

**KYKZ(FM), KKGB(FM), KBIU(FM), KQLK(FM), KAOK(AM) and
KXZZ(AM)**

EEO PUBLIC FILE REPORT

February 1, 2017-January 31, 2018

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
Account Executive	14,5,6,7	14
Program Director	2,3,14,31,19	2

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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	Lake Charles American Press 4900 Highway 90 East Lake Charles, LA 70615 337-491-4000 phone 337-494-4008 fax	NO	0
2	Internal Posting 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	NO	1
3	All Access www.Allaccess.com	NO	0
4	Delta Tech Community College Contact: Kim Hornsby kim@deltatech.edu	NO	0
5	On-Air Announcements (<i>all SEU stations</i>) 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	NO	2
6	Word-of-Mouth Referral 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	NO	3
7	Cumulusjobs.com Kim.patton@cumulus.com	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Station Website Postings <i>(one or more SEU stations)</i> 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	NO	0
9	McNeese State University P.O Box 90780 Lake Charles, LA 70607 (337) 475-56112 Mary Eason careers@mcneese.edu	NO	0
10	Sowela Tech College 3020 J. Bennet Johnson Lake Charles, LA 70601 Christine.collins@sowela.edu	NO	0
11	Calcasieu Workforce 4250 5 th Ave. Lake Charles, LA 70607 (337) 478-2936 Gwen Guillory www.laworks.net	NO	0
12	Grambling State University PO Box 629 Grambling, LA 71245 millagea@gram.edu	NO	0
13	Southern University Karen.gamble@subr.edu	NO	0
14	www.Indeed.com	NO	13
15	www.Monster.com	NO	0
16	SWLAhelpwanted .com	NO	0
17	University of Lafayette PO Box 41730 Lafayette, LA 70504 careerservices@louisiana.edu	NO	0
18	Society of Broadcast Engineers www.sbe.org	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Louisiana Association of Broadcasters www.broadcasters.org	NO	0
20	Texas Association of Broadcasters www.tab.org/	NO	0
21	LSU-Eunice Office of Career Services Eunice, LA 70535 awright@lsue.edu	NO	0
22	LSU Career Services Baton Rouge, LA 70803 career@lsu.edu	NO	0
23	ZipRecruiter.com	NO	0
24	Acadiana Technical College Abeville, LA 70510 pabourgeois@acadiana.edu	NO	0
25	Lamar University Career & Testing Center www.hireacardinal.org	NO	0
26	Salesgravy.com	NO	
27	www.theladders.com	NO	0
28	www.craigslist.com	NO	0
29	www.linkedin.com	NO	0
30	www.insideradio.com	NO	0
31	Talent.hrmdirect.com	NO	0
32	Glass Door www.glassdoor.com	NO	0
33	Simply Hired www.simplyhired.com	NO	0
34	Link up www.linkup.com	NO	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Intern	A College student from McNeese State University, a local university interned at the Cumulus Lake Charles Market from 03/11/2015 -05/23/2015. Job duties included going with Account Executives on sales calls learning to give a proposal to customer, Sitting in with Jocks and learning how to prepare for show and making sure that everything is running correctly in studio. Shadowing production helping to produce commercials, shadowing traffic and assisting with log reconciliation and scheduling logs.
2	Provide training to management-level personnel concerning the methods of ensuring equal employment opportunity and preventing discrimination	On December 19, 2017 this SEU participated in a training seminar for management-level personnel designed to train hiring managers with respect to managing employment candidates in Cumulus' company-wide Applicant Tracking System ("ATS"). The training focused on (i) improving the ability to find active job applicants through the use of better job and title descriptions; (ii) refreshing current job vacancy announcements, purchasing ad placements, and tracking job applicant dispositions, and (iii) reviewing candidate selection toolkits for more successful interviews. The ATS is designed to aid compliance with EEOC, OFCCP, and FCC EEO legal requirements. The seminar was conducted by Cumulus' Chief Human Resource Officer & Senior Vice President – Human Resources. The SEU's VP/Market Manager, Local Sales Manager, and Business Manager were active attendees in that seminar.