

**KYKZ(FM), KKGB(FM), KBIU(FM), KQLK(FM), KAOK(AM) and
KXZZ(AM)
EEO PUBLIC FILE REPORT
February 1, 2018-January 31, 2019¹**

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 Hiree
Account Executive	2, 5-7, 14-15, 23, 29, 31-34	14
Account Executive	2, 5-7, 14-15, 23, 29, 31-34	6
Account Executive	2, 5-7, 14-15, 23, 29, 31-34	6
Account Executive	2, 5-,7, 14-15, 23, 29, 31-34	6

¹ 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	Lake Charles American Press 4900 Highway 90 East Lake Charles, LA 70615 337-491-4000 phone 337-494-4008 fax	No	0
2	Internal Posting 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	No	0
3	All Access www.Allaccess.com	No	0
4	Delta Tech Community College Contact: Kim Hornsby kim@deltatech.edu	No	0
5	On-Air Announcements (<i>all SEU stations</i>) 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	No	0
6	Word-of-Mouth Referral 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	No	6
7	Cumulusjobs.com Kim.patton@cumulus.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Station Website Postings <i>(one or more SEU stations)</i> 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	No	0
9	McNeese State University P.O Box 90780 Lake Charles, LA 70607 (337) 475-56112 Mary Eason careers@mcneese.edu	No	0
10	Sowela Tech College 3020 J. Bennet Johnson Lake Charles, LA 70601 Christine.collins@sowela.edu	No	0
11	Calcasieu Workforce 4250 5 th Ave. Lake Charles, LA 70607 (337) 478-2936 Gwen Guillory www.laworks.net	No	0
12	Grambling State University PO Box 629 Grambling, LA 71245 millagea@gram.edu	No	0
13	Southern University Karen.gamble@subr.edu	No	0
14	www.Indeed.com	No	3
15	www.Monster.com	No	0
16	SWLAhelpwanted .com	No	0
17	University of Lafayette PO Box 41730 Lafayette, LA 70504 careerservices@louisiana.edu	No	0
18	Society of Broadcast Engineers www.sbe.org	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Louisiana Association of Broadcasters www.broadcasters.org	No	0
20	Texas Association of Broadcasters www.tab.org/	No	0
21	LSU-Eunice Office of Career Services Eunice, LA 70535 awright@lsue.edu	No	0
22	LSU Career Services Baton Rouge, LA 70803 career@lsu.edu	No	0
23	ZipRecruiter.com	No	0
24	Acadiana Technical College Abeville, LA 70510 pabourgeois@acadiana.edu	No	0
25	Lamar University Career & Testing Center www.hireacardinal.org	No	0
26	Salesgravy.com	No	0
27	www.theladders.com	No	0
28	www.craigslist.com	No	0
29	www.linkedin.com	No	0
30	www.insideradio.com	No	0
31	Talent.hrmdirect.com	No	0
32	Glass Door	No	0
33	Facebook	No	0
34	LinkUP	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (<i>Spring semester</i>)	In the Winter/Spring (01/01/2018 -05/31/2018) of this reporting period, our SEU hosted two (2) student interns from local, McNeese State University. These students were supervised by our Operations Manager and received a general introduction to all aspects of radio broadcasting. More hands-on experiences in the Programming, Production, Sales, and Traffic departments followed. The interns observed our on-air personalities to learn about and assist with on-air show preparation; shadowed members of our production staff to learn how to produce commercials; accompanied account executives on sales calls to learn how to present proposals to customers; and, learned about log reconciliation and scheduling logs from our traffic staff.
2	Host Open House	On October 1, 2018, our SEU hosted an open house at our studios/facilities in Lake Charles, LA. Attendees were given a tour and introduced to our staff members, after which information was presented about the Company, career opportunities in radio, and job openings and internships within the SEU. Resumes and applications were collected from those in attendance. All SEU stations promoted this event.