

**KRRQ(FM), KNEK-FM, KNEK(AM), KSMB(FM) and KXKC(FM)  
EEO PUBLIC FILE REPORT  
February 1, 2018-January 31, 2019<sup>1</sup>**

**I. VACANCY LIST**

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

| <b>Job Title</b>  | <b>Recruitment Sources (“RS”) Used to Fill Vacancy</b> | <b>RS Referring Hire</b> |
|-------------------|--|--------------------------|
| ACCOUNT EXECUTIVE | 1-15, 17, 19-39  | 26                       |
| ACCOUNT EXECUTIVE | 1-15, 17, 19-39  | 35                       |
| SALES ASSISTANT   | 1-15, 17-39  | 18                       |

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<sup>1</sup> This Report was revised in January 2020 to address reporting issues.

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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         | <b>Acadiana Outreach Center</b> , 125 S. Buchanan, Lafayette, LA 70501<br>Contact: Cindy Baudoin - 337-237-7618<br>outreachpr@gmail.com                               | No  | 0  |
| 2         | <b>Job Service</b> , PO Box 3447, Lafayette, LA 70502<br>Contact: Michael Jordan - 337-262-1770<br>Fax 337-262-5604   | No  | 0  |
| 3         | <b>NAACP</b> , PO Box 2901, Baton Rouge, LA 70821<br>Contact: Alvin Washington - 225-344-7200<br>Fax 225-334-7491   | No  | 0  |
| 4         | <b>Clark Atlanta University</b> , 223 James Brawley Dr., Atlanta GA<br>Contact: Michael Lacour - 404-794-5977<br>Careers@clarku.edu                                   | No  | 0  |
| 5         | <b>Chicago State University</b> , 9501 South King Drive, Chicago IL 60628<br><b>Contact:</b> Kim - 773-995-2000<br>hr@csu.edu   | No  | 0  |
| 6         | <b>NAACP</b> , PO Box 36893, Shreveport, LA 71133<br>Contact: James Pannelle - 318-621-0710<br>Lanaacpl@juno.com  | No  | 0  |
| 7         | <b>Rice University</b> , 6100 S Main, Houston, TX 77005<br>Contact: Helen M Johnson - 713-348-4055.<br>Lillian Seidel – lillianseidelccd@rice.edu<br>Ricelink website | No  | 0  |
| 8         | <b>Florida A&amp;M University</b> , Foote Hilyer Admin., RM 301, Tallahassee, FL 32114<br>Contact: Joyce Ingram- 850-599-3000<br>Joyce.ingram@famu.edu                | No  | 0  |
| 9         | <b>Bethune Cookman College</b> , 640 Second Ave., Daytona Beach, FL 32114<br><b>Contact:</b> Nanette Ephram - 386-481-2082<br>HR@Cookman.edu                          | No  | 0  |

| <b>RS Number</b> | <b>RS Information</b>  | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|------------------|--|--|---|
| 10               | <b>Texas Southern University</b> , 3100 Cleburne Ave., Houston, TX 77004<br><b>Contact:</b> Rosiland McRae- 713-313-7011<br>Thomas_rh@tsu.edu                  | No   | 0   |
| 11               | <b>University of Houston</b> , 106 Student Service Center1 Houston, TX 77204<br><b>Contact:</b> Kim Barrow - 713-743-5100<br>csc@uh.edu                        | No   | 0   |
| 12               | <b>University of New Orleans</b> , 2000 Lakeshore Dr., New Orleans, LA 70148<br><b>Contact:</b> Fred Barton - 504-280-6683<br>rpboudre@uno.edu                 | No   | 0   |
| 13               | <b>Fayetteville State University</b> , 1200 Murchison Road, Fayetteville, NC 2830<br><b>Contact:</b> Dr. Lloyd Hackley - 910-672-1111<br>tdwilliams@uncfsu.edu | No   | 0   |
| 14               | <b>Hampton University</b> , 114 Wigwam Bldg, Hampton VA 23668<br><b>Contact:</b> Brenda Howell - 757-727-5000<br>Vivian.david@hamptonu.edu                     | No   | 0   |
| 15               | <b>Lemoyne-Owen College</b> , 807 Walker Ave., Memphis, TN 38126<br><b>Contact:</b> Laquita Jackson - 901-942-6250<br>Denita_hedgeman@loc.edu                  | No   | 0   |
| 16               | <b>Word-of-Mouth Referral, Walk in</b>   | No   | 0   |
| 17               | <b>Cumulus Business Managers</b><br>CMIBusinessManagers@cumulus.com<br>CMPBusinessManagers@cumulus.com   | No   | 0   |
| 18               | <b>Internal Transfer/Promotion</b>   | No   | 1   |
| 19               | <b>KXKC(FM) Website</b> , KXKC.com<br>Webmaster. 337-232-1311  | No   | 0   |
| 20               | <b>KRRQ(FM) Website</b> , KRRQ.com<br>Webmaster. 337-232-1311  | No   | 0   |
| 21               | <b>KSMB(FM) Website</b> , KSMB.com<br>Webmaster - 337-232-1311   | No   | 0   |
| 22               | <b>KNEK-FM Website</b> , KNEK.com<br>Webmaster. 337-232-1311   | No   | 0   |
| 23               | <b>University of Louisiana at Lafayette</b><br>Careerservices@louisiana.edu<br><b>Contact:</b> Stacey - 337-482-1444   | No   | 0   |

| <b>RS Number</b>                                | <b>RS Information</b>   | <b>Source Entitled to Vacancy Notification? (Yes/No)</b> | <b>No. of Interviewees Referred by RS Over Reporting Period</b> |
|---|---|--|---|
| 24  | <b>All Access Website</b><br>Allaccess.com<br>Job Postings - 310-457-6616   | No   | 0   |
| 25  | <b>Louisiana Association of Broadcasters</b><br>lab@broadcasters.org, Webmaster - 225-267-4522  | No   | 0   |
| 26  | <b>Indeed Website</b><br>www.indeed.com   | No   | 4   |
| 27  | <b>Zip Recruiter Website</b><br>www.ZipRecruiter.com<br><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   |
| 28  | <b>University of Louisiana-Monroe</b><br>Contact: Stephanie Blackmon - 318-342-5140<br>blackmon@ulm.edu   | No   | 0   |
| 29  | <b>University of New Orleans</b><br>Contact: Ronald Boudreaux - 504-280-6559<br>rpboudre@uno.edu  | No   | 0   |
| 30  | <b>Northwestern State University</b><br>Contact: Cecil Knotts - 318-357-615<br>knottsc@nsula.edu  | No   | 0   |
| 31  | <b>Nicholls State University</b><br>Contact: John Ford - 985-448-4050<br>john.ford@nicholls.edu   | No   | 0   |
| 32  | <b>Louisiana State University at Eunice</b><br><b>Contact:</b> Dr. Renee Robichaux - 337-550-1266<br>rerobich@lsu.edu   | No   | 0   |
| 33  | <b>Loyola University</b><br>Contact: Marlise McCommon - 504-864-7914<br>career@loyno.edu  | No   | 0   |
| 34  | <b>Xavier University of Louisiana</b><br>Contact: Larry Calvin - 504-520-7537<br>lcalvin@Xula.edu   | No   | 0   |
| 35  | <b>Cumulus.hrmdirect.com</b>  | No   | 5   |
| 36  | <b>Glass Door</b><br>www.glassdoor.com  | No   | 0   |
| 37  | <b>Link Up</b><br>www.linkup.com  | No   | 0   |
| 38  | <b>Facebook</b>   | No   | 0   |
| 39  | <b>Monster.com</b>  | No   | 0   |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |   |  | <b>10</b>   |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type of Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description of Activity</b>   |
|----------|--|--|
| <b>1</b> | Internship Program ( <i>Spring 2018 semester</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 nine (9) 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> |
| <b>2</b> | Internship Program ( <i>Summer 2018 semester</i> )         | <p>Our SEU conducts an ongoing internship program for communications students from the University of Louisiana at Lafayette. During the Summer academic semester our SEU hosted one (1) intern (June –August). This student was supervised by our Program Director and Promotions Manager, who, over time, introduced the intern to each department to provide him/her with a basic understanding of all aspects of the radio business. The intern spent most of his/her 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<br>(Menu Selection) | Brief Description of Activity  |
|---|--|--|
| 3 | Internship Program ( <i>Fall 2018 semester</i> )   | <p>Our SEU conducts an ongoing internship program for communications students from the University of Louisiana at Lafayette. During the Fall academic semester our SEU hosted (10) student 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> |
| 4 | Participate in Job Fairs (2)                       | <p>Our SEU participated in two job fairs during this reporting period:</p> <ol style="list-style-type: none"> <li>1) the Lafayette Economic Development Authority Job Fair on May 8, 2018 at the Cajun Dome Convention Center;</li> <li>2) the University of Louisiana Career Fair on February 28, 2018 in the Student Union Ballroom on campus.</li> </ol> <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>   |