

**KRRQ-(FM), KNEK-(FM), KNEK-(AM), KSMB-(FM) and KXKC-(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2016-January 31, 2017**

**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 Hire</b>
Account Executive	1-21,23,25-34,34-50	46
Account Executive	1-21,23,25-34,34-50	36
Account Executive	1-21,23,25-34,34-50	22
Market Manager	25-28,32,36,45,47-49	45
Sales Assistant	1-3,5-21,23-34,36-48	22

**KRRQ-(FM), KNEK-(FM), KNEK-(AM), KSMB-(FM) and KXKC-(FM)  
EEO PUBLIC FILE REPORT  
February 1, 2016-January 31, 2017**

**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>Acadiana Outreach Center</b> , 125 S. Buchanan, Lafayette, LA 70501 Contact: Cindy Baudoin - 337-237-7618 <a href="mailto:outreachpr@gmail.com">outreachpr@gmail.com</a>	No	0
2	<b>Career Placement Center</b> , PO Box 41730, Lafayette, LA 70504 Contact: Diana Hebert - 337-262-5511	No	0
3	<b>Diocese of Lafayette</b> , 1408 Carmel Avenue, Lafayette, LA 70501 Contact: Eugene Thibodeaux / Tina Robbins Ph 337-261-5652 Fax 337-261-5563	No	0
4	<b>Job Service</b> , PO Box 3447, Lafayette, LA 70502 Contact: Michael Jordan - 337-262-1770 Fax 337-262-5604	No	0
5	<b>Junior League of Lafayette</b> , 504 Richland Ave., Lafayette, LA Contact: Faith Moody - 337-988-2739	No	0
6	<b>NAACP</b> , PO Box 2901, Baton Rouge, LA 70821 Contact: Alvin Washington - 225-344-7200 Fax 225-334-7491	No	0
7	<b>Clark Atlanta University</b> , 223 James Brawley Dr., Atlanta GA Contact: Michael Lacour - 404-794-5977 <a href="mailto:Careers@clarku.edu">Careers@clarku.edu</a>	No	0
8	<b>Chicago State University</b> , 9501 South King Drive, Chicago IL 60628 Contact: Kim - 773-995-2000 <a href="mailto:hr@csu.edu">hr@csu.edu</a>	No	0
9	<b>NAACP</b> , PO Box 36893, Shreveport, LA 71133 Contact: James Pannelle - 318-621-0710 <a href="mailto:Lanaacpl@juno.com">Lanaacpl@juno.com</a>	No	0
10	<b>Rice University</b> , 6100 S Main, Houston, TX 77005 Contact: Helen M Johnson - 713-348-4055. Lillian Seidel – <a href="mailto:lillianseidelccd@rice.edu">lillianseidelccd@rice.edu</a> Ricelink website	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	<b>Florida A&amp;M University</b> , Foote Hilyer Admin., RM 301, Tallahassee, FL 32114 Contact: Joyce Ingram- 850-599-3000 <a href="mailto:Joyce.ingram@famu.edu">Joyce.ingram@famu.edu</a>	No	0
12	<b>Bethune Cookman College</b> , 640 Second Ave., Daytona Beach, FL 32114 <b>Contact:</b> Nanette Ephram - 386-481-2082 <a href="mailto:HR@Cookman.edu">HR@Cookman.edu</a>	No	0
13	<b>St. Paul's Church</b> , 326 S Washington, Lafayette, LA 70501 Contact: FR Robert Seay - 337-235-0272 Fax 337-235-3100	No	0
14	<b>Texas Southern University</b> , 3100 Cleburne Ave., Houston, TX 77004 <b>Contact:</b> Rosiland McRae- 713-313-7011 <a href="mailto:Thomas_rh@tsu.edu">Thomas_rh@tsu.edu</a>	No	0
15	<b>Tulane University</b> , 6823 St Charles Ave., New Orleans LA 70118 <b>Contact:</b> Cassandra Manning - 504-865-5280	No	0
16	<b>University of Houston</b> , 106 Student Service Center1 Houston, TX 77204 Contact: Kim Barrow - 713-743-5100 <a href="mailto:csc@uh.edu">csc@uh.edu</a>	No	0
17	<b>University of New Orleans</b> , 2000 Lakeshore Dr., New Orleans, LA 70148 Contact: Fred Barton - 504-280-6683 <a href="mailto:rpboudre@uno.edu">rpboudre@uno.edu</a>	No	0
18	<b>Rapides Parish Job Placement</b> , 5610B Coliseum Blvd., Alexandria, LA 71303 Contact: Felix Mouton, Jr. - 318-487-0888	No	0
19	<b>Fayetteville State University</b> , 1200 Murchison Road, Fayetteville, NC 2830 <b>Contact:</b> Dr. Lloyd Hackley - 910-672-1111 <a href="mailto:tdwilliams@uncfsu.edu">tdwilliams@uncfsu.edu</a>	No	0
20	<b>Hampton University</b> , 114 Wigwam Bldg, Hampton VA 23668 Contact: Brenda Howell - 757-727-5000 <a href="mailto:Vivian.david@hamptonu.edu">Vivian.david@hamptonu.edu</a>	No	0
21	<b>Lemoyne-Owen College</b> , 807 Walker Ave., Memphis, TN 38126 Contact: Laquita Jackson - 901-942-6250 <a href="mailto:Denita_hedgeman@loc.edu">Denita_hedgeman@loc.edu</a>	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>
22	<b>Word-of-Mouth Referral, Walk in</b>	No	2
23	<b>Cumulus Business Managers</b> CMIBusinessManagers@cumulus.com CMPBusinessManagers@cumulus.com	No	0
24	<b>Internal Transfer/Promotion</b>	No	0
25	<b>KXKC(FM) Website, KXKC.com</b> Webmaster. 337-232-1311	No	0
26	<b>KRRQ(FM) Website, KRRQ.com</b> Webmaster. 337-232-1311	No	0
27	<b>KSMB(FM) Website, KSMB.com</b> Webmaster - 337-232-1311	No	0
28	<b>KNEK-FM Website, KNEK.com</b> Webmaster. 337-232-1311	No	0
29	<b>University of Louisiana at Lafayette</b> Careerservices@louisiana.edu Contact: Stacey - 337-482-1444	No	0
30	<b>All Access Website</b> Allaccess.com Job Postings - 310-457-6616	No	0
31	<b>Louisiana Association of Broadcasters</b> lab@broadcasters.org, Webmaster - 225-267-4522	No	0
32	<b>Indeed Website</b> www.indeed.com	No	3
33	<b>Simply Hired</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	No	0
34	<b>All About Country Website</b> www.AllAboutCountry.com	No	0
35	<b>Zip Recruiter Website</b> 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	1
36	<b>Linked In Website</b> www.linkedin.com	No	1
37	<b>University of Louisiana-Monroe</b> Contact: Stephanie Blackmon - 318-342-5140 blackmon@ulm.edu	No	0
38	<b>University of New Orleans</b> Contact: Ronald Boudreaux - 504-280-6559 rpboudre@uno.edu	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>
39	<b>Northwestern State University</b> Contact: Cecil Knotts - 318-357-615 knottsc@nsula.edu	No	0
40	<b>Nicoholls State University</b> Contact: John Ford - 985-448-4050 john.ford@nicholls.edu	No	0
41	<b>Louisiana State University at Eunice</b> <b>Contact:</b> Dr. Renee Robichaux - 337-550-1266 rerobich@lsu.edu	No	0
42	<b>Loyola University</b> Contact: Marlise McCommon - 504-864-7914 career@loyno.edu	No	0
43	<b>Xavier University of Louisiana</b> Contact: Larry Calvin - 504-520-7537 lcalvin@Xula.edu	No	0
44	<b>The Daily Advertiser</b> Classified Inside Sales Contact-Sandra Vanicor 337-371-3323 svanicor@theadvertiser.com	No	0
45	<b>Cumulus.hrmdirect.com</b>	No	8
46	<b>Cumulus Media Career Expo</b>	No	1
47	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	0
48	<b>Link Up</b> <a href="http://www.linkup.com">www.linkup.com</a>	No	0
49	<b>Monster. Com</b> <a href="http://www.monster.com">www.monster.com</a>	No	2
50	<b>Beyond Career Network</b> <a href="http://www.Beyond.com">www.Beyond.com</a>	No	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			21

**KRRQ-(FM), KNEK-(FM), KNEK-(AM), KSMB-(FM) and KXKC-(FM)**

**EEO PUBLIC FILE REPORT  
February 1, 2016-January 31, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program	<p>Our SEU conducts an ongoing internship program for communications students from the University of Louisiana at Lafayette.</p> <p>During this reporting period, our SEU hosted two (2) interns during the Spring academic semester (Jan -May), three (3) intern during the Summer academic semester (June –August), and three (3) interns during the Fall academic semester (August-December). These students were exposed to numerous SEU departments including Promotions, Programming and Production. These student interns assisted with; the setup of remote broadcasts; event support; on-air board operation; and production.</p> <p>.</p>
<b>2</b>	Participates in Career Fairs	<p>Our SEU participated in two Job Fairs during this reporting period.</p> <p>1) University of Louisiana at Lafayette on February 24th, 2016.</p> <p>2) Cumulus Lafayette Career Expo on August 3<sup>rd</sup> 2016. There were 24 local businesses, including Cumulus, with information booths. Attendance was over 2,000.</p> <p>SEU participants included our Market Manager, General Sales Manager along with Promotions Manager and Programming Directors.</p>