

**KYKZ(FM), KKGB(FM), KBIU(FM), KQLK(FM), KAOK(AM) and  
KXZZ(AM)  
EEO PUBLIC FILE REPORT  
February 1, 2019 -January 31, 2020**

**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>
Account Executive	2-7, 10-11,19, 22, 24, 26-29	29
Account Executive	2-7, 10-11,19, 22, 24, 26-29	10
Account Executive	2-7, 10-11,19, 22, 24, 26-29	4

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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	<b>Lake Charles American Press</b> 4900 Highway 90 East Lake Charles, LA 70615 337-491-4000 phone 337-494-4008 fax	No	0
2	<b>Internal Posting</b> 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	No	0
3	<b>On-Air Announcements</b> <i>(all SEU stations)</i> 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	No	0
4	<b>Word-of-Mouth Referral</b> 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	No	2
5	<b>Cumulusjobs.com</b> 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
6	<b>Station Website Postings</b> ( <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
7	<b>McNeese State University</b> P.O Box 90780 Lake Charles, LA 70607 (337) 475-56112 Mary Eason careers@mcneese.edu	No	0
8	<b>Sowela Tech College</b> 3020 J. Bennet Johnson Lake Charles, LA 70601 Christine.collins@sowela.edu	No	0
9	<b>Calcasieu Workforce</b> 4250 5 <sup>th</sup> Ave. Lake Charles, LA 70607 (337) 478-2936 Gwen Guillory www.laworks.net	No	0
10	<b>www.Indeed.com</b>	No	9
11	<b>www.Monster.com</b>	No	0
12	<b>SWLAhelpwanted.com</b>	No	0
13	<b>University of Lafayette</b> PO Box 41730 Lafayette, LA 70504 careerservices@louisiana.edu	No	0
14	<b>Society of Broadcast Engineers</b> www.sbe.org	No	0
15	<b>Louisiana Association of Broadcasters</b> www.broadcasters.org	No	0
16	<b>Texas Association of Broadcasters</b> www.tab.org/	No	0

<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>
17	<b>LSU-Eunice</b> Office of Career Services Eunice, LA 70535 awright@lsue.edu	No	0
18	<b>LSU Career Services</b> Baton Rouge, LA 70803 career@lsu.edu	No	0
19	<b>ZipRecruiter.com</b>	No	1
20	<b>Lamar University Career &amp; Testing Center</b> www.hireacardinal.org	No	0
21	<b>Salesgravy.com</b>	No	0
22	<b>www.theladders.com</b>	No	0
23	<b>www.craigslist.com</b>	No	0
24	<b>www.linkedin.com</b>	No	0
25	<b>www.insideradio.com</b>	No	0
26	<b>Talent.hrmdirect.com</b>	No	0
27	<b>www.glassdoor.com</b>	No	0
28	<b>Cumulus Facebook</b>	No	0
29	<b>Internal Transfer / Promotion</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>13</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program ( <i>Summer/Fall semester</i> )	In the Summer/Fall (08/01/2019-10/22/2019) of this reporting period, our SEU hosted a student intern from local, McNeese State University This student was supervised by our Operations Manager and received a general introduction to all aspects of radio broadcasting. More hands-on experiences in the Programming, Production, Sales, and Traffic departments followed. The intern observed our on-air personalities to learn about and assist with on-air show preparation; shadowed members of our production staff to learn how to produce commercials; accompanied account executives on sales calls to learn how to present proposals to customers; and, learned about log reconciliation and scheduling logs from our traffic staff.
<b>2</b>	Internship Program ( <i>Fall semester</i> )	In the Fall (11/01/2019-12/20/2019) of this reporting period, our SEU hosted a student intern from local, McNeese State University This student was supervised by our Operations Manager and received a general introduction to all aspects of radio broadcasting. More hands-on experiences in the Programming, Production, Sales, and Traffic departments followed. The intern observed our on-air personalities to learn about and assist with on-air show preparation; shadowed members of our production staff to learn how to produce commercials; accompanied account executives on sales calls to learn how to present proposals to customers; and, learned about log reconciliation and scheduling logs from our traffic staff.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
3	Participate in Job Fair	On October 2, 2019, our SEU participated in the Sowela Technical Community College Fall Career Fair, which took place on its campus. Our SEU's Operations and Business Managers spoke with attendees about the Company, career opportunities in broadcasting, and job openings and internship prospects within the SEU.
4	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.