



EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 23, 2010 to November 22, 2011.

1) Employment Unit: Cumulus Media – Minneapolis, MN

2) Unit Members (Stations and Communities of License): KQRS-FM, Golden Valley, MN
 KXXR(FM), Minneapolis, MN
 WGVX(FM), Lakeville, MN
 WGVY(FM), Cambridge, MN
 WGVZ(FM), Eden Prairie, MN

3) EEO Contact Information for Unit Member:

Mailing Address: Minneapolis Radio Assets, LLC / Radio License Holding III, LLC 2000 SE Elm St Minneapolis, MN 55414	Telephone Number: 612-617-4000
	Contact Person/Title: Tamara Blomberg/Human Resources
	E-mail Address: Tamara.Blomberg@cumulus.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. KXXR Announcer	Internal Referral
2. Account Executive (KXXR) (WGVX)	Internal Referral
3. Internet Assistant	Internal Promotion

Stations KQRS(FM), KXXR(FM), WGVX(FM), WGVY(FM), and WGVZ(FM) are
 Equal Opportunity/AA Employers.

5) Job Title: KXXR Announcer

Referral Source(s) of Hire: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
American Indian OIC	Don Clark	1845 E. Franklin Ave	612-341-3358	0	Yes
MN Dept of Employment and Economic Development	Susan Hanson	390 N. Robert St. St.Paul. MN 55101	651-296-8400	0	No
HIRED	Phylcia Freeman	1200 Plymouth Ave N, Minneapolis. MN 55411	612-287-1381	0	Yes
KMOJ Radio	Kelvin Quarles	1422 W. Lake St. #300 Minneapolis. MN 55408	612-377-0594	0	Yes
Citadel Internal Referral	Marc Kalman	2000 SE Elm St , Minneapolis. MN 55414	612-617-4000	4	No
Citadel Broadcasting/Web Ads	Marc Kalman	KQRS.com 93X.com Love105.fm	612-617-4000	0	No
Stubbe & Associates	Kari Brustad	17808 Excelsior Blvd. Minneapolis. MN 55435	952-470-4920	0	Yes
Multicultural Center for Academic Excellence	Juavah Lee Cynthia Armijo	320 16 th Ave SE, Minneapolis. MN 55455	612-624-9028 612-625-8334	0	Yes
American Women in Radio & Television	Wanda Blair	1100 Riverview Tower. Minneapolis. MN 55425	952-851-7214	0	Yes
Courage Center	Sara Sundeen	3915 Golden Valley Rd. Minneapolis. MN 55422	763-520-0509	0	Yes
CAPI USA	Seam Watkins	3702 E. Lake St #200, Minneapolis. MN 55406	612-721-0122	0	Yes
State of MN Council on Black Minnesotans	Lester Collins	2233 University Ave W. St.Paul. MN 55114	651-643-3015	0	Yes
Hmong American Partnership	Youa Pao Her	1075 Arcade St. St.Paul. MN 55106	651-495-9160	0	Yes
Career Solutions Working Women	Christina Troxel	1295 Bandana Blvd #110. St.Paul. MN 55108	651-647-9961	0	Yes
Multicultural Center	Susan Pelayo-Woodward	KSC 236. Duluth. MN 55812	218-726-8444	0	Yes
Phyllis Wheatley Center	Valerie Stevenson	1301 10 th Ave N. Minneapolis. MN 55411	612-374-4342	0	Yes
Summit Academy OIC	Lois Welman	935 Olson Memorial Hwy. Minneapolis. MN 55405	612-278-6579	0	Yes
St.Paul Urban League	Robert McClain	401 Selby Ave. St.Paul. MN 55102	651-224-5771	0	Yes
Star Tribune		425 Portland Av. S., Minneapolis. MN 55488	612-673-4000	0	No
RISE	Robert Reedy	2003 Central Ave NE. Minneapolis. MN 55418	612-781-3114	0	Yes
Minneapolis Urban League	Stephen Robinson	2100 Plymouth Ave N, Minneapolis. MN 55411	612-302-3100	0	Yes

Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd, Minneapolis, MN 55416	612-926-8123	0	Yes
Minneapolis American Indian Center	Morgan Thompson	1530 E. Franklin Ave, Minneapolis, MN 55404	612-879-1710	0	Yes
CLUES	Karla Bachman	2700 E. Lake St, Minneapolis MN 55406	612-292-0347	0	Yes
Circle of Indigenous Nations	Job Book Coordinator	125 Fraser Hall, Minneapolis, MN 55455	612-624-2555	0	Yes
Upper Midwest AIC	Marybeth Thunder	1113 W. Broadway, Minneapolis, MN 55411	651-522-4436	0	Yes
Hire Veterans	Marcy Bulstrom	Hireveterans.com		0	Yes
Craigslist.com		Craigslist.com		0	No
AllAccess.com		AllAccess.com	Internet Recruiting	4	No

Job Title: Account Executive(s) KXXR & WGVX

Referral Source(s) of Hire: Internal Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
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HIRED	Phylicia Freeman	1200 Plymouth Ave N, Minneapolis, MN 55411	612-287-1381	0	Yes
KMOJ Radio	Kelvin Quarles	1422 W. Lake St, #300 Minneapolis, MN 55408	612-377-0594	0	Yes
Citadel Internal Referral	Marc Kalman	2000 SE Elm St, Minneapolis, MN 55414	612-617-4000	5	No
Citadel Broadcasting/Web Ads	Marc Kalman	KQRS.com 93X.com Love105.fm	612-617-4000	0	No
Stubbe & Associates	Kari Brustad	17808 Excelsior Blvd, Minneapolis, MN 55435	952-470-4920	0	Yes
Multicultural Center for Academic Excellence	Juavah Lee Cynthia Armijo	320 16 th Ave SE, Minneapolis, MN 55455	612-624-9028 612-625-8334	0	Yes
American Women in Radio & Television	Wanda Blair	1100 Riverview Tower, Minneapolis, MN 55425	952-851-7214	0	Yes
Courage Center	Sara Sundeen	3915 Golden Valley Rd, Minneapolis, MN 55422	763-520-0509	0	Yes
CAPI USA	Seam Watkins	3702 E. Lake St #200, Minneapolis, MN 55406	612-721-0122	0	Yes
State of MN Council on Black Minnesotans	Lester Collins	2233 University Ave W, St.Paul, MN 55114	651-643-3015	0	Yes

Hmong American Partnership	Youa Pao Her	1075 Arcade St. St.Paul. MN 55106	651-495-9160	0	Yes
Career Solutions/Working Women	Christina Troxel	1295 Bandana Blvd #110, St.Paul. MN 55108	651-647-9961	0	Yes
Multicultural Center	Susan Pelayo-Woodward	KSC 236, Duluth, MN 55812	218-726-8444	0	Yes
Phyllis Wheatley Center	Valerie Stevenson	1301 10 th Ave N, Minneapolis, MN 55411	612-374-4342	0	Yes
Summit Academy OIC	Lois Welman	935 Olson Memorial Hwy, Minneapolis, MN 55405	612-278-6579	0	Yes
St.Paul Urban League	Robert McClain	401 Selby Ave, St.Paul, MN 55102	651-224-5771	0	Yes
Star Tribune		425 Portland Av. S., Minneapolis, MN 55488	612-673-4000	0	No
RISE	Robert Reedy	2003 Central Ave NE, Minneapolis, MN 55418	612-781-3114	0	Yes
Minneapolis Urban League	Stephen Robinson	2100 Plymouth Ave N, Minneapolis, MN 55411	612-302-3100	0	Yes
Minnesota Broadcasters Association	Linda Lasere	3033 Excelsior Blvd, Minneapolis, MN 55416	612-926-8123	0	Yes
Minneapolis American Indian Center	Morgan Thompson	1530 E. Franklin Ave, Minneapolis, MN 55404	612-879-1710	0	Yes
CLUES	Karla Bachman	2700 E. Lake St, Minneapolis MN 55406	612-292-0347	0	Yes
Circle of Indigenous Nations	Job Book Coordinator	125 Fraser Hall, Minneapolis, MN 55455	612-624-2555	0	Yes
Upper Midwest AIC	Marybeth Thunder	1113 W. Broadway, Minneapolis, MN 55411	651-522-4436	0	Yes
Hire Veterans	Marcy Bulstrom	Hireveterans.com		0	Yes
AllAccess.com		AllAccess.com	Internet Recruiting	0	No

Job Title: Internet Assistant

Referral Source(s) of Hiree: Internal Promotion

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CLUES	Karla Bachman	2700 E. Lake St, Minneapolis MN 55406	612-292-0347	0	Yes
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Hire Veterans	Marcy Bulstrom	Hireveterans.com		0	Yes
AllAccess.com		AllAccess.com		0	No

6) Total # of Interviewees Referred: For the period from November 23, 2010 to November 22, 2011, this Employment Unit interviewed **14** interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

(a) Initiative: Co-Sponsor and Participant in PSI/NAACP Regional Diversity Job Fair – September 28, 2011 at the Minneapolis Convention Center

The stations co-sponsored the job fair with PSI and NAACP, two organizations in the business and professional community whose membership includes substantial participation of women and minorities. Additional co-sponsors included: MN Workforce Center, Job Dig, Workforce Diversity and Employment News.

In attendance were station personnel who have substantial responsibility in the making of hiring decisions, including , Human Resource Director, Local Sales Manager, Internet Manager, Promotions Director and Programming Director. The 3 Radio Stations combined ran a total of 150 PSA's informing the public of the job fair.

(b) Initiative: Internship Program

The stations' Internship Program is for qualified individuals interested in acquiring the skills and experience helpful in attaining employment in the broadcast industry. The Internship Program continues for 12 months at a time and Interns are expected to work 5-15 hours per week. The Internship Program is designed to provide participants with a "hands-on" approach and bring a "real-life" perspective to radio, the field they are pursuing. The radio stations strive to teach each intern "the world of radio" and provide them valuable experiences to facilitate a successful career in broadcasting. This is an ongoing program and is managed by the promotion directors from each station (KQRS, KXXR and WGVX). Internship opportunities are listed on all station websites, which are updated regularly, and the stations recruit interns from a wide variety of educational institutions, including The University of Minnesota, The University of Wisconsin, The University of St. Thomas, Brown College, IPR, Hamline University, St. Cloud State, and MN School of Business. In 2011 KQRS had 15 interns working in its promotions department, KXXR had 17 interns and WGVX had 15 interns. This is an ongoing program.

(c) Initiative: Scholarship / Mentorship Program – Programs Sponsored by Educational Institutions

An Announcer from station KXXR mentors students on a weekly basis. The students are to produce an "Ask the Expert" segment with an instructor at McNally Smith College. The segment airs on a weekly basis on 93X Loud & Local, a local music show that airs on Sunday nights on 93X. The topic of the segment varies, ranging from what mastering is to how to best record drums in a studio recording, to how to make a press kit for their band. Topics are submitted by listeners via email and students produce the segment. Students also observe the production of Loud & Local. They help review new music submitted to the show for airplay. McNally Smith College students also assist in commercial production, learning how to use the Orban Audicity editor for recording and editing. They are also instructed on the basics of Enco, a computer system used for broadcasting. Students record the finished commercial to Enco for broadcast. The student will also learn how to run a radio console and also are given a brief overview of the radio station in general. This is an on-going program.

(d) Initiative: Intern Recruitment

On Wednesday February 2, 2011 the Promotions Director and Promotions Assistant attended a Media Career Event at IPR (The Institute of Production and Recording) to recruit interns for our three radio stations and inform students of the career opportunities in the broadcasting industry.

(e) Initiative: Internet Programs

The Stations' Internet Director provides local non-profit organizations assistance in designing and implementing their job and career development websites. This invitation is included in the human resources organizational recruitment mailing list. This outreach is ongoing.
