

**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”)**

<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>
1	<b>Acadiana Outreach Center</b> , 125 S. Buchanan, Lafayette, LA 70501 Contact: Cindy Baudoin - 337-237-7618 outreachpr@gmail.com	No	0
2	<b>Job Service</b> , PO Box 3447, Lafayette, LA 70502 Contact: Michael Jordan - 337-262-1770 Fax 337-262-5604	No	0
3	<b>NAACP</b> , PO Box 2901, Baton Rouge, LA 70821 Contact: Alvin Washington - 225-344-7200 Fax 225-334-7491	No	0
4	<b>Clark Atlanta University</b> , 223 James Brawley Dr., Atlanta GA Contact: Michael Lacour - 404-794-5977 Careers@clarku.edu	No	0
5	<b>Chicago State University</b> , 9501 South King Drive, Chicago IL 60628 <b>Contact:</b> Kim - 773-995-2000 hr@csu.edu	No	0
6	<b>NAACP</b> , PO Box 36893, Shreveport, LA 71133 Contact: James Pannelle - 318-621-0710 Lanaacpl@juno.com	No	0
7	<b>Rice University</b> , 6100 S Main, Houston, TX 77005 Contact: Helen M Johnson - 713-348-4055. Lillian Seidel – lillianseidelccd@rice.edu Ricelink website	No	0
8	<b>Florida A&amp;M University</b> , Foote Hilyer Admin., RM 301, Tallahassee, FL 32114 Contact: Joyce Ingram- 850-599-3000 Joyce.ingram@famu.edu	No	0
9	<b>Bethune Cookman College</b> , 640 Second Ave., Daytona Beach, FL 32114 <b>Contact:</b> Nanette Ephram - 386-481-2082 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 <b>Contact:</b> Rosiland McRae- 713-313-7011 Thomas_rh@tsu.edu	No	0
11	<b>University of Houston</b> , 106 Student Service Center1 Houston, TX 77204 Contact: Kim Barrow - 713-743-5100 csc@uh.edu	No	0
12	<b>University of New Orleans</b> , 2000 Lakeshore Dr., New Orleans, LA 70148 Contact: Fred Barton - 504-280-6683 rpboudre@uno.edu	No	0
13	<b>Fayetteville State University</b> , 1200 Murchison Road, Fayetteville, NC 2830 <b>Contact:</b> Dr. Lloyd Hackley - 910-672-1111 tdwilliams@uncfsu.edu	No	0
14	<b>Hampton University</b> , 114 Wigwam Bldg, Hampton VA 23668 Contact: Brenda Howell - 757-727-5000 Vivian.david@hamptonu.edu	No	0
15	<b>Lemoyne-Owen College</b> , 807 Walker Ave., Memphis, TN 38126 Contact: Laquita Jackson - 901-942-6250 Denita_hedgeman@loc.edu	No	0
16	<b>Word-of-Mouth Referral, Walk in</b>	No	0
17	<b>Cumulus Business Managers</b> CMIBusinessManagers@cumulus.com CMPBusinessManagers@cumulus.com	No	0
18	<b>Internal Transfer/Promotion</b>	No	1
19	<b>KXKC(FM) Website</b> , KXKC.com Webmaster. 337-232-1311	No	0
20	<b>KRRQ(FM) Website</b> , KRRQ.com Webmaster. 337-232-1311	No	0
21	<b>KSMB(FM) Website</b> , KSMB.com Webmaster - 337-232-1311	No	0
22	<b>KNEK-FM Website</b> , KNEK.com Webmaster. 337-232-1311	No	0
23	<b>University of Louisiana at Lafayette</b> Careerservices@louisiana.edu Contact: 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> Allaccess.com Job Postings - 310-457-6616	No	0
25	<b>Louisiana Association of Broadcasters</b> lab@broadcasters.org, Webmaster - 225-267-4522	No	0
26	<b>Indeed Website</b> www.indeed.com	No	4
27	<b>Zip Recruiter Website</b> 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	0
28	<b>University of Louisiana-Monroe</b> Contact: Stephanie Blackmon - 318-342-5140 blackmon@ulm.edu	No	0
29	<b>University of New Orleans</b> Contact: Ronald Boudreaux - 504-280-6559 rpboudre@uno.edu	No	0
30	<b>Northwestern State University</b> Contact: Cecil Knotts - 318-357-615 knottsc@nsula.edu	No	0
31	<b>Nicoholls State University</b> Contact: John Ford - 985-448-4050 john.ford@nicholls.edu	No	0
32	<b>Louisiana State University at Eunice</b> <b>Contact:</b> Dr. Renee Robichaux - 337-550-1266 rerobich@lsu.edu	No	0
33	<b>Loyola University</b> Contact: Marlise McCommon - 504-864-7914 career@loyno.edu	No	0
34	<b>Xavier University of Louisiana</b> Contact: Larry Calvin - 504-520-7537 lcalvin@Xula.edu	No	0
35	<b>Cumulus.hrmdirect.com</b>	No	5
36	<b>Glass Door</b> www.glassdoor.com	No	0
37	<b>Link Up</b> 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 (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 (Menu Selection)	Brief Description of Activity
3	Internship Program ( <i>Fall 2018 semester</i> )	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.
4	Participate in Job Fairs (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 8, 2018 at the Cajun Dome Convention Center;</p> <p>2) the University of Louisiana Career Fair on February 28, 2018 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>