

KKND(FM), WRKN(FM), KMEZ(FM), WZRH(FM)
EEO PUBLIC FILE REPORT
February 1, 2019 – January 31, 2020

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-7 9-12, 14-19, 22	4
Account Executive	1-7 9-12, 14-19, 22	11
Account Executive	1-7 9-12, 14-19, 22	9

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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 Media Business Managers BM/BM2@Cumulus.com	No	5
2	Cumulus Media Website www.cumulus.com	No	20
3	Word-of-Mouth Referral	No	16
4	Walk-in/Self-Referral	No	5
5	Internal Posting/Employee Referral	No	5
6	On-Air Announcements (<i>one or more SEU stations</i>)	No	11
7	Linked In Website www.linkedin	No	7
8	Frazeo Recruiting Consultants www.frazeercruit.com	No	0
9	Southern University Job Board www.sun.edu	No	6
10	Louisiana State University Job Board www.careercenter.lsu.edu/online-job-boards	No	5
11	Zip Recruiter Website www.ziprecruiter.com	No	29
12	Indeed Website www.indeed.com	No	57
13	All Access Website www.allaccess.com	No	0
14	Career Builder Website www.careerbuilder.com	No	7
15	SEU Open House (<i>See Section III</i>)	No	4
16	SEU Job Fairs (<i>See Section III</i>)	No	2
17	The Urban Buzz Website www.theurbanbuzz.com	No	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Urban Insite Website www.urbaninsite.com	No	3
19	Baton Rouge Community College Job Board www.brcc.edu	No	7
20	Dillard University Job Board www.dillard.edu	No	0
21	Xavier University Mass Communications Job Board www.xula.edu	No	0
22	Craig's List Job Bank www.craigslist.com	No	4
TOTAL INTERVIEWEES OVER REPORTING PERIOD			197

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative(Menu Selection)	Brief Description of Activity
1	Host Open House	On Monday, March 20th, 2019, our SEU hosted an open house/recruiting event at our New Orleans studio. Our General Manager, Sales Assistant, and several Account Executives were in attendance and presneted a brief introduction about the Company/stations, discussed employment opportunities in sales, provided an overview of Cumulus' sales training program, and made themselves available for one-on-one meetings with attendees. Resumes were collected. This event was promoted over the air on Stations KQXL, WEMX, WXOK, and WRQQ.
2	Participate in event/program by or on behalf of a community organization regarding career opportunities in broadcasting	In November 2019, members of our SEU attended a community workshop and agreed to collaborate with the Communities in Schools organization, by providing radio community affairs outreach support for one of their success at schools programs. Communities in Schools is an organization focused, in part, on developing a roadmap for a successful school experience to proactively reduce student drop-out rates. One of the goals of this joint effort was to inform students about career opportunities in diverse areas of media, with an emphasis on job options available in radio broadcasting.
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.