

**KRRQ-(FM), KNEK-(FM), KNEK-(AM), KSMB-(FM) and KXKC-(FM)
EEO PUBLIC FILE REPORT
February 1, 2017-January 31, 2018**

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
PROGRAMMING – KSMB	1-16, 18, 20-28, 30-42	19
ACCOUNTING ASSISTANT	1-16, 18, 20-28, 30-37, 39- 42	41
ACCOUNT EXECUTIVE	1-16, 18, 20-28, 30-42	39
ACCOUNT EXECUTIVE	1-16, 18, 20-28, 30-37, 39-42	39
ACCOUNT EXECUTIVE	1-16, 18, 20-28, 30-37, 39-42	39
ACCOUNT EXECUTIVE	1-16, 18, 20-28, 30-37, 39-42	27
GENERAL SALES MANAGER	1-16, 18, 20-25, 27-28, 30-37, 40-42	19
PROGRAMMING – KRRQ	1-16, 18, 20-28, 30-42	21

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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	Acadiana Outreach Center , 125 S. Buchanan, Lafayette, LA 70501 Contact: Cindy Baudoin - 337-237-7618 outreachpr@gmail.com	No	0
2	Career Placement Center , PO Box 41730, Lafayette, LA 70504 Contact: Diana Hebert - 337-262-5511	No	0
3	Job Service , PO Box 3447, Lafayette, LA 70502 Contact: Michael Jordan - 337-262-1770 Fax 337-262-5604	No	0
4	NAACP , PO Box 2901, Baton Rouge, LA 70821 Contact: Alvin Washington - 225-344-7200 Fax 225-334-7491	No	0
5	Clark Atlanta University , 223 James Brawley Dr., Atlanta GA Contact: Michael Lacour - 404-794-5977 Careers@clarku.edu	No	0
6	Chicago State University , 9501 South King Drive, Chicago IL 60628 Contact: Kim - 773-995-2000 hr@csu.edu	No	0
7	NAACP , PO Box 36893, Shreveport, LA 71133 Contact: James Pannelle - 318-621-0710 Lanaacpl@juno.com	No	0
8	Rice University , 6100 S Main, Houston, TX 77005 Contact: Helen M Johnson - 713-348-4055. Lillian Seidel – lillianseidelccd@rice.edu Ricelink website	No	0
9	Florida A&M University , Foote Hilyer Admin., RM 301, Tallahassee, FL 32114 Contact: Joyce Ingram- 850-599-3000 Joyce.ingram@famuedu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Bethune Cookman College , 640 Second Ave., Daytona Beach, FL 32114 Contact: Nanette Ephram - 386-481-2082 HR@Cookman.edu	No	0
11	Texas Southern University , 3100 Cleburne Ave., Houston, TX 77004 Contact: Rosiland McRae- 713-313-7011 Thomas_rh@tsu.edu	No	0
12	University of Houston , 106 Student Service Center1 Houston, TX 77204 Contact: Kim Barrow - 713-743-5100 csc@uh.edu	No	0
13	University of New Orleans , 2000 Lakeshore Dr., New Orleans, LA 70148 Contact: Fred Barton - 504-280-6683 rpboudre@uno.edu	No	0
14	Fayetteville State University , 1200 Murchison Road, Fayetteville, NC 2830 Contact: Dr. Lloyd Hackley - 910-672-1111 tdwilliams@uncfsu.edu	No	0
15	Hampton University , 114 Wigwam Bldg, Hampton VA 23668 Contact: Brenda Howell - 757-727-5000 Vivian.david@hamptonu.edu	No	0
16	Lemoyne-Owen College , 807 Walker Ave., Memphis, TN 38126 Contact: Laquita Jackson - 901-942-6250 Denita_hedgeman@loc.edu	No	0
17	Word-of-Mouth Referral, Walk in	No	0
18	Cumulus Business Managers CMIBusinessManagers@cumulus.com CMPBusinessManagers@cumulus.com	No	0
19	Internal /Transfer/Promotion	No	4
20	KXKC(FM) Website , KXKC.com Webmaster. 337-232-1311	No	0
21	KRRQ(FM) Website , KRRQ.com Webmaster. 337-232-1311	No	1
22	KSMB(FM) Website , KSMB.com Webmaster - 337-232-1311	No	0
23	KNEK-FM Website , KNEK.com Webmaster. 337-232-1311	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	University of Louisiana at Lafayette Careerservices@louisiana.edu Contact: Stacey - 337-482-1444	No	0
25	All Access Website Allaccess.com Job Postings - 310-457-6616	No	0
26	Louisiana Association of Broadcasters lab@broadcasters.org, Webmaster - 225-267-4522	No	0
27	Indeed Website www.indeed.com	No	5
28	Simply Hired www.simplyhired.com	No	0
29	All About Country Website www.AllAboutCountry.com	No	0
30	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
31	University of Louisiana-Monroe Contact: Stephanie Blackmon - 318-342-5140 blackmon@ulm.edu	No	0
32	University of New Orleans Contact: Ronald Boudreaux - 504-280-6559 rpboudre@uno.edu	No	0
33	Northwestern State University Contact: Cecil Knotts - 318-357-615 knottsc@nsula.edu	No	0
34	Nicholls State University Contact: John Ford - 985-448-4050 john.ford@nicholls.edu	No	0
35	Louisiana State University at Eunice Contact: Dr. Renee Robichaux - 337-550-1266 rerobich@lsu.edu	No	0
36	Loyola University Contact: Marlise McCmmon - 504-864-7914 career@loyno.edu	No	0
37	Xavier University of Louisiana Contact: Larry Calvin - 504-520-7537 lcalvin@Xula.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
38	The Daily Advertiser Classified Inside Sales Contact-Sandra Vanicor 337-371-3323 svanicor@theadvertiser.com	No	0
39	Cumulus.hrmdirect.com	No	16
40	Cumulus Media Career Expo	No	0
41	Glass Door www.glassdoor.com	No	1
42	Link Up www.linkup.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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 one (1) intern during the Spring academic semester (Jan -May), one (1) intern during the Summer academic semester (June –August), and eight (8) 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>
2	Participates in Career Fairs (2)	<p>Our SEU participated in two Job Fairs during this reporting period.</p> <p>1) Lafayette Economic Development Authority Job Fair on May 9, 2017.</p> <p>2) Cumulus Lafayette Career Expo on March 22, 2017. There were 20 local businesses, including Cumulus, with information booths. Attendance was over 1,000.</p> <p>SEU participants included our Market Manager, General Sales Manager along with Promotions Manager, Traffic Manager and Programming Directors.</p>