

**KQXL(FM), WXOK(AM), WEMX(FM), WRQQ(FM), WIBR(AM)**  
**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Assistant Business Manager	1-7, 9-12, 14-16, 18-19, 22	11
Account Executive	1-7, 9-12, 14-16, 18-19, 22	9
Account Executive	1-7, 9-12, 14-16, 18-19, 22	15

**KQXL(FM), WXOK(AM), WEMX(FM), WRQQ(FM), WIBR(AM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 – January 31, 2020**

**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>Cumulus Media Business Managers</b> <a href="mailto:BM/BM2@Cumulus.com">BM/BM2@Cumulus.com</a>	No	3
2	<b>Cumulus Media Website</b> <a href="http://www.cumulus.com">www.cumulus.com</a>	No	30
3	<b>Word-of-Mouth Referral</b>	No	7
4	<b>Walk-in/Self-Referral</b>	No	7
5	<b>Internal Posting/Employee Referral</b>	No	4
6	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	10
7	<b>Linked In Website</b> <a href="http://www.linkedin">www.linkedin</a>	No	5
8	<b>Frazeo Recruiting Consultants</b> <a href="http://www.frazeercruit.com">www.frazeercruit.com</a>	No	0
9	<b>Southern University Job Board</b> <a href="http://www.sun.edu">www.sun.edu</a>	No	5
10	<b>Louisiana State University Job Board</b> <a href="http://www.careercenter.lsu.edu/online-job-boards">www.careercenter.lsu.edu/online-job-boards</a>	No	3
11	<b>Zip Recruiter Website</b> <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	31
12	<b>Indeed Website</b> <a href="http://www.indeed.com">www.indeed.com</a>	No	50
13	<b>All Access Website</b> <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
14	<b>Career Builder Website</b> <a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	No	6
15	<b>SEU Open House</b> ( <i>See Section III</i> )	No	4
16	<b>SEU Job Fairs</b> ( <i>See Section III</i> )	No	6
17	<b>The Urban Buzz Website</b> <a href="http://www.theurbanbuzz.com">www.theurbanbuzz.com</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification?  (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	<b>Urban Insite Website</b> <a href="http://www.urbaninsite.com">www.urbaninsite.com</a>	No	3
19	<b>Baton Rouge Community College Job Board</b> <a href="http://www.brcc.edu">www.brcc.edu</a>	No	8
20	<b>Dillard University Job Board</b> <a href="http://www.dillard.edu">www.dillard.edu</a>	No	0
21	<b>Xavier University Mass Communications Job Board</b> <a href="http://www.xula.edu">www.xula.edu</a>	No	0
22	<b>Craig's List Job Bank</b> <a href="http://www.craigslist.com">www.craigslist.com</a>	No	7
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			189

**KQXL(FM), WXOK(AM), WEMX(FM), WRQQ(FM), WIBR(AM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 – January 31, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative(Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in Job Fair	On August 11, 2019, our SEU participated in a job fair held at the Belle of Baton Rouge. Our SEU occupied a booth, collected resumes, and provided information to attendees about careers in broadcasting and job opportunities within our SEU. Our Sales Assistant represented the SEU at this event, which was promoted over the air on Stations KQXL, WEMX, WXOK, and WRQQ.
2	Participate in Job Fair	On September 18, 2019, our SEU participated in a job fair sponsored by and held at Southern University Career Services. Our SEU occupied a booth, collected resumes, and provided information to attendees about careers in broadcasting and job opportunities within our SEU. Our Sales Assistant represented the SEU at this event, which was promoted over the air on Stations KQXL, WEMX, WXOK, and WRQQ.
3	Participate in Job Fair	On October 5, 2019, our SEU participated in the Louisiana State University School of Business Job and Career Mixer on the LSU campus. Our SEU's General and Sales Managers as well as our Sales Assistant attended the event during which they spoke with students about career opportunities in broadcasting and job openings within the SEU. They also collected resumes from perspective graduating seniors in the field of Business and Sales.
4	Host Open House	On November 2, 2019, our SEU hosted an open house/recruiting event at our Baton Rouge studio. Our General Manager, Sales Assistant, and several Account Executives were in attendance and presented 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.
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.