

KLUR –FM, KOLI-FM, KQXC-FM & KYII-FM
EEO PUBLIC FILE REPORT
April 1, 2010 – March 31, 2011

I. VACANCY LIST

See section II, the “Master Recruitment List” (“MRSL”) for recruitment source data

	Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
1.	Account Executive	1,2,3,4,5,6,7,8,10,14,17,18,21,22,23	10
2.	Account Executive	1,2,3,4,5,6,7,8,10,14,17,18,21,22,23	17
3.	Account Executive	1,2,3,4,5,6,7,8,10,14,17,18,21,22,23	17

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes or No)	No. of Interviewees Referred by RS Over Reporting Period
1.	American Commercial College, Cheryl Evans 4317 Barnett Rd., Wichita Falls, TX 76310 940-691-0454	N	0
2.	Midwestern State University Career Development 3410 Taft Blvd, Wichita Falls, TX 76308 940-397-4473	N	0
3.	Vernon College, Clara Garza 4105 Maplewood Ave, Wichita Falls, TX 76308 940-696-8752	N	0
4.	Workforce Center, Rita Gauthier 4309 Jacksboro, Hwy., Wichita Falls, TX 76302 940-322-1801, rita.gauthier@twc.state.tx.us	N	0
5.	NAACP P O Box 1442, Wichita Falls, TX 76307	N	0
6.	Vernon College, Mary Snider 4400 College Dr., Vernon, TX 76384 940-552-6291	N	0
7.	Wayland Baptist University 4110 Callfield Rd, Wichita Falls, TX 76308 940-696-0404	N	0
8.	Wichita Falls Hispanic Chamber of Commerce, Joe Nieto 900 8 th Street #304, Wichita Falls, TX 76301 940-322-1110	N	0
9.	www.allaccess.com	N	0
10.	On Air Announcements (all SEU stations)	N	5
11.	www.radioonline.com	N	0

12.	Cumulusjobs.com	N	0
13.	Job Fair (as listed in sec III)	N	0
14.	Internal Posting	N	0
15.	Walk-In/Self Referral	N	0
16.	Cumulus Broadcasting, corporate markets within the company	N	0
17.	Employee Referral	N	4
18.	Station Website Posting (all SEU stations)	N	0
19.	Open House (as listed in section III)	N	0
20.	Wichita Falls Times Record News 1301 Lamar, Wichita Falls, TX 76301 940-767-8341	N	0
21.	Work Services Corporation, Lisa Dickey 3401-B Armory Road Wichita Falls, TX 76302 Phone 940-766-3207, fax 940-766-1078	N	0
22.	Ohio Center for Broadcasting-Columbus 5330 East Main St, Suite 200 Columbus, Ohio 43213 614-245-0555 Gary James, National Director of Placement - gary@beonair.com	Y	0
23.	www.craigslist.com	N	1
24.	www.mediajobsandmore.com	N	0

Total Interviewees Over Reporting Period

10

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III. RECRUITMENT INITIATIVES FORM

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Internship Program	2010-2011	Cumulus Broadcasting actively participates in an intern referral program with Midwestern State University. Operations Manager, Keith Vaughn coordinates with the Mass Communications department at the college to refer any students needing internship credit. This partnership with the college allows students in the broadcasting field to experience our workplace and allows Cumulus the opportunity to recruit perspective employees.
2.	Management level training regarding equal employment opportunity and preventing discrimination (2)	1/20/2011	On 1/20/2011 our SEU participated via teleconference in a FCC EEO training session entitled, "The Nuts & Bolts of EEO Compliance" as presented by outside communications counsel for Cumulus. Station participants from our SEU included our Market Manager and Business Manager.
3.	Participate in Event/Program Sponsored by or on behalf of an Educational Institution relating to Careers in Broadcasting	2/16/2011	KLUR-FM, KQXC-FM, KOLI-FM & KYII-FM participated in "Groundhog Job Shadowing Day", 2/16/2011, in cooperation with the North Texas Tech Prep Consortium. This program allows for high school students interested in broadcasting to shadow Cumulus employees from 9:00 a.m.-12:30 p.m. The program provides an opportunity for students to experience the work environment in order to gain a broader understanding of skills that are used in the business world. The program also creates interest in the broadcasting career field and allows us to train perspective employees.
4.	Host Open House	3/29/2011	Sales Manager, Johnny Tidwell, hosted an Open House event at our business office location on 3/22/2011. We ran radio announcements on all four of our stations leading up to the event inviting anyone interested in a career in radio sales to come out and tour our facilities. Our Sales Manager, Sales Staff and General Manager were all in attendance from 5:30p – 7p. Those in attendance were encouraged to fill out an application and some interviews were done at that time.