

KQXY-FM, KTCX-FM, KAYD-FM, KIKR(AM), and KBED(AM)
EEO PUBLIC FILE REPORT
April 1, 2016 - March 31, 2017

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
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	20
On-Air Announcer	1-13, 15, 18-20, 22-23, 29-31	6
Sales Account Executive	1-13, 15, 18-20, 22-23, 29-31	23
Promotions Director	1-13, 15, 18-20, 22-23, 29-31	23

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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	Texas Workforce Commission David McCleskey 304 Pearl Street Beaumont, TX 77701 409-839-8045 ext. 3342 Fax: 409-832-2597 www.workintexas.com	No	1
2	SEU Open Houses (<i>see Section III</i>)	No	0
3	Cumulus Business Managers businessmanager@cumulus.com	No	0
4	On-Air Announcements (<i>one or more SEU stations</i>)	No	2
5	Station Website Postings (<i>one or more SEU stations</i>)	No	2
6	Walk-In/Self-Referral	No	2
7	Southeast Texas Website www.southeasttexas.com	No	1
8	Internal Posting (<i>company bulletin board</i>)	No	1
9	Facebook Pages (<i>one for each FM radio station</i>)	No	1
10	Word-of-Mouth Referral	No	7
11	Texas Association of Broadcasters Website Phone: 512-322-9944 Fax: 512-322-0522 www.tab.org Contact: Teresa McAnally, Teresa@tab.org	No	0
12	Radio Advertising Bureau www.rab.com	No	0
13	National Association of Broadcasters Website www.nab.org	No	0
14	Beaumont Enterprise Newspaper 380 Main Street Beaumont, TX 77701 409-838-2888 Ann O’Bannion for Internet Ads 409-838-2829	No	0
15	Lamar University Human Resources 4400 Martin Luther King Parkway Beaumont, TX 77705 Phone: 409-880-8878 www.Dept.lamar.edu/careerandtestingcenter	No	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Fronteras Newspaper P.O. Box 3071 Beaumont, TX 77704 fronteras@hearstnp.com	No	0
17	The Examiner Newspaper Josh Cobb 795 Willow Street Beaumont, TX 77701 409-832-1400 409-832-6222 fax Theexaminer.com	No	0
18	Simply Hired www.simplyhired.com	No	0
19	Career Builder Website www.careerbuilder.com	No	0
20	Indeed Website www.indeed.com	No	1
21	Beaumont Black.Net bmtblack@yahoo.com Contact: Shedrick Jenkins 409-782-5592	No	0
22	Zip Recruiter Website www.Ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	No	0
23	Cumulus Media Website www.cumulusradio.com	No	4
24	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 202-662-7145 www.nahj.org, jobbank@nahj.or Contact: Leticia Salazar	No	0
25	Jobs Today Newspaper 795 Willow Beaumont, TX 77701 Phone: 409-833-1755 Contact: Kristi Dobb-Kristi@jobstodayset.com www.jobstodayset.com	No	0
26	American Women in Radio & Television www.awrt.org	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	National Association of Black College Broadcasters P.O. Box 3191 Atlanta, GA 30302 Phone: 404-523-6136 Contact: Mr. Jelks, bcrmail@aol.com	No	0
28	Asian American Journalists Association 1182 Market Street, Suite 320 San Francisco, CA 94102 415-346-2051 www.aaja.org; post@aaja.org Contact: Albert Lee	No	0
29	Ohio Center for Broadcasting - Columbus 5330 East Main Street, Suite 200 Columbus, Ohio 43213 614-245-0555 Contact: Gary James, Placement Coordinator, gary@beonair.com Columbus.placement@beonair.com	No	0
30	Glass Door www.glassdoor.com	No	0
31	Link Up www.linkup.com	No	0
32	Lamar State College Port Arthur 1500 Procter Street Port Arthur, TX 77641 Phone: 409-984-6237 Guillsr@lamarpa.edu	No	0
33	Lamar State College Orange 410 Front Street Orange, TX 77630 Phone: 409-883-7750	No	0
34	Lee College 200 Lee Drive Baytown, TX 77520 Phone: 281-425-6572 lyepetz@lee.edu	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			25

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On March 2, 2017, our SEU participated in the Hire A Cardinal Spring Career Fair sponsor by Lamar University Center for Career and Professional Development. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included the Market Manager and Sales Manager.
2	Participate in Job Fair	On November 10, 2016, our SEU participated in the Red, White and You Veteran's Job Fair held at Bob Bower Civic Center. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included the Market Manager and Sales Manager.
3	Participate in Job Fair	On October 20, 2016, our SEU participated in the Fall Career Fair sponsor by Lamar University Center for Career and Professional Development. SEU representatives spoke with attendees about career opportunities in broadcasting as well as job openings within the SEU and answered questions. Attendees who expressed great interest were provided with an application and a list of job openings. SEU participants included the Market Manager and Sales Manager.
4	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager, Sales Manager, Operations Manager, Program Director and Business Manager were active attendees in that seminar.