

KMEZ(FM), KKND(FM), WRKN(FM), WMTI(FM)

EEO PUBLIC FILE REPORT

February 1, 2014 – January 31, 2015

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	1-21	3
Account Executive	1-21	5
Promotions Director	1-21	1
KKND Program Director	1-4, 6, 20-21	3
WMTI/WRKN Program Director	1-4, 6, 20-21	1
Chief Engineer	1-4, 6, 17-21	2
Board Op/On-Air Talent	1-4, 9-16, 14, 18, 20-21	6
Board Op/On-Air Talent	1-4, 9-16, 14, 18, 20-21	20
Board Op/On Air Talent	1-4, 9-16, 14, 18, 20-21	4
Board Op/On-Air Talent	1-4, 9-16, 14, 18, 20-21	4
Board Op/On-Air Talent	1-4, 9-16, 14, 18, 20-21	18
Board Op/On-Air Talent	1-4, 9-16, 14, 18, 20-21	3
Board Op/On-Air Talent	1-4, 9-16, 14, 18, 20-21	14
Board Op/On-Air Talent	1-4, 9-16, 14, 18, 20-21	21
Board Op/On-Air Talent	1-4, 9-16, 14, 18, 20-21	20

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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@cumulus.com	No	7
2	Cumulus Media Website www.cumulus.com	No	5
3	Word-of-Mouth Referral	No	8
4	Walk-In/Self-Referral	No	10
5	SEU Open House (see Section III)	No	3
6	Internal Posting	No	5
7	On-Air Announcements (one or more SEU stations)	No	0
8	Craig's List www.neworleanscraigslist.org	No	0
9	Holy Cross College 5500 Paris Avenue New Orleans, LA 70122 504-942-3100 services@lhcc.edu	No	0
10	Tulane University 6823 St Charles Avenue New Orleans, LA 70118 504-865-5107 www.collegecentral.com	No	2
11	CareerPage National Alliance of State Broadcasters Association Webmaster@careerpage.org www.careerpage.org	No	0
12	Delgado Community College 615 City Park Avenue New Orleans, LA 70119 504-671-5000 www.dcc.edu	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	University of New Orleans 200 Lakeshore Drive RM 208 New Orleans, LA 70148 504-280-6683 www.myinterfase.com	No	3
14	Xavier University Joe Ricks 1 Drexel Drive New Orleans, LA 70125 504-520-5047 www.xula-csm.sympicity.com	No	4
15	NAACP Danatus King 3236 Toldenao Street New Orleans, LA 70125 504-821-2376 naacp@selu.edu	No	2
16	Nicholl's University www.collegecentral.com/nicholls	No	0
17	Job Spider Website www.jobspider.com	No	0
18	WorkNOLA www.workNOLA.com	No	4
19	Zip Recruiter Website www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Indeed Website www.indeed.com	No	9
21	All Access Website www.allaccess.com	No	6
TOTAL INTERVIEWEES OVER REPORTING PERIOD			69

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Mentoring Program	<p>On January 15, 2010, our SEU launched our Mentoring Program. All members of the staff are notified about this opportunity via email and signs about the Program are posted in various locations around the office. All employees have access to the SEU's "mentoring package" via e-mail which provides information about how the Program works, who the mentors are, and instructions about how to apply. Copies of the application, Progress Report and Completion Report are also included.</p> <p>During this reporting period, our Business Manager mentored our Sales Assistant in the areas of Traffic and Accounting to acquire skills that would allow he/she to apply for the position of Assistant Business Manager when it becomes available. The Mentorship program requires them to meet no less than twice per week.</p>
2	Host Open House	<p>On April 12, 2014, our SEU hosted an open house/recruiting event at the Esplanade Mall in Kenner, Louisiana. Our General Manager, Sales Assistant, and several Account Executives were in attendance and presented a brief introduction to the company/stations, discussed employment opportunities in sales, provided an overview of Cumulus'</p>

	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 all SEU stations.
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