

KKND(FM), WRKN(FM), KMEZ(FM), WZRH(FM)
EEO PUBLIC FILE REPORT
February 1, 2020 – January 31, 2021

I. VACANCY LIST

See Section II, the “**Master Recruitment Source List**” (“**MSRL**”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Program Director	1-7, 9-19, 22	3
Account Executive	1-7, 9-12, 14-19, 22	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	Cumulus Media Business Managers BM/BM2@Cumulus.com	No	0
2	Cumulus Media Website www.cumulus.com	No	6
3	Word-of-Mouth Referral	No	1
4	Walk-in/Self-Referral	No	0
5	Internal Posting/Employee Referral	No	0
6	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
7	Linked In Website www.linkedin	No	0
8	Frazeo Recruiting Consultants www.frazeercruit.com	No	0
9	Southern University Job Board www.sunu.edu	No	0
10	Louisiana State University Job Board www.careercenter.lsu.edu/online-job-boards	No	0
11	Zip Recruiter Website www.ziprecruiter.com	No	0
12	Indeed Website www.indeed.com	No	3
13	All Access Website www.allaccess.com	No	0
14	Career Builder Website www.careerbuilder.com	No	0
15	SEU Open House (<i>See Section III</i>)	No	0
16	SEU Job Fairs (<i>See Section III</i>)	No	0
17	The Urban Buzz Website www.theurbanbuzz.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Urban Insite Website www.urbaninsite.com	No	0
19	Baton Rouge Community College Job Board www.brcc.edu	No	0
20	Dillard University Job Board www.dillard.edu	No	0
21	Xavier University Mass Communications Job Board www.xula.edu	No	0
22	Craig's List Job Bank www.craigslist.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Open House	Although our SEU typically hosts at least one open house during the reporting period, unfortunately it was not able to do so due to the Coronavirus pandemic.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
3	Participate in event/program by or on behalf of a community organization or an educational institution regarding career opportunities in broadcasting	Although our SEU typically hosts events/programs sponsored by or on behalf of community organizations or educational institutions regarding career opportunities in broadcasting, unfortunately it was not able to do so this reporting period due to the Coronavirus pandemic.
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of January 2021, this SEU participated in harassment prevention training. Our SEU's management-level 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 managers were required to take a quiz following completion of the tutorial.