

**KYKZ(FM), KKGB(FM), KBIU(FM), KQLK(FM), KAOK(AM) and  
KXZZ(AM)  
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 Hiree</b>
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

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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>Lake Charles American Press</b> 4900 Highway 90 East Lake Charles, LA 70615 337-491-4000 phone 337-494-4008 fax	No	0
2	<b>Internal Posting</b> 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	No	0
3	<b>All Access</b> www.Allaccess.com	No	0
4	<b>Delta Tech Community College</b> Contact: Kim Hornsby kim@deltatech.edu	No	0
5	<b>On-Air Announcements</b> <i>(all SEU stations)</i> 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	No	0
6	<b>Word-of-Mouth Referral</b> 425 Broad Street Lake Charles, LA 70601 Kim Patton 337-439-3300 Kim.patton@cumulus.com	No	6
7	<b>Cumulusjobs.com</b> Kim.patton@cumulus.com	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>
8	<b>Station Website Postings</b> ( <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	<b>McNeese State University</b> P.O Box 90780 Lake Charles, LA 70607 (337) 475-56112 Mary Eason careers@mcneese.edu	No	0
10	<b>Sowela Tech College</b> 3020 J. Bennet Johnson Lake Charles, LA 70601 Christine.collins@sowela.edu	No	0
11	<b>Calcasieu Workforce</b> 4250 5 <sup>th</sup> Ave. Lake Charles, LA 70607 (337) 478-2936 Gwen Guillory www.laworks.net	No	0
12	<b>Grambling State University</b> PO Box 629 Grambling, LA 71245 millagea@gram.edu	No	0
13	<b>Southern University</b> Karen.gamble@subr.edu	No	0
14	<b>www.Indeed.com</b>	No	3
15	<b>www.Monster.com</b>	No	0
16	<b>SWLAhelpwanted .com</b>	No	0
17	<b>University of Lafayette</b> PO Box 41730 Lafayette, LA 70504 careerservices@louisiana.edu	No	0
18	<b>Society of Broadcast Engineers</b> www.sbe.org	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>
19	<b>Louisiana Association of Broadcasters</b> www.broadcasters.org	No	0
20	<b>Texas Association of Broadcasters</b> www.tab.org/	No	0
21	<b>LSU-Eunice</b> Office of Career Services Eunice, LA 70535 awright@lsue.edu	No	0
22	<b>LSU Career Services</b> Baton Rouge, LA 70803 career@lsu.edu	No	0
23	<b>ZipRecruiter.com</b>	No	0
24	<b>Acadiana Technical College</b> Abeville, LA 70510 pabourgeois@acadiana.edu	No	0
25	<b>Lamar University Career &amp; Testing Center</b> www.hireacardinal.org	No	0
26	<b>Salesgravy.com</b>	No	0
27	<b>www.theladders.com</b>	No	0
28	<b>www.craigslist.com</b>	No	0
29	<b>www.linkedin.com</b>	No	0
30	<b>www.insideradio.com</b>	No	0
31	<b>Talent.hrmdirect.com</b>	No	0
32	<b>Glass Door</b>	No	0
33	<b>Facebook</b>	No	0
34	<b>LinkUP</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>9</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 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.
<b>2</b>	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.