

**KBGG(AM), KGGO(FM), KHKI(FM), KJY(FM), KWQW(FM)**

**EEO PUBLIC FILE REPORT**

**October 1, 2016-September 30, 2017**

**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 (1)	1-23, 26-38	37
SALES MANAGER	1-23, 26-38	22
OPERATIONS MAGER/PROGRAM DIRECTOR	1-23, 26-38	22
DIR OF PROMOTIONS/ MARKETING/ INTEGRATED SALES	1-23, 26-38	34

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016-September 30, 2017**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
2.	<b>University of Iowa</b> Contact: David Baumgartner 124 Phillips Hall, Iowa City, Iowa 52242	No	0
3.	<b>Iowa Workforce Development</b> Contact: Erv Feh 1000 East Grand, Des Moines, Iowa 50319	No	0
4.	<b>Iowa State University</b> Contact: Beverly Madden 0570 Beardshear Hall, Ames, Iowa 50010	No	0
5.	<b>Hawkeye Community College</b> 844 W 4 <sup>th</sup> St, Bremer 112 Waterloo, IA 50702	No	0
6.	<b>Simpson College</b> Contact: Denise Ross Haynes 701 N "C" St, Indianola, Iowa 50125	No	0
7.	<b>Iowa Central Comm College</b> Contact: Sara Condon 330 Avenue M, Fort Dodge, Iowa 50501	No	0
8.	<b>Univ of Northern Iowa Career Services</b> 102 Gilchrist Hall Cedar Falls, IA 50614-0384	No	0
9.	<b>Central College</b> Contact: Pat Joachim Kitzman 812 University, Pella, Iowa 50219	No	0
10.	<b>William Penn University</b> Contact: Marsha Riordan 201 Trueblood Ave, Oskaloosa, Iowa 52577	No	0
11.	<b>Division of Persons w/ Disabilities</b> Contact: Jill Fulitano, Administrator Lucas State Office Bldg, Des Moines, Iowa 50319	No	0

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
12.	<b>Des Moines Area Comm College</b> Contact: Dave Reimers 2006 S Ankeny Blvd, Bldg 1, Ankeny, Iowa 50021	No	0
13.	<b>Iowa Division of Latino Affairs</b> Contact: John Paul Chassio-Gardenas Lucas State Office Bldg, Des Moines, Iowa 50319	No	0
14.	<b>Drake University</b> Contact: John Lytle/Meredith Hall 2805 University Ave, Des Moines, Iowa 50311	No	0
15.	<b>KDPS-FM (Des Moines Public Schools)</b> Contact: Bill Springer Central Campus 1800 Grand Ave, Des Moines, Iowa 50316	No	0
16.	<b>Grand View University</b> Contact: Sara Anderson, Career Center 1200 Grandview Ave, Des Moines, Iowa 50316	No	0
17.	<b>Grinnell College Career Development</b> Contact: Cathleen Powell 1127 Park St, Grinnell, Iowa 50112	No	0
18.	<b>Department of Veterans Affairs</b> Contact: Patrick Palmershiem Camp Dodge, Bldg A6A, Johnston, Iowa 50131	No	0
19.	<b>Kaplan University</b> Contact: Lori Gelhaar 4655 121 <sup>st</sup> St, Urbandale, Iowa 50323	No	0
20.	<b>Des Moines Help Wanted</b> Contact: Peter Wagner www.desmoineshelpwanted.com	No	0
21.	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	0
22.	<b>Non-Employee/Industry Referral</b>	No	2
23.	<b>Employee Referral</b>	No	0
24.	<b>All Access</b> , www.allaccess.com	No	0
25.	<b>SEU Job Fairs/Open Houses</b> ( <i>see Section III</i> )	No	0
26.	<b>CareerBuilder.com</b> , www.careerbuilder.com	No	0
27.	<b>Linkedin.com</b> , www.linkedin.com	No	0
28.	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
29.	<b>Walk-In/Self-Referral</b>	No	1

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
30.	<b>Zip Recruiter</b> , <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	1
31.	<b>Simply Hired</b> , <a href="http://www.simplyhired.com">www.simplyhired.com</a>	No	0
32.	<b>Glass Door</b> , <a href="http://www.glassdoor.com">www.glassdoor.com</a>	No	4
33.	<b>Link Up</b> , <a href="http://www.linkup.com">www.linkup.com</a>	No	0
34.	<b>Cumulus Jobs Website</b> , <a href="http://www.cumulus.com/careers">www.cumulus.com/careers</a>	No	50
35.	<b>Media Recruiter</b> , <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>	No	0
36.	<b>Campus Special</b> , <a href="http://www.campuspecial.com">www.campuspecial.com</a>	No	0
37.	<b>Indeed.com</b> , <a href="http://www.indeed.com">www.indeed.com</a>	No	9
38.			
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>67</b>

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016-September 30, 2017**

**III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Iowa State University Career Day	Participated in Career Day at Iowa State University in January, 2017, in which students have the opportunity to obtain information about our company, and submit resumes for open position they may be interested in pursuing.
2	Internship Program	During this reporting period, our SEU hosted eight (8) student interns from Iowa State University, one (1) from The University of Northern Iowa, one (1) from Wartburg College, one (1) from Drake University, and one (1) from Kirkwood Community College. These interns were supervised primarily by a team of two people from sales and promotions. They worked with sales, promotions and marketing people,, and also spent time with on-air programming staff and production staff learning from and assisting them, based on their interests and area of study. Upon graduation, they are encouraged to apply for any openings they may be interested in.
3	Iowa State University Internship Fair	Participated in the Internship Fair at ISU in late September 2017, in hopes of finding one or two interns for the spring term. Students seeking internships for the term were invited to submit an application, and to obtain information about the company.

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**October 1, 2014-September 30, 2015**

**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>
BUSINESS MANAGER	1-23, 28-35	28
CHIEF ENGINEER	1-23, 26-35	23
SALES & MARKETING ASSISTANT	1-23, 26-35	26
ACCOUNT EXECUTIVE	1-23, 26-35	27

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2014-September 30, 2015**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSLS”)**

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
2.	<b>University of Iowa</b> Contact: David Baumgartner 110 Pomerantz/Suite C 130, Iowa City, Iowa 52242	No	0
3.	<b>Iowa Workforce Development</b> Contact: Tony Dietsch 1000 East Grand, Des Moines, Iowa 50319	No	0
4.	<b>Iowa State University</b> Contact: Mark Becker 0570 Beardshear Hall, Ames, Iowa 50010	No	0
5.	<b>American Institute of Business</b> Contact: Jane DeHaven Career Services 2500 Fleur Dr, Des Moines, Iowa 50321	No	0
6.	<b>Simpson College</b> Contact: Denise Ross Haynes 701 N “C” St, Indianola, Iowa 50125	No	0
7.	<b>Iowa Central Comm College</b> Contact: Sara Condon 330 Avenue M, Fort Dodge, Iowa 50501	No	0
8.	<b>Univ of Northern Iowa Career Services</b> Contact: Robert Frederick 102 Gilchrist Hall, Cedar Falls, IA 50614-0384	No	0
9.	<b>Central College</b> Contact: Pat Joachim Kitzman 812 University, Pella, Iowa 50219	No	0
10.	<b>William Penn University</b> Contact: Marsha Riordan 201 Trueblood Ave, Oskaloosa, Iowa 52577	No	0
11.	<b>Division of Person w/ Disabilities</b> Contact: Jill Filitano, Administrator Lucas State Office Bldg, Des Moines, Iowa 50319	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
12.	<b>Des Moines Area Comm College</b> Contact: Dave Reimers 2006 S Ankeny Blvd, Bldg 1, Ankeny, Iowa 50021	No	0
13.	<b>Iowa Division of Latino Affairs</b> Contact: John Paul Chassio-Gardenas Lucas State Office Bldg, Des Moines, Iowa 50319	No	0
14.	<b>Drake University</b> Contact: John Lytle/Meredith Hall 2805 University Ave, Des Moines, Iowa 50311	No	0
15.	<b>KDPS-FM (Des Moines Public Schools)</b> Contact: Bill Springer Central Campus 1800 Grand Ave, Des Moines, Iowa 50316	No	0
16.	<b>Grand View College</b> Contact: Sara Anderson, Career Center 1200 Grandview Ave, Des Moines, Iowa 50316	No	0
17.	<b>Grinnell College Career Dev</b> Contact: Cathleen Powell 1127 Park St, Grinnell, Iowa 50112	No	0
18.	<b>Department of Veterans Affairs</b> Contact: Patrick Palmershiem Camp Dodge, Bldg A6A, Johnston, Iowa 50131	No	0
19.	<b>Kaplan University</b> Contact: Lori Gelhaar 4655 121 <sup>st</sup> St, Urbandale, Iowa 50323	No	0
20.	<b>Des Moines Help Wanted</b> Contact: Peter Wagner www.desmoineshelpwanted.com	No	10
21.	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	0
22.	<b>Non-Employee/Industry Referral</b>	No	0
23.	<b>Employee Referral</b>	No	6
24.	<b>All Access</b> , www.allaccess.com	No	0
25.	<b>SEU Job Fairs/Open Houses</b> ( <i>see Section III</i> )	No	0
26.	<b>CareerBuilder.com</b> , www.careerbuilder.com	No	1
27.	<b>LinkedIn.com</b> , www.linkedin.com	No	12
28.	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	10
29.	<b>Walk-In/Self-Referral</b>	No	0



<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
30.	Zip Recruiter, www.ziprecruiter.com	No	0
31.	Cumulus Jobs Website, www.cumulus.com/careers	No	1
32.	Media Recruiter, www.mediarecruiter.com	No	0
33.	Campus Special, www.campusspecial.com	No	0
34.	Indeed.com, www.indeed.com	No	15
35.	Hawkeye Community College 844 W 4 <sup>th</sup> St, Bremer 112, Waterloo IA 50702	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>55</b>

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)**  
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**October 1, 2014-September 30, 2015**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Participate in Job Fair	On February 12, 2015, our SEU participated in a job fair held at Drake University in Des Moines, Iowa. Our SEU Sales Manager and Promotions Director spoke with attendees about career opportunities in broadcasting and job openings within the SEU. A Sales Assistant and several Account Executives also attended.
2	Host Job Fair	On April 25, 2015, our SEU a hosted career fair at Valley Community Center in West Des Moines, IA. The event was promoted over the air on all five SEU stations. Those in attendance met with our SEU Account Executives, Sales, and other Managers, to learn more about open positions at the SEU. Interested attendees were encouraged to leave a resume. The event was opened up to other businesses as well in order to make it cost effective.
3	Participate in Job Fair	On September 23, 2015, our SEU participated in a job fair held at Iowa State University in Ames, Iowa. Our SEU Sales Manager and Promotions Director spoke with attendees about career opportunities in broadcasting and job openings within the SEU.
4	Internship Program	During this reporting period, our SEU hosted three (3) student interns from Iowa State University. These interns were supervised by our Promotions Director. Although they spent most of their time assisting the Promotions and Marketing department, they also spent time learning from and assisting staff in every department.



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**October 1, 2013-September 30, 2014**

**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>
PROGRAM DIRECTOR	1-24, 28-32	31
ACCOUNT EXECUTIVE	1-23, 25-35	23
ACCOUNT EXECUTIVE	1-23, 25-35	31
ACCOUNT EXECUTIVE	1-23, 25-35	23
PROGRAM DIRECTOR/OPS MANAGER	1-24, 28-32	31
ACCOUNT EXECUTIVE	1-23, 25-35	27
ACCOUNT EXECUTIVE	1-23, 25-35	23
ACCOUNT EXECUTIVE	1-23, 25-35	29
NEWS DIRECTOR	1-24, 28-32	24
PROGRAM DIRECTOR	1-24, 28-32	23
TRAFFIC MANAGER	1-23, 25-35	22
SALES ASSISTANT	1-23, 25-35	22
NEWS ANCHOR	1-24, 28-32	24
ACCOUNT EXECUTIVE	1-23, 25-35	22

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<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
2.	<b>University of Iowa</b> Contact: David Baumgartner 110 Pomerantz/Suite C 130, Iowa City, Iowa 52242	No	0
3.	<b>Iowa Workforce Development</b> Contact: Tony Dietsch 1000 East Grand, Des Moines, Iowa 50319	No	0
4.	<b>Iowa State University</b> Contact: Mark Becker 0570 Beardshear Hall, Ames, Iowa 50010	No	0
5.	<b>American Institute of Business</b> Contact: Jane DeHaven Career Services 2500 Fleur Dr, Des Moines, Iowa 50321	No	0
6.	<b>Simpson College</b> Contact: Denise Ross Haynes 701 N "C" St, Indianola, Iowa 50125	No	1
7.	<b>Iowa Central Comm College</b> Contact: Sara Condon 330 Avenue M, Fort Dodge, Iowa 50501	No	0
8.	<b>Univ of Northern Iowa Career Services</b> Contact: Robert Frederick 102 Gilchrist Hall, Cedar Falls, IA 50614-0384	No	0
9.	<b>Central College</b> Contact: Pat Joachim Kitzman 812 University, Pella, Iowa 50219	No	0
10.	<b>William Penn University</b> Contact: Marsha Riordan 201 Trueblood Ave. Oskaloosa, Iowa 52577	No	0
11.	<b>Division of Person w/ Disabilities</b> Contact: Bill Fulitano, Administrator Lucas State Office Bldg, Des Moines, Iowa 50319	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
12.	<b>Des Moines Area Comm College</b> Contact: Dave Reimers 2006 S Ankeny Blvd, Bldg 1, Ankeny, Iowa 50021	No	0
13.	<b>Iowa Division of Latino Affairs</b> Contact: John Paul Chassio-Gardenas Lucas State Office Bldg, Des Moines, Iowa 50319	No	0
14.	<b>Drake University</b> Contact: John Lytle/Meredith Hall 2805 University Ave, Des Moines, Iowa 50311	No	3
15.	<b>KDPS-FM (Des Moines Public Schools)</b> Contact: Bill Springer Central Campus 1800 Grand Ave, Des Moines, Iowa 50316	No	0
16.	<b>Grand View College</b> Contact: Sara Anderson, Career Center 1200 Grandview Ave, Des Moines, Iowa 50316	No	0
17.	<b>Grinnell College Career Dev</b> Contact: Cathleen Powell 1127 Park St, Grinnell, Iowa 50112	No	0
18.	<b>Department of Veterans Affairs</b> Contact: Patrick Palmershjem Camp Dodge, Bldg A6A, Johnston, Iowa 50131	No	0
19.	<b>Kaplan University</b> Contact: Lori Gelhaar 4655 121 <sup>st</sup> St, Urbandale, Iowa 50323	No	0
20.	<b>Des Moines Help Wanted</b> Contact: Peter Wagner www.desmoineshelpwanted.com	No	2
21.	<b>Station Website Postings (one or more SEU stations)</b>	No	3
22.	<b>Non-Employee/Industry Referral</b>	No	5
23.	<b>Employee Referral</b>	No	14
24.	<b>All Access, www.allaccess.com</b>	No	8
25.	<b>SEU Job Fairs/Open Houses (see Section III)</b>	No	0
26.	<b>CareerBuilder.com, www.careerbuilder.com</b>	No	5
27.	<b>LinkedIn.com, www.linkedin.com</b>	No	5
28.	<b>On-Air Announcements (one or more SEU stations)</b>	Yes	
29.	<b>Walk-In/Self-Referral</b>	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
30.	Zip Recruiter, www.ziprecruiter.com	No	0
31.	Cumulus Jobs Website, www.cumulus.com/careers	No	17
32.	Media Recruiter, www.mediarecruiter.com	No	1
33.	Campus Specials, www.campusspecials.com	No	2
34.	Indeed.com, www.indeed.com	No	1
35.	Hawkeye Community College 844 W 4 <sup>th</sup> St, Bremer 112, Waterloo IA 50702	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			75

**KGBB(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)**  
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**III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On February 14, 2014, our SEU participated in a job fair held at Drake University in Des Moines, Iowa. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Market Manager and Promotions Director
2	Host Job Fair (2)	On September 18, 2014 and again on September 23, 2014, our SEU hosted a sales open house at our studios in Des Moines. These events were promoted over the air on one or more SEU stations. Those in attendance toured our facilities and met with our Sales and Market Managers to learn more about radio sales and specific job requirements for a Cumulus Account Executive. This was followed by a question-and-answer session. Interested attendees were encouraged to leave a resume.
3	Host event sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On May 20, 2014, our SEU hosted a group of students studying media, public relations, communications and advertising from Iowa State University, Drake University, Simpson College and the University of Northern Iowa. Our SEU's Promotions Director greeted them, gave them a tour of our facilities so they could observe the inner-workings of our cluster and spoke with them about career opportunities in broadcasting as well as internships and job opening within the SEU.



	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Participate in Job Fair	<p>On March 18, 2014, our SEU participated in a job fair held by DesMoinesHelpwanted.com, an online recruiting website. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Promotions Director.</p>
5	Internship Program	<p>During this reporting period, our SEU hosted ten (10) student interns from the following schools:</p> <ul style="list-style-type: none"> <li>• 3 from Iowa State University;</li> <li>• 2 from Northern Iowa University;</li> <li>• 1 from Simpson College; and,</li> <li>• 4 from Drake University.</li> </ul> <p>These interns were supervised by our Promotions Director and, although they spent most of their time assisting the Promotions and Marketing department, they spent time learning from and assisting staff in every department.</p>

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**EEO PUBLIC FILE REPORT**  
**October 1, 2012-September 30, 2013**

**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>
PROGRAM DIRECTOR	1-32	22
ACCOUNT EXECUTIVE	1-32	29
ACCOUNT EXECUTIVE	1-32	30
ACCOUNT EXECUTIVE	1-32	30
PROGRAM DIRECTOR/OPS MANAGER	1-32	23
ACCOUNT EXECUTIVE	1-32	20
ACCOUNT EXECUTIVE	1-32	4
ACCOUNT EXECUTIVE	1-32	22
MARKETING DIRECTOR	1-32	26
MARKET MANAGER	22*	22
SALES MANAGER	1-32	32
ACCOUNT EXECUTIVE	1-32	26
ACCOUNT EXECUTIVE	1-32	22

*\* Exigent Circumstances*

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<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Cumulus Business Managers</b> BM@cumulus.com	No	0
2.	<b>University of Iowa</b> Contact: David Baumgartner 110 Pomerantz/Suite C 130, Iowa City, Iowa 52242	No	2
3.	<b>Iowa Workforce Development</b> Contact: Tony Dietsch 1000 East Grand, Des Moines, Iowa 50319	No	0
4.	<b>Iowa State University</b> Contact: Mark Becker 0570 Beardshear Hall, Ames, Iowa 50010	No	1
5.	<b>American Institute of Business</b> Contact: Jane DeHaven 2500 Fleur Drive, Des Moines, Iowa 50321	No	0
6.	<b>Simpson College</b> Contact: Del Sheppard 701 NC Street, Indianola, Iowa 50125	No	0
7.	<b>Iowa Central Comm College</b> Contact: Sara Condon 330 Avenue M, Fort Dodge, Iowa 50501	No	0
8.	<b>University of Northern Iowa</b> Contact: Robert Fredrick 1227Lowry Mall, Cedar Falls, IA 50614-0384	No	0
9.	<b>Central College</b> Contact: Pat Joachim Kitzman 812 University, Pella, Iowa 50219	No	0
10.	<b>William Penn University</b> Contact: Debbie Stevens 201 Trueblood Ave, Oskaloosa, Iowa 52577	No	0
11.	<b>Division of Person w/ Disabilities</b> Contact: Jill Avery Lucas State Office Bldg, Des Moines, Iowa 50319	No	0

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
12.	<b>Des Moines Area Comm College</b> Contact: Randy Mead 2006 S Ankeny Blvd Bldg 1, Ankeny, Iowa 50021	No	0
13.	<b>Iowa Division of Latino Affairs</b> Contact: Armando Villreal Lucas State Office Bldg, Des Moines, Iowa 50319	No	0
14.	<b>Drake University</b> Contact: Annette Watson 250 University Ave., Des Moines, Iowa 50311	No	0
15.	<b>KDPS-FM (Des Moines Public Schools)</b> Contact: Bill Springer Central Campus 1800 Grand Ave, Des Moines, Iowa 50316	No	0
16.	<b>Grand View College</b> Contact: Susie Stearns 1200 Grandview Ave, Des Moines, Iowa 50316	No	0
17.	<b>Grinnell College Career Dev</b> Contact: Diane Hawkins 1127 Park St, Grinnell, Iowa 50112	No	0
18.	<b>Department of Veterans Affairs</b> Contact: Tony Smithhart Camp Dodge Bldg A6A, Johnston, Iowa 50131	No	0
19.	<b>Kaplan University</b> Contact: Lori Gelhaar 4655 121 <sup>st</sup> Street, Urbandale, Iowa 50323	No	0
20.	<b>Des Moines Help Wanted</b> Contact: Peter Wagner www.desmoineshelpwanted.com	No	3
21.	<b>Station Website Posting</b> ( <i>on or more SEU stations</i> )	No	9
22.	<b>Non-Employee/Industry Referral</b>	No	10
23.	<b>Employee Referral</b>	No	9
24.	<b>All Access</b> www.allaccess.com	No	1
25.	<b>SEU Stations Career Expo</b>	No	11
26.	<b>CareerBuilder.com</b> www.careerbuilder.com	No	8
27.	<b>LinkedIn.com</b> www.linkedin.com	No	5
28.	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	7
29.	<b>Walk-In/Self-Referral</b>	No	2

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
30.	Zip Recruiter <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	2
31.	Cumulus Jobs Website <a href="http://www.cumulus.com/careers">www.cumulus.com/careers</a>	No	3
32.	Media Recruiter <a href="http://www.mediarecruiter.com">www.mediarecruiter.com</a>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			75

**KGBB(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2012-September 30, 2013**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in Job Fair	On February 18, 2013, our SEU participated in a job fair held at Drake University in Des Moines, Iowa. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Operations Manager and Promotions Director
2	Host Job Fair (2)	On December 13, 2012 and March 28, 2013, our SEU hosted an open house to recruit prospective Account Executives. Interested attendees spent the evening at our stations touring the facilities and meeting with our Sales and General Managers, who explained the job requirements. A question-and-answer session was also held and resumes were accepted. These vents were promoted on one or more SEU stations.
4	Host Event/Program Sponsored By or on Behalf of an Educational Institution or Community Organization Relating to Career Opportunities in Broadcasting	On February 11, 2012, our SEU hosted students from Drake University for a tour of our stations. The attendees observed the various operations of our broadcast facilities and spoke with the SEU's Operations Manager about careers in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Host Job Fair	<p>On June 3, 2013, our SEU sponsored and hosted a job fair at The Stony Creek Inn in Johnston, Iowa. Our SEU solicited local employers to participate in this event and assisted them with their exhibition needs. Our SEU also participated as an exhibitor, providing information about careers in broadcasting and job openings within the SEU to attendees. This event was promoted over the air on one or more SEU stations. SEU participants included our Market and General Sales Managers as well as several Account Executives.</p>
6	Internship Program	<p>During this reporting period, our SEU hosted three (3) student interns who gained exposure to and experience in certain aspects of radio broadcasting as follows:</p> <ul style="list-style-type: none"> <li>• one from Iowa State University in our Sales and Promotions department;</li> <li>• one from Drake University in our Commercial Production department; and,</li> <li>• one from Grandview University in our Programming department.</li> </ul>

**From:** King, Dawn <DKing@wileyrein.com>  
**Sent:** Tuesday, March 05, 2013 6:25 PM  
**To:** Tracey Williams; Sharon Beninato  
**Cc:** Richard Denning; Nicole Waller; Melissa Weatherly; Goldin, Elizabeth; Lipp, Mark; Pannell, Randy; Booth, Kimberly  
**Subject:** FW: FCC Selection of KBGG for EEO Audit  
**Attachments:** Pulley E-mail Excusing Cumulus Markets from 02-2013 EEO audit.pdf  
**Importance:** High

Great news, Tracey and Sharon. Elizabeth Goldin received word from the FCC that KBGG(AM) and, therefore, the Des Moines, Iowa station employment unit ("SEU"), are excused from the EEO audit. The SEU does not have to respond to the February 26, 2013, FCC EEO audit letter.

Included above is a copy of the e-mail from Lew Pulley, FCC, excusing KBGG from participation. Please make sure to place a copy in each public file along with a copy of FCC EEO audit letter.

If you have any questions, kindly send me a message or give me a call.

Good night,

Dawn



Dawn M. King  
Senior Communications Specialist  
Wiley Rein LLP

1776 K Street NW  
Washington, DC 20006  
Tel: 202.719.3132 | Fax: 202.719.7049  
Email: [dking@wileyrein.com](mailto:dking@wileyrein.com)  
[www.wileyrein.com](http://www.wileyrein.com)

**From:** King, Dawn  
**Sent:** Friday, March 01, 2013 11:47 AM  
**To:** 'tracey.williams@cumulus.com'; [sharon.beninato@cumulus.com](mailto:sharon.beninato@cumulus.com)  
**Cc:** 'Richard Denning'; 'nicole.waller@cumulus.com'; Melissa Weatherly ([Melissa.Weatherly@cumulus.com](mailto:Melissa.Weatherly@cumulus.com)); Goldin, Elizabeth; Lipp, Mark; Pannell, Randy  
**Subject:** FCC Selection of KBGG for EEO Audit  
**Importance:** High

Dear Tracey and Sharon -

As you may have heard, the FCC released its February 2013 Radio & Television EEO Audit List yesterday. Station KBGG(AM), Des Moines, Iowa, was included on the this list, however, there is some good news. The FCC pointed out in its audit announcement that certain stations may be excused if their recent license renewal application was granted, by final order, within the past 18 months. Since the KBGG renewal was granted on January 25, 2013, and the grant is final, we are preparing a formal request that asks the FCC to exclude KBGG from this



audit. We will let you know as soon as we receive a response from FCC staff, so, please stand by. Once you receive a copy of the FCC audit letter, kindly make sure to place it in your public inspection files. Thanks!

Have a great weekend.

Warm regards,

Dawn



Dawn M. King  
Senior Communications Specialist  
Wiley Rein LLP

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## King, Dawn

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**From:** Lewis Pulley <Lewis.Pulley@fcc.gov>  
**Sent:** Tuesday, March 05, 2013 10:47 AM  
**To:** Goldin, Elizabeth  
**Cc:** Lipp, Mark; King, Dawn; Cassandra Queen; Lynn Kalagian; Rodney Royse; Yvonne Harris; Estella Salvatierra  
**Subject:** RE: Feb. 26, 2013 FCC EEO Audit List: Cumulus Stations with Recent License Renewal Grants

Dear Elizabeth:

Due to the recent grant of the renewal applications, the stations below do not need to respond to the EEO audit of February 2013 and we will close out the files.

Lew

Please consider the environment before printing this e-mail.

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**From:** Goldin, Elizabeth [<mailto:EGoldin@wileyrein.com>]  
**Sent:** Monday, March 04, 2013 6:28 PM  
**To:** Lewis Pulley  
**Cc:** Lipp, Mark; King, Dawn  
**Subject:** Feb. 26, 2013 FCC EEO Audit List: Cumulus Stations with Recent License Renewal Grants

Lew,

In reviewing the FCC's February 26, 2013 EEO audit list, we identified four Cumulus stations that received a grant of their recent license renewal applications. As instructed in the audit letter, we are seeking your guidance as to whether these stations, listed here, must respond as a result.

The license renewal application of **KBEA-FM, Muscatine, IA** (Facility ID #13666), which is part of the Cumulus Quad Cities, IA station employment unit, was granted on 01/25/2013 (FCC File No. BRH-20121001ANV). The SEU's 2011 and 2012 EEO Public File Reports, both ending on September 30<sup>th</sup>, were filed in conjunction with the station's license renewal application.

The license renewal application of **KBGG(AM), Des Moines, IA** (Facility ID # 87105), which is part of the Cumulus Des Moines, IA station employment unit, was granted on 01/25/2013 (FCC File No. BR-20121001AZY). The SEU's 2011 and 2012 EEO Public File Reports, both ending on September 30<sup>th</sup>, were filed in conjunction with the station's license renewal application.

The license renewal application of **WOSH(AM), Oshkosh, WI** (Facility ID #69780), which is part of the Cumulus Appleton-Oshkosh, WI station employment unit, was granted on 11/23/2012 (FCC File No. BR-20120801AFD). The SEU's 2012 EEO Public File Report, ending on July 31<sup>st</sup>, was filed in conjunction with the station's license renewal application. (There was no 2011 EEO Public File Report required due to Cumulus' merger with Citadel, consummated on Sept. 16, 2011.)

The license renewal application of **WQKL(FM), Ann Arbor, MI** (Facility ID #47117), which is part of the Cumulus Ann Arbor station employment unit, was granted on 09/25/2012 (FCC File No. BRH-20120601AQS). The SEU's 2012 EEO Public File Report, ending on May 31<sup>st</sup>, was filed in conjunction with the station's license renewal application. (There was no 2011 EEO Public File Report required due to Cumulus' merger with Citadel, consummated on Sept. 16, 2011.)

We look forward to hearing from you. Best,

Elizabeth E. Goldin | Attorney At Law | Wiley Rein LLP | 1776 K Street NW | Washington, DC 20006  
(Tel) 202.719.3199 | (Fax) 202.719.7049 | [EGoldin@wileyrein.com](mailto:EGoldin@wileyrein.com)

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Federal Communications Commission Washington, D.C. 20554	Approved by OMB 3060-0113 (March 2003)	FOR FCC USE ONLY
<b>FCC 396</b>		
<b>BROADCAST EQUAL EMPLOYMENT          OPPORTUNITY PROGRAM REPORT</b> (To be filed with broadcast license renewal application)		FOR COMMISSION USE ONLY FILE NO. - 20121001AZV
Read INSTRUCTIONS Before Filling Out Form		

**Section I**

Legal Name of the Licensee <b>RADIO LICENSE HOLDING CBC, LLC</b>		
Mailing Address <b>3280 PEACHTREE ROAD, NW          SUITE 2300</b>		
City <b>ATLANTA</b>	State or Country (if foreign address) <b>GA</b>	Zip Code <b>30305 -</b>
Telephone Number (include area code) <b>4049490700</b>	E-Mail Address (if available)	
	Facility ID Number <b>87105</b>	Call Sign <b>KBGG</b>
<b>TYPE OF BROADCAST STATION:</b> (if applicable)	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

**Application Purpose**

New Program Report  
 Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

**Station List**

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)

KBGG	87105	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DES MOINES, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No
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Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KHKI	12966	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DES MOINES, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KGGO	12965	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	DES MOINES, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KJJY	22882	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	WEST DES MOINES, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
KWQW	30116	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	BOONE, IA	<input type="radio"/> Yes <input checked="" type="radio"/> No

**CONTACT PERSON IF OTHER THAN LICENSEE**

Name MARK N. LIPP		Street Address 1776 K STREET, NW	
City WASHINGTON	State DC	Zip Code 20006-	Telephone Number 2027197503

**FILING INSTRUCTIONS**

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during  Yes  No this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees?  Yes  No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

### CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent JOHN W. DICKEY
Title EXECUTIVE VICE PRESIDENT	Telephone No. ( include area code) 4049490700
Date 10/3/2012	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

### GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

### RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: T. J. HART	Title: OPERATIONS MANAGER
------------------	---------------------------

It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

<b>I. EEO PUBLIC FILE REPORT</b> Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
<b>II. NARRATIVE STATEMENT</b> Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced	[Exhibit 3]

difficulties in their outreach efforts should explain.

## FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERM, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to [jboley@fcc.gov](mailto:jboley@fcc.gov). Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

### Exhibits

#### Exhibit 2

Description: EEO PUBLIC FILE REPORTS

#### Attachment 2

Description
2011 EEO Public File Report
2012 EEO Public File Report

#### Exhibit 3

Description: NARRATIVE STATEMENT

#### Attachment 3

Description
Narrative Statement re. Outreach Efforts

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)**  
**EEO PUBLIC FILE REPORT**  
September 16, 2011-September 30, 2011<sup>1</sup>

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
<i>NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS ABBREVIATED REPORTING PERIOD.</i>		

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<sup>1</sup> On September 16, 2011, the actions necessary to consummate the transfer of control of the stations in this employment unit were completed. See *Existing Shareholders of Cumulus Media, Inc., et al.*, 29 FCC Red. 12956 (2011). As a result, the timeframe for this report is an abbreviated one, beginning on September 16, 2011.



**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)**  
**EEO PUBLIC FILE REPORT**  
September 16, 2011-September 30, 2011

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	<i>AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS ABBREVIATED REPORTING PERIOD.</i>		

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)**  
**EEO PUBLIC FILE REPORT**  
September 16, 2011-September 30, 2011

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	<i>N/A</i>	<i>N/A</i>

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2011-September 30, 2012**

**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>
PROGRAM DIRECTOR	1-24	22
ACCOUNT EXECUTIVE	1-24	21
ACCOUNT EXECUTIVE	1-25	25
ACCOUNT EXECUTIVE	1-25	25
PROGRAM DIRECTOR	1-24	22
MORNING SHOW CO-HOST	1-25	25
ACCOUNT EXECUTIVE	1-25	25
ACCOUNT EXECUTIVE	1-24	23
MARKETING DIRECTOR	1-25	21

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)  
EEO PUBLIC FILE REPORT  
October 1, 2011-September 30, 2012**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS#</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification?</b>	<b>Number of Interviewees Referred by RS for the Full-Time Vacancy</b>
1.	<b>Cumulus Business Managers</b> BM@cumulus.com; BM2@cumulus.com	N	0
2.	<b>University of Iowa</b> Contact: David Baumgartner 24 Phillips Hall, Iowa City, Iowa 52242	N	0
3.	<b>Iowa Workforce Development</b> Contact: Erv Feh 1000 East Grand, Des Moines, Iowa 50319	N	0
4.	<b>Iowa State University</b> Contact: Beverly Madden 0570 Beardshear Hall, Ames, Iowa 50010	N	0
5.	<b>American Institute of Business</b> Contact: Carrie Blackburn 2500 Fleur Drive, Des Moines, Iowa 50321	N	0
6.	<b>Simpson College</b> Contact: Denise Ross Haynes 701 NC Street, Indianola, Iowa 50125	N	0
7.	<b>Iowa Central Comm College</b> Contact: Sara Condon 330 Avenue M, Fort Dodge, Iowa 50501	N	0
8.	<b>UNI Career Services</b> 102 Gilchrist Hall, Cedar Falls, Iowa 50614	N	0
9.	<b>Central College</b> Contact: Pat Joachim Kitzman 812 University, Pella, Iowa 50219	N	0
10.	<b>William Penn University</b> Contact: Marsha Riordan 201 Trueblood Ave, Oskaloosa, Iowa 52577	N	0
11.	<b>Division of Person w/ Disabilities</b> Contact: Jill Fultano Lucas State Office Bldg, Des Moines, Iowa 50319	N	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
12.	<b>Des Moines Area Comm College</b> Contact: Dave Reimers 2006 S Ankeny Blvd Bldg I, Ankeny, Iowa 50021	N	0
13.	<b>Iowa Division of Latino Affairs</b> Contact: John Paul Chassio-Gardenas Lucas State Office Bldg, Des Moines, Iowa 50319	N	0
14.	<b>Drake University</b> Contact: John Lytle 2805 University Ave – Meredith Hall, Des Moines, Iowa 50311	N	0
15.	<b>KDPS-FM (Des Moines Public Schools)</b> Contact: Bill Springer Central Campus 1800 Grand Ave, Des Moines, Iowa 50316	N	0
16.	<b>Grand View College</b> Contact: Dr James Arthur 1200 Grandview Ave, Des Moines, Iowa 50316	N	0
17.	<b>Grinnell College Career Dev</b> Contact: Cathleen Powell 1127 Park St, Grinnell, Iowa 50112	N	0
18.	<b>Department of Veterans Affairs</b> Contact: Patrick Palmersheim Camp Dodge Bldg A6A, Johnston, Iowa 50131	N	0
19.	<b>Kaplan University</b> Contact: Lori Gelhaar 4655 121 <sup>st</sup> Street, Urbandale, Iowa 50323	N	0
20.	<b>Des Moines Help Wanted</b> Contact: Peter Wagner www.desmoineshelpwanted.com	N	5
21.	<b>Station Website Posting</b> (one or more SEU stations)	N	8
22.	<b>Non-Employee Referral</b>	N	3
23.	<b>Employee Referral</b>	N	1
24.	<b>All Access</b> www.allaccess.com	N	0
25.	<b>On-Air Announcements</b> (one or more SEU stations)	N	16
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>33</b>

**KBGG(AM), KGGO(FM), KHKI(FM), KJJY(FM), KWQW(FM)**  
**EEO PUBLIC FILE REPORT**  
 October 1, 2011-September 30, 2012

**III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On February 16, 2012, the stations participated in a job fair held at Drake University in Des Moines, Iowa. Participants from the stations included our Operations Manager and Promotions Director
2	Host Job Fair (5)	Our SEU hosted five Open Houses, recruiting prospective Account Executives via on-air announcements on the following dates: April 27, 2012; May 26, 2012; June 21, 2012; July 12, 2012; and, September 27, 2012. Interested attendees spent the evening at our stations after business hours, touring the facilities and meeting with our Sales and General Managers, who explained the job requirements. A question-and-answer session was also held and resumes were submitted.
3	Host Event/Program Sponsored By or on Behalf of an Educational Institution or Community Organization Relating to Career Opportunities in Broadcasting (2)	Our SEU hosted a Girl Scouts troop from Johnston, IA (February 6, 2012) and three students from Drake University (February 9, 2012) for a tour of our stations. The attendees observed the various operations of our broadcast facilities and spoke with our Operations Manager regarding careers in broadcasting.

Form 396  
Exhibit 3  
September 2012  
Cumulus/Des Moines, IA

### Outreach Efforts

Descriptions of the outreach efforts undertaken by this station employment unit ("SEU") are provided in the attached EEO Public File Reports and include such activities as hosting station tours and job fairs. This employment unit has experienced no notable difficulties in its outreach efforts during the term commencing on September 16, 2011 – the consummation date of the merger transaction that established the new ownership structure of the applicant, see *Existing Shareholders of Cumulus Media, Inc., et al.*, 29 FCC Rcd 12956 (2011) – and ending on the certification date of this application.

# Federal Communications Commission

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Based on the information supplied, no fee is required.

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