

KRMD-AM, KRMD-FM, KMJJ-FM, KQHN-FM, KVMA-FM

EEO PUBLIC FILE REPORT

February 1, 2008 – January 31, 2009

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	1-11, 25-27	27
Account Executive	1-11, 25-27	9
Account Executive	1-11, 25-27	27
Account Executive	1-11, 25-27	25
Account Executive	1-11, 14, 25, 28	9
Account Executive	1-11, 14, 25, 28	14
Account Executive	1-11, 14, 25, 28	25
Account Executive	1-11, 14, 25, 28	25
Account Executive	1-11, 25, 31	4
Account Executive	1-11, 25, 31	25
Account Executive	1-11, 25, 31	3
Account Executive	1-11, 25, 31	8
Account Executive	1-11, 25, 31	2
Account Executive	1-11, 14, 25	25
Account Executive	1-11, 14, 25	1
Account Executive	27	27
Telemarketer	1-11, 25, 27	27
Urban General Sales Manager	1-11, 25, 27, 30	27
KMJJ-FM Program Director	6-12, 23	12
KRMD-FM Program Director	6-12, 27	27
KVMA-FM Program Director	6-12, 27	27
Promotions Director	1-12, 14, 25, 27	27
Promotions Director	6-12, 25, 27, 32	27

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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	<i>On-Air Announcement: KRMD-AM</i> 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 (318) 549-8500	N	1
2	<i>On-Air Announcement: KRMD-FM</i> 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 (318) 549-8500	N	4
3	<i>On-Air Announcement: KMJJ-FM</i> 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 (318) 549-8500	N	8
4	<i>On-Air Announcement: KQHN-FM</i> 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 (318) 549-8500	N	6
5	<i>On-Air Announcement: KVMA-FM</i> 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 (318) 549-8500	N	6
6	<i>Website posting: KRMD-AM</i> 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 www.supertalk1340.com (318) 549-8500	N	0
7	<i>Website Posting: KRMD-FM</i> 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 www.krmd.com (318) 549-8500	N	5
8	<i>Website Posting: KMJJ-FM</i> 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 www.997kmjj.com (318) 549-8500	N	2
9	<i>Website Posting: KQHN-FM</i> 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 www.mix973fm.com (318) 549-8500	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Website Posting: KVMA-FM 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 www.magic1029fm.com (318) 549-8500	N	3
11	Internal Posting 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 (318) 549-8500	N	2
12	AllAccess.com/All Access Music Group 28955 Pacific Coast Hwy, Suite 210-5 Malibu, CA 90265 (310) 457-6616	N	9
13	Caddo Career & Technology Center 5950 Union Avenue Shreveport, LA 71108 (318) 636-5150	N	0
14	Bossier Parish Community College 6220 East Texas Street Bossier City LA 71112 (318) 678-6000	N	12
15	Louisiana State University - Shreveport One University Place Room 230 Administration Building Shreveport, LA 71115 (318) 797-5062	N	0
16	Minority Business Council Opportunity Expo 400 Edwards Street Shreveport, LA 71101 (318) 688-8312	N	0
17	Bossier Chamber of Commerce 710 Benton Road Bossier City LA 71111 (318) 746-0252	N	0
18	Shreveport Chamber of Commerce 400 Edwards Street Shreveport, LA 71101 (318) 677-2500	N	0
19	Centenary College of Louisiana 2911 Centenary Boulevard Shreveport, LA 71104 (318) 869-5208	N	0
20	NAACP – Shreveport Chapter P.O. Box 36893 Shreveport, LA 71133 (318) 621-0710	N	0
21	Shreveport Job Corps Center 2800 W. College Street Shreveport, LA 71109 (318) 227-9331	N	0
22	Southern University - Shreveport 3050 Martin Luther King Jr. Drive Shreveport, LA 71060 (318) 674-3473	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Cumulus Broadcasting Corporate Headquarters 3820 Peachtree Rd Ste 2300 Atlanta, GA 30305	N	1
24	Non-Employee Referral	N	0
25	Current Employee Referral	N	13
26	Former Employee Referral	N	1
27	Former Employee (Rehire)	N	10
28	Walk-in/Self-Referral	N	1
29	Internal Transfer/Promotion	N	0
30	CumulusJobs.com 270 Plaza Loop, Louisiana Boardwalk Bossier City, LA 71111 www.cumulusjobs.com (318) 549-8500	N	0
31	Louisiana Works Dept. of Labor – Recruitment Services 4000 Viking Drive, B-1 Bossier City, LA 71111 (318) 741-7360	N	0
32	Radio Online 3500 Tripp Avenue Amarillo, TX 79121-1637 www.radioonline.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			87

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Caddo Career & Technology Center Career Fair	02/11/2008 - 02/15/2008	Attended the career fair at CC&TC and presented employment opportunities available at Cumulus Broadcasting and other media. Represented by Adrian Turner, Promotions Director, and Gary Robinson, Operations Manager
2.	Bossier Parish Community College Spring Job Fair	04/02/2008	Attended the Spring Job Fair for Bossier Parish Community College and presented employment opportunities available at Cumulus Broadcasting and other media. Represented by Adrian Turner, Promotions Director, and Gary Robinson, Operations Manager
3.	LSU-Shreveport Spring Employer Expo 2008	04/15/2008	Attended the Spring Expo for LSU-Shreveport and presented employment opportunities available at Cumulus Broadcasting and other media. Represented by Adrian Turner, Promotions Director, and Gary Robinson, Operations Manager
4.	Bossier Parish Community College 2008 Regional Job Fair	07/15/2008	Attended the Regional Job Fair for Bossier Parish Community College and presented employment opportunities available at Cumulus Broadcasting and other media. Represented by Adrian Turner, Promotions Director, and Gary Robinson, Operations Manager
5.	2008 LSU-Shreveport Fall Career Fair	10/01/2008	Attended the Fall Career Fair for LSU-Shreveport and presented employment opportunities available at Cumulus Broadcasting and other media. Represented by Lakendra Morris, Promotions Director, and Gary Robinson, Operations Manager
6.	Minority Business Opportunity Expo	11/08/2008	Attended minority expo and presented employment opportunities available at Cumulus Broadcasting and other media. Represented by Paul Farnham, Regional Sales Manager, and Susan Lucchesi, Market Manager
7.	Internship – University of South Carolina	05/16/2008 - 08/14/2008	Internship for Brittany Middleton who is attending the University of South Carolina. Worked in our Promotions Department as a Street Team Leader – executed remote appearances at clients, executed street hits, and helped produce other station events.
8.	Management level training regarding EEO and preventing discrimination	04/04/2008	Our SEU participated via teleconference in a FCC EEO training session titled, "The Nuts & Bolts of EEO Compliance" as presented by outside counsel for Cumulus. Station participants included the Market Manager, Business Manager, and Assistant Business Manager.

9.	Notification of Future Job Vacancies	01/10/2008	Letters sent out asking if they would like to be notified of future job vacancies to area colleges (LSU-Shreveport, Centenary College, Bossier Parish Community College, Southern University - Shreveport), chambers (Shreveport Chamber of Commerce, Bossier Chamber of Commerce), NAACP – Shreveport Chapter, Shreveport Job Corps Center.
10.	Student Job Shadowing	02/01/2008	Two (2) students from local schools (Haughton HS and Haughton MS) sat in with on-air talent of KRMD-FM and KQHN-FM while the DJ's did their show. Students were given a tour of the facility and told of employment opportunities with Cumulus.
11.	Student Job Shadowing	02/05/2008	One (1) student from a local high school (North DeSoto HS) sat in with on-air talent of KRMD-FM while the DJ's did their show. The student was given a tour of the facility and told of employment opportunities with Cumulus.
12.	Public Tours		Groups are welcome to tour our radio stations during office hours anytime. They are greeted by someone from our Promotions Department who gives them a tour of our facility. They are shown all of the employment opportunities that our stations have to offer. Tours of our facility have been given to middle and high schools, boy scouts, girl scouts, church groups, groups with disabilities and community civic groups.