

KQXL(FM), WXOK(AM), WEMX(FM), WRQQ(FM), WIBR(AM)
EEO PUBLIC FILE REPORT
February 1, 2018 – January 31, 2019

I. VACANCY LIST

See Section II, the “**Master Recruitment Source List**” (“**MSRL**”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-3, 5, 9, 14-16, 22	15
Account Executive	1-5, 9, 14-16, 22	4
Account Executive	1-3, 5, 9, 14-16, 22	5
Account Executive	1-3, 5, 9, 12-16, 22	12
Account Executive	1-3, 5, 9, 14-16, 22	15
Account Executive	1-3, 5, 9, 14-16, 22	9

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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	Cumulus Media Business Managers BM/BM2@Cumulus.com	No	7
2	Cumulus Media Website www.cumulus.com	No	9
3	Word-of-Mouth Referral	No	15
4	Walk-in/Self-Referral	No	9
5	Internal Posting/Employee Referral	No	5
6	On-Air Announcements (<i>one or more SEU stations</i>)	No	30
7	Linked In Website www.linkedin.com	No	9
8	Frazeo Recruiting Consultants www.frazeercruit.com	No	2
9	Southern University Job Board www.suno.edu	No	6
10	Louisiana State University Job Board www.careercenter.lsu.edu/online-job-boards	No	3
11	Zip Recruiter Website www.ziprecruiter.com	No	0
12	Indeed Website www.indeed.com	No	23
13	All Access Website www.allaccess.com	No	7
14	Career Builder Website www.careerbuilder.com	No	12
15	SEU Open House (<i>See Section III</i>)	No	30
16	SEU Job Fairs (<i>See Section III</i>)	No	19
17	The Urban Buzz Website www.theurbanbuzz.com	No	0
18	Urban Insite Website www.urbaninsite.com	No	18

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Baton Rouge Community College Job Board www.brcc.edu	No	10
20	Dillard University Job Board www.dillard.edu	No	0
21	Xavier University Mass Communications Job Board www.xula.edu	No	0
22	Craig's List Job Bank www.craigslist.com	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			216

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative(Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	ON MAY 20, 2018 WEMX-FM, WXOK-AM, WRQQ-FM, AND KQXL-FM PARTICIPATED IN THE EMPLOYBR BATON ROUGE JOB FAIR. THIS EVENT WAS ATTENDED AND MANAGED BY DEMARCUS JONES AND DEONTRAY ALEXANDER WITH THE PARTICIPATION OF VARIOUS DJ'S AND ON AIR TALENTS.
2	Mentoring Program	ON SEPTEMBER 11-14 2018, CUMULUS BATON ROUGE PARTICIPATED IN AND GAVE LECTURES TO THE INTRO TO RADIO CLASSES AT BATON ROUGE MAGNET HIGH SCHOOL. THROUGHOUT THE WEEK, A VAST NUMBER OF EMPLOYEES GAVE LECTURES TO THE VARIOUS CLASSES AND TAUGHT THEM WHAT IT MEANS TO BECOME A BROADCAST PROFESSIONAL. ON 9/11 PROMOTIONS, ON 9/12 SALES, ON 9/13 ON AIR, ON 9/14 STATION MANAGEMENT. (DEONTRAY ALEXANDER, DEMARCUS JONES, JEFFERY JOHNSON, MYA COLLIER)
3	Internship Program	FROM MARCH 1, 2018- JUNE 30, 2018 INTERNS FROM UNIVERSITY OF LOUISIANA-LAFAYETTE COMPLETED THEIR REQUIRED INTERNSHIP WITH CUMULUS BATON ROUGE FOR THEIR REQUIRED CLASS GRADE. THE INTERNS LEARNED VITAL SKILLS AND COMPETENCIES IN ORDER TO QUALIFY THEM FOR JOBS IN THE BROADCAST FIELD. THOSE SKILLS INCLUDED BUT WERE NOT LIMITED TO COPY WRITING, ON AIR TRAINING, PRODUCTION TRAINING, SYSTEMS TRAINING, TECHNOLOGY TRAINING, AND SALES TRAINING. THROUGHOUT THE INTERNSHIP PROGRAM, STUDENTS GAINED THE NECESSARY SKILLS TO BECOME A BASIC RADIO STATION EMPLOYEE IN MANY DIFFERENT AREAS OF A BROADCAST ORGANIZATION.

