

**KRMD(AM), KRMD-FM, KMJJ-FM, KVMA-FM, KQHN-FM
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hire
Account Executive	1-2, 5-10, 12-13	9
Account Executive	1-2, 5-10, 12-13	10
Account Executive	1-2, 5-10, 12-13	10
Account Executive	1-2, 5-10, 12-13	10
Account Executive	1-3, 5-10, 12-13	10
Account Executive	1-3, 5-10, 12-13	10
Business Manager	1-3, 5-10, 12-13	5
Sales Assistant	1-3, 5-10, 12-13	9
Sales Assistant	1-3, 5-10, 12-13	9
Ops Manager Assistant	1-3, 5-10, 12-13	9
Director of Sales	1-2, 5-10, 12-13, 15	9
On-Air Personality	1-2, 4-10, 12-13, 15	4
Operations Manager	1-2, 5-10, 12-13, 15	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	On-Air Announcements <i>(one or more SEU stations)</i> Cumulus Broadcasting 270 Plaza Loop, Bossier City, LA 71111	No	1
2	Station Website Postings <i>(one or more SEU stations)</i>	No	0
3	SEU Open Houses <i>(see Section III)</i> Cumulus Broadcasting 270 Plaza Loop, Bossier City, LA 71111	No	5
4	Word-of-Mouth Referral	No	1
5	Indeed Website www.indeed.com	No	13
6	ZipRecruiter Website www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks)</i>	No	0
7	Cumulus Business Managers businessmanager@cumulus.com	No	0
8	Internal Posting	No	0
9	Internal Transfer/Promotion	No	6
10	Cumulus Job Board Cumulus.hrmdirect.com	No	14
11	Simply Hired Website www.simplyhired.com	No	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Glass Door Website www.glassdoor.com	No	0
13	Linked In Website www.linkedin.com	No	0
14	Linked Up Website lwww.linkedup.com	No	0
15	All Access www.allaccess.com	No	1
16	Monster Website www.monster.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			41

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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative (Menu Selection)		Brief Description of Activity
1	Host Open House	On October 12, 2019, our SEU hosted an open house at the Dixie Corn Maze in Shreveport, LA. Attendees were introduced to our Promotions Director, Account Executives, and other staff members, who talked with attendees about the Company, career opportunities in radio and job openings within the SEU. Resumes and applications were collected from interested attendees. This event was promoted on all SEU stations.
2	Participate in a Career Fair	On October 22, 2019, our SEU participated in a career fair at Southern University Shreveport. This event took place on its campus. Our Promotions Director spoke with students and other attendees about career opportunities in broadcasting and job openings within the SEU with an emphasis on sales. Applications and resumes were collected.
3	Host Open House	On December 21, 2019, our SEU hosted an open house at our studios in Bossier City, LA. Attendees were welcomed and introduced to and interacted with our Vice President, Promotions Director, Account Executives, and other staff members. After receiving a tour of the facilities they learned about the Company, the wide variety of career opportunities in radio, and job openings within the SEU. Resumes and applications were collected from interested attendees. This event was promoted on all SEU stations.
4	Participate in a Senior Resource Fair	On September 27, 2019, our SEU participated in the Senior Resource Fair, held at Booker T. Washington High School. Our Promotions Director and members of our Street Team occupied the Cumulus booth and spoke with attendees about full-and part-time career opportunities in radio as well as job openings and internships within the SEU. Applications were made available at our booth.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	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.