

**KKND(FM), WRKN(FM), KMEZ(FM), WZRH(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021-January 31, 2022**

**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 Hire</b>
Account Executive	1, 4-43	1
Account Executive	1, 4-43	1
Account Executive	1, 4-43	1
Account Executive	1, 4-43	1
Account Executive	1, 4-43	1
Account Executive	1, 4-43	1
On-Air Host	1, 4-43	10

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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>Cumulus Careers Website</b> www.cumulusmediajobs.net	No	15
2	<b>Word-of-Mouth Referral</b>	No	0
3	<b>Walk-in/Self Referral</b>	No	0
4	<b>Internal Posting</b>	No	0
5	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	0
6	<b>Linked In Website</b> www.linkedin.com	No	1
7	<b>Frazee Recruiting Consultants</b> www.frazeercruit.com	No	0
8	<b>Southern University Job Board</b> www.sunno.edu	No	0
9	<b>Louisiana State University Job Board</b> www.careercenter.lsu.edu/online-job-boards	No	0
10	<b>Indeed</b> ( <i>not directly contacted by SEU</i> ) www.indeed.com	No	2
11	<b>All Access</b> www.allaccess.com	No	0
12	<b>The Urban Buzz</b> www.theurbanbuzz.com	No	0
13	<b>Urban Insite</b> www.urbaninsite.com	No	0
15	<b>Baton Rouge Community College Job Board</b> www.brcc.edu	No	0
14	<b>Dillard University Job Board</b> www.dillard.edu	No	0
15	<b>Xavier University Mass Communications Job Board</b> www.xula.edu	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>
16	<b>University of New Orleans</b> , 2000 Lakeshore Dr. New Orleans, LA 70148 Contact: Fred Barton - 504-280-6683 rpboudre@uno.edu	No	0
17	<b>University of Louisiana at Lafayette</b> Careerservices@louisiana.edu Contact: Stacey - 337-482-1444	No	0
18	<b>Louisiana Association of Broadcasters</b> lab@broadcasters.org, Webmaster - 225-267-4522	No	0
19	<b>University of Louisiana-Monroe</b> Contact: Stephanie Blackmon - 318-342-5140 blackmon@ulm.edu	No	0
20	<b>Louisiana State University at Eunice</b> <b>Contact:</b> Dr. Renee Robichaux - 337-550-1266 rerobich@lsu.edu	No	0
21	<b>Loyola University</b> Contact: Marlise McCommon - 504-864-7914 career@loyno.edu	No	0
22	<b>Xavier University of Louisiana</b> Contact: Larry Calvin - 504-520-7537 lcalvin@Xula.edu	No	0
23	<b>Adzuna</b> www.adzuna.com	No	0
24	<b>Job is Job</b> www.jobisjob.com	No	0
25	<b>The Job Spider</b> www.jobspider.com	No	0
26	<b>MyJobHelper</b> www.myjobhelper.com	No	0
27	<b>Oodle</b> www.oodle.com	No	0
28	<b>Trovit</b> www.trovit.com	No	0
29	<b>Assumption Business &amp; Career Solutions Center</b> rdomingue@lwc.la.gov	No	0
30	<b>Catholic Charities</b> ccanohr@ccano.org	No	0
31	<b>LaFourche Career Solutions Center</b> rdomingue@lwc.la.gov	No	0
32	<b>100 Black Men of Metro New Orleans</b> info@100blackmennola.org	No	0
33	<b>New Orleans Regional Black Chambers of Commerce</b> communications@norbchamber.org	No	0
34	<b>LA Technical College</b> dpayne@dcc.edu	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>
35	<b>Delgado Community College</b> drobin@dcc.edu	No	0
36	<b>New Orleans Urban League Workforce</b> cduckworth@urbanleagueneworleans.org	No	0
37	<b>St Tammany Business &amp; Career Solutions</b> slidell@lwc.la.gov	No	0
38	<b>New Orleans Career Center</b> ieverett@lwc.la.gov	No	0
39	<b>St Bernard/Plaquemines / Career Solutions</b> wiasstbernard@yahoo.com	No	0
40	<b>Job 1 &amp; Orleans Youth Career Center</b> rdefillo@nola.gov	No	0
41	<b>Jefferson Career Solutions</b> mdavis@lwc.la.gov	No	0
42	<b>Plaquemines Business &amp; Career Solutions</b> Robin.lwc.business.solutions@gmail.com	No	0
43	<b>Social Media / Twitter / Facebook</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			19

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market, Operations, Local Sales, Digital Sales, and Business Managers as well as the Program Director and Chief Engineer—were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
<b>2</b>	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers – Market Manager, Operations Manager, Business Manager, Local Sales Manager, Digital Sales Manager, and Promotions Manager were required to complete courses on line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 29, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race &amp; Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don't look, think, act, and problem solve like them.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 18, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
5	Host Open House	Although our SEU typically hosts at least one open house during the reporting period, unfortunately it was not able to do so due to the Coronavirus pandemic
6	Participate in event/program by or on behalf of a community organization or an educational institution regarding career opportunities in broadcasting	Although our SEU typically participates in events/programs sponsored by or on behalf of community organizations or educational institutions regarding career opportunities in broadcasting, unfortunately it was not able to do so this reporting period due to the Coronavirus pandemic.