

**KYKZ(FM), KKGB(FM), KBIU(FM), KQLK(FM), KAOK(AM) and  
KXZZ(AM)**

**EEO PUBLIC FILE REPORT**

**February 1, 2015-January 31, 2016**

**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	11, 5, 7, 31	7
Account Executive	14, 31	11
Program Director - KYKZ	8, 2	2
Operations Manager	31, 7, 2	2
Local Sales Manager	6, 2, 31	2

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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	3
3	<b>All Access</b> www.Allaccess.com	NO	0
4	<b>Delta Tech Community College</b> Contact: Kim Hornsby kim@deltatech.edu	NO	0
5	<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	1
6	<b>Word-of-Mouth Referral</b> 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	NO	3
7	<b>Cumulusjobs.com</b> Kim.patton@cumulus.com	NO	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	<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	1
9	<b>McNeese State University</b> P.O Box 90780 Lake Charles, LA 70607 (337) 475-56112 Mary Eason careers@mcneese.edu	NO	0
10	<b>Sowela Tech College</b> 3020 J. Bennet Johnson Lake Charles, LA 70601 Christine.collins@sowela.edu	NO	0
11	<b>Calcasieu Workforce</b> 4250 5 <sup>th</sup> Ave. Lake Charles, LA 70607 (337) 478-2936 Gwen Guillory www.laworks.net	NO	6
12	<b>Grambling State University</b> PO Box 629 Grambling, LA 71245 millagea@gram.edu	NO	0
13	<b>Southern University</b> Karen.gamble@subr.edu	NO	0
14	<b>www.Indeed.com</b>	NO	12
15	<b>www.Monster.com</b>	NO	0
16	<b>SWLAhelpwanted .com</b>	NO	
17	<b>University of Lafayette</b> PO Box 41730 Lafayette, LA 70504 careerservices@louisiana.edu	NO	0
18	<b>Society of Broadcast Engineers</b> www.sbe.org	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	<b>Louisiana Association of Broadcasters</b> www.broadcasters.org	NO	0
20	<b>Texas Association of Broadcasters</b> www.tab.org/	NO	0
21	<b>LSU-Eunice</b> Office of Career Services Eunice, LA 70535 awright@lsue.edu	NO	0
22	<b>LSU Career Services</b> Baton Rouge, LA 70803 career@lsu.edu	NO	0
23	<b>ZipRecruiter.com</b>	NO	0
24	<b>Acadiana Technical College</b> Abeville, LA 70510 pabourgeois@acadiana.edu	NO	0
25	<b>Lamar University Career &amp; Testing Center</b> www.hireacardinal.org	NO	0
26	<b>Salesgravy.com</b>	NO	
27	<a href="http://www.theladders.com">www.theladders.com</a>	NO	0
28	<a href="http://www.craigslist.com">www.craigslist.com</a>	NO	0
29	<a href="http://www.linkedin.com">www.linkedin.com</a>	NO	
30	<a href="http://www.insideradio.com">www.insideradio.com</a>	NO	
31	<b>Cumulus.hrmdirect.com</b>	NO	0
32	<b>Simply Hired</b> <a href="http://www.simplyhired.com">www.simplyhired.com</a>	NO	0
33	<b>Glass Door</b> <a href="http://www.glassdoor.com">www.glassdoor.com</a>	NO	0
34	<b>Link Up</b> <a href="http://www.linkup.com">www.linkup.com</a>	NO	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			27

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Intern	A College student from McNeese State University, a local university, interned at the Cumulus Lake Charles Market from 03/11/2015 - 05/23/2015. Job duties included going with Account Executives on sales calls, learning to give a proposal to customers, sitting in with jocks, learning how to prepare for shows, and making sure that everything is running correctly in the studio. The intern also shadowed production, helped produce commercials, shadowed traffic, and assisted with log reconciliation and scheduling logs.