

**KRRQ(FM), KNEK(FM), KNEK(AM), KSMB(FM) and
KXKC(FM) EEO PUBLIC FILE REPORT
February 1, 2020-January 31, 2021**

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
ACCOUNT EXECUTIVE	1-13, 16-35	23
DIGITAL ACCOUNT EXECUTIVE	1-13, 16-35	23
ACCOUNT EXECUTIVE	1-14, 16-35	14

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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	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	2

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	No	0
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	Nicholls 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	Careerbuilder.com/company/cumulus-media-inc.	No	1
32	Glass Door www.glassdoor.com	No	0
33	Link Up www.linkup.com	No	0
34	Facebook	No	0
35	Monster.com www.monster.com	No	0
36	Walk-In/Self-Referral	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			4

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	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.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of January 2021, our 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.
3	Internship Programs (<i>Spring & Fall semesters 2020</i>)	Although our SEU typically hosts student interns each semester, unfortunately it was not able to do so due to the Coronavirus pandemic.
4	Participate in Job Fair(s)	Although our SEU typically participates in one or more local job fairs, unfortunately it was not able to do so due to the Coronavirus pandemic.