated on information and belief; and, as to those matters, I believe the same to be true.

Dated: New York, NY
August 29, 2025



Katherine Carroll
Deputy Commissioner
Law Enforcement Bureau
New York City Commission on Human Rights
22 Reade Street, 3rd Floor
New York, NY 10007

Exhibit A



Careers At Westwood One

About CUMULUS MEDIA

CUMULUS MEDIA (NASDAQ: CMLS) is a leading audio-first media and entertainment company delivering premium content to over a quarter billion consumers every month — wherever and whenever they want it. CUMULUS MEDIA engages listeners with high-quality local programming through 428 owned-and-operated stations across 87 markets; delivers nationally-syndicated sports, news, talk, and entertainment programming from iconic brands including the NFL, the NCAA, the Masters, the Olympics, the GRAMMYs, the American Country Music Awards, and many other world-class partners across nearly 8,000 affiliated stations through Westwood One, the largest audio network in America; and offers listeners a dynamic network of popular podcasts that define culture with original content and commentary on today’s world. CUMULUS MEDIA provides advertisers with local impact and national reach through on-air, digital, mobile, and voice-activated media solutions, as well as access to integrated digital marketing services, powerful influencers, and live event experiences. CUMULUS MEDIA is the only audio media company to provide marketers with local and national advertising performance guarantees. For more information visit www.cumulusmedia.com.

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Back To Openings

SVP, Podcasting Sales

Department: Sales
Location: New York, NY

START YOUR APPLICATION

Cumulus Media’s Westwood One (WWO), the largest audio network in the U.S., is looking for a **SVP, Podcasting Sales** to lead advertising sales strategy development and execution for our rapidly growing podcast network. The position is based at Westwood One’s offices in New York, reporting directly to the President of Westwood One.

In this role, you will be responsible for all aspects of monetization in Westwood One’s podcasting group. Our podcast network is the fastest organically growing podcast network in the country having more than doubled in the past year, with nearly 80 million downloads per month and aggressive growth expectations.

The ideal candidate will demonstrate a unique balance of entrepreneurial agility, passion and performance combined with proven skills building and leading a successful sales organization.

Responsibilities:

- Create and execute monetization strategies that align with the rapidly evolving marketplace in advertising sales including direct to consumer, brand and digital advertising with a hybrid model of host read ads and dynamic ad insertion
- Take the lead in developing of the narrative and educating the market on the benefits of advertising on Westwood One podcasts to drive growth and profitable revenue packaging and presenting our assets for optimal results
- Work collaboratively with the podcast leadership team to provide demand side insights that inform decisions in content acquisition, content development, audience development, data and analytics and more
- Directly manage podcast sales managers in NY and LA
- Partner with WWO regional EVP’s to leverage the access and acumen of our general market audio sellers in NY, LA, Chicago, Atlanta and Dallas to drive podcast revenue
- Oversee digital ad operations including sales planning and account management to optimize performance
- Work with the Cumulus Radio Station Group to unlock network potential from the massive number of local podcasts across the portfolio
- Explore and develop additional revenue streams across audio on demand platforms including live podcast events, new regional network concepts
- Create and deliver weekly and monthly management reporting on appropriate KPIs including tracking and forecasting
- Manage sales call volume and presentation activity; Initiate, coordinate, and conduct top-notch formal verbal and written sales presentations
- Maintain and grow strong relationships with key decision makers across the industry, and represent WWOPN at industry conferences and events in an effective and high profile manner

Qualifications:

- Five to 10 years of digital ad sales leadership, effectively leading and motivating sales teams to achieve targets
- Ability to thrive in a fast-paced, entrepreneurial environment combining sales leadership skills with a willingness to roll up your sleeves when necessary to deliver results
- Ability to develop cogent sales strategy and solid execution plan to achieve goals
- Ability to create and deliver compelling narratives with facile storytelling and the effective use of data and analytics
- Ability to operate in a matrixed organization and collaborate across functional teams to deliver results
- Strong communication and negotiation skills
- Strong relationships at agencies and brands, and working knowledge of accounts, planning teams and planning cycles
- Fluency leveraging data and analytics to drive strategy and results
- Proficiency in Microsoft Word, Excel, PowerPoint and Outlook

What we offer:

- Competitive pay with performance based bonus structure
- Professional growth and career path
- Focused, responsible and collaborative work environment with the ability, to ask “what if” and try innovative solutions
- Recognition and reward for outstanding performance
- Medical, Dental & Vision Insurance coverage
- 401K with company match to plan for the long-term
- Paid Vacation & Holidays

For immediate consideration, please visit <https://www.westwoodone.com/careers/>

For more information about CUMULUS MEDIA, visit our website at: <https://www.cumulusmedia.com/>

CUMULUS MEDIA is proud to be an Equal Opportunity Employer (EOE).

START YOUR APPLICATION

Exhibit A

(Enhanced)



Career Opportunities with Westwood One

A great place to work.

Careers At Westwood One

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Visit Our Home Page

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