

KRRQ(FM), KNEK-FM, KNEK(AM), KSMB(FM) and KXKC(FM)
EEO PUBLIC FILE REPORT
February 1, 2019-January 31, 2020

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
APD / PMD PERSONALITY	1-13, 16-35	31
MID-DAY ON-AIR PERSONALITY	1-14, 16-35	31
ACCOUNT EXECUTIVE	1-13, 16-35	31
DIGITAL SALES MANAGER	1-13, 16-35	31
ACCOUNT EXECUTIVE	1-13, 16-35	31
ACCOUNT EXECUTIVE	1-13, 16-35	24

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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	Clark Atlanta University , 223 James Brawley Dr., Atlanta GA Contact: Michael Lacour - 404-794-5977 Careers@clarku.edu	No	0
3	Chicago State University , 9501 South King Drive, Chicago IL 60628 Contact: Kim - 773-995-2000 hr@csu.edu	No	0
4	NAACP , PO Box 36893, Shreveport, LA 71133 Contact: James Pannelle - 318-621-0710 Lanaacpl@juno.com	No	0
5	Rice University , 6100 S Main, Houston, TX 77005 Contact: Helen M Johnson - 713-348-4055. Lillian Seidel – lillianseidelccd@rice.edu Ricelink website	No	0
6	Florida A&M University , Foote Hilyer Admin., RM 301, Tallahassee, FL 32114 Contact: Joyce Ingram- 850-599-3000 Joyce.ingram@famu.edu	No	0
7	Bethune Cookman College , 640 Second Ave., Daytona Beach, FL 32114 Contact: Nanette Ephram - 386-481-2082 HR@Cookman.edu	No	0
8	Texas Southern University , 3100 Cleburne Ave., Houston, TX 77004 Contact: Rosiland McRae- 713-313-7011 Thomas_rh@tsu.edu	No	0
9	University of Houston , 106 Student Service Center1 Houston, TX 77204 Contact: Kim Barrow - 713-743-5100 csc@uh.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	University of New Orleans , 2000 Lakeshore Dr., New Orleans, LA 70148 Contact: Fred Barton - 504-280-6683 rpboudre@uno.edu	No	0
11	Fayetteville State University , 1200 Murchison Road, Fayetteville, NC 2830 Contact: Dr. Lloyd Hackley - 910-672-1111 tdwilliams@uncfsu.edu	No	0
12	Hampton University , 114 Wigwam Bldg, Hampton VA 23668 Contact: Brenda Howell - 757-727-5000 Vivian.david@hamptonu.edu	No	0
13	Lemoyne-Owen College , 807 Walker Ave., Memphis, TN 38126 Contact: Laquita Jackson - 901-942-6250 Denita_hedgeman@loc.edu	No	0
14	Word-of-Mouth Referral, Walk in	No	1
15	Internal Transfer/Promotion	No	0
16	KXKC(FM) Website , KXKC.com Webmaster. 337-232-1311	No	0
17	KRRQ(FM) Website , KRRQ.com Webmaster. 337-232-1311	No	0
18	KSMB(FM) Website , KSMB.com Webmaster - 337-232-1311	No	0
19	KNEK-FM Website , KNEK.com Webmaster. 337-232-1311	No	0
20	University of Louisiana at Lafayette Careerservices@louisiana.edu Contact: Stacey - 337-482-1444	No	0
21	All Access Website Allaccess.com Job Postings - 310-457-6616	No	0
22	Louisiana Association of Broadcasters lab@broadcasters.org, Webmaster - 225-267-4522	No	0
23	Indeed Website www.indeed.com	No	4

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	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	2
25	University of Louisiana-Monroe Contact: Stephanie Blackmon - 318-342-5140 blackmon@ulm.edu	No	0
26	Northwestern State University Contact: Cecil Knotts - 318-357-615 knottsc@nsula.edu	No	0
27	Nicoholls State University Contact: John Ford - 985-448-4050 john.ford@nicholls.edu	No	0
28	Louisiana State University at Eunice Contact: Dr. Renee Robichaux - 337-550-1266 rerobich@lsu.edu	No	0
29	Loyola University Contact: Marlise McCmmon - 504-864-7914 career@loyno.edu	No	0
30	Xavier University of Louisiana Contact: Larry Calvin - 504-520-7537 lcalvin@Xula.edu	No	0
31	Cumulus.hrmdirect.com	No	10
32	Glass Door www.glassdoor.com	No	0
33	Link Up www.linkup.com	No	0
34	Facebook	No	0
35	Monster.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			17

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (<i>Spring semester 2019</i>)	<p>Our SEU conducts an ongoing internship program for communications students from the University of Louisiana at Lafayette.</p> <p>During the Spring academic semester, our SEU hosted six (6) interns (January-May). These students were supervised by our Program Director and Promotions Manager, who, over time, introduced them to each department so, at the conclusion of the internship, they would have a basic understanding of all aspects of the radio business. They spent most of their time in the Programming and Production departments learning about and assisting with on-air board operation, production, and event coordination.</p>
2	Internship Program (<i>Fall semester 2019</i>)	<p>During the Fall academic semester, our SEU hosted two (2) interns (August-December). These students were supervised by our Program Director and Promotions Manager, who, over time, introduced them to each department so, at the conclusion of the internship, they would have a basic understanding of all aspects of the radio business. They spent most of their time in the Programming and Production departments learning about and assisting with on-air board operation, production, and event coordination.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in Job Fair (2)	<p>Our SEU participated in two Job Fairs during this reporting period.</p> <p>1) the Lafayette Economic Development Authority Job Fair on May 2, 2019 at the Cajun Dome Convention Center;</p> <p>2) the University of Louisiana Career Fair on April 3, 2019 in the Student Union Ballroom on campus.</p> <p>Our Market, General Sales, and Promotions Managers along with our Programming Directors spoke with attendees about career opportunities in radio, the Company, and job openings and internships within the SEU.</p>
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	<p>During the month of April 2019, this SEU participated in harassment prevention training. All SEU 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 course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.</p>