

**WPDH(FM), WCZX(FM), WEOK(AM), WALL(AM), WPDA(FM), WKNY(AM),  
 WKXP(FM), WZAD(FM), WRRV(FM) and WRRB(FM)  
 EEO PUBLIC FILE REPORT  
 February 1, 2013 – January 31, 2014**

**I. VACANCY LIST**

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	4-6, 13-15, 17-18, 24, 27	25
On-Air Talent	29*	29
Account Executive	3-6, 13-15, 17-18, 24, 26-27	29
Account Executive	3-6, 13-15, 17-18, 24, 26-27	29
Account Executive	3-6, 13-15, 17-18, 24, 26-27	29
Account Executive	3-6, 13-15, 17-18, 24, 26-27	6
Account Executive	3-6, 13-15, 17-18, 24, 26-27	29
Account Executive	3-6, 13-15, 17-18, 24, 26-27	29
Account Executive	3-6, 13-15, 17-18, 24, 26-27	4
Account Executive	3-6, 13-15, 17-18, 24, 26-27	29

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\*Exigent circumstances.

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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>New York State Department of Labor</b> 233 Main Street Poughkeepsie, NY 12601 (845) 473-9253, fax (845) 471-6942 www.labor.state.ny.us	N	0
2	<i>Intentionally Omitted</i>		
3	<b>Cumulus Broadcasting Employment Opportunities Website</b> www.cumulus.com	N	0
4	<b>Craigslist.com</b>	N	1
5	<b>Ziprecruiter.com</b>	N	2
6	<b>Regional Help Wanted, Inc.</b> www.hudsonvalleyhelpwanted.com 9100 East Panorama Drive, Suite 250 Englewood, CO 80112 (800) 365-8630	N	15
7	<b>Indeed.com</b> http://www.indeed.com	N	4
8	<b>New York State Broadcasters Assn.</b> 1805 Western Avenue Albany, NY 12203 Contact: Dick Novik (518) 456-8943 www.nysbroadcasters.org	N	0
9	<b>Traffic Directors Guild of America</b> 26000 Avenida Aeropuerto Building 114 San Juan Capistrano, CA 92675	N	0
10	<b>Daily Freeman</b> 79 Hurley Avenue Kingston, NY 12401 (845) 331-5000	N	0
11	<b>Poughkeepsie Journal</b> Career Builder 85 Civic Center Poughkeepsie, NY 12601	N	0
12	<b>Times Herald Record</b> 40 Mulberry Street Middletown, NY 10940 (845) 341-1100	N	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>
13	<b>Dutchess County Community College (SUNY Orange)</b> Career Center 53 Pendell Road Poughkeepsie, NY 12601	N	0
14	<b>Marist College</b> Career Center 3399 North Road Poughkeepsie NY 12601	N	0
15	<b>Mount Saint Mary College</b> Career Center 300 Powell Avenue Newburgh, NY 12550	N	0
16	<b>New School of Radio and Television</b> 50 Colvin Avenue Albany, NY 12260 Contact: Jim - (518) 438-7682	N	0
17	<b>State University of New York (SUNY) at Rockland County Career Services</b> 145 College Road Suffern, NY 10901 (845) 574-4125	N	0
18	<b>State University of New York at New Paltz</b> Career Development Center SUNY New Paltz, NY 12561 www.newpaltz.edu/careers	N	0
19	<b>Illinois Center for Broadcasting</b> Placement Office (On-air or technical positions only) 455 Eisenhower Lane South, Suite 200 Lombard, IL 60148 (630)916-1700, ext. 3114	N	0
20	<b>Mid Hudson Library System</b> Job Information Centers Coordinator 103 Market Street Poughkeepsie, NY 12601	N	0
21	<b>All Access Music Group</b> www.AllAccess.com 28955 Pacific Coast HWY, Suite 210 Malibu, CA 90265 (310) 457-6616	N	0
22	<b>Inside Radio (print &amp; web)</b> P.O. Box 567925 Atlanta, GA 31156 (800) 248-248-4242	N	0
23	<b>Radio Ink Magazine</b> 2090 Palm Beach Lakes Blvd., Suite 300 West Palm Beach, FL 33409 (561) 655-8778	N	0
24	<b>SEU Internal Open House</b> (see Section III) Cumulus Broadcasting of the Hudson Valley 2 Pendell Road Poughkeepsie, NY 12601 (845)471-1500	N	6
25	<b>Job Fairs</b> (see Section III)	N	2

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	N	4
27	<b>Station Website Postings</b> <i>(one or more SEU stations)</i>	N	0
28	<b>Internal Postings</b> <i>(local and corporate-wide)</i>	N	2
29	<b>Word-of-Mouth Referral</b>	N	11
30	<b>Walk-In/Self-Referral</b>	N	1
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			48

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1	Participate in Job Fair	On March 1, 2012, our SEU participated in the Marist College Career Fair at Marist College in Poughkeepsie, NY from 4 PM – 7 PM. The SEU’s Promotions Director and Promotions Coordinator attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
2	Host In-House Job Fair/Open House	On March 21, 2012, our SEU hosted a Job Fair/Open House at its office located at 2 Pendell Road, Poughkeepsie, NY. A history of Cumulus Broadcasting, and an explanation of job opportunities related to radio advertising sales within the SEU was shared with 12 attendees.
3	Participate in Job Fair	On March 26, 2012, our SEU participated in the Hudson Valley Job Fair at Anthony’s Pier 9 in Newburgh, NY from 9 AM – 2 PM. The SEU’s Promotions Director, Promotions Coordinator, and a Local Sales Manager attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
4	Participate in Job Fair	On March 28, 2012, our SEU participated in the Mount Saint Mary College Career Fair at Mount Saint Mary College in Newburgh, NY from 12:30 PM – 5 PM. The SEU’s Promotions Director and Promotions Coordinator attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
5	Participate in Job Fair	On March 29, 2012, our SEU participated in the SUNY New Paltz Career Fair at SUNY New Paltz in New Paltz, NY from 12 PM – 4 PM. The SEU’s Promotions Director and Promotions Coordinator attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
6	Participate in Job Fair	On April 19, 2012, our SEU participated in the SUNY Orange Career Fair at SUNY Orange in Middletown, NY from 12 PM – 5 PM. The SEU’s Promotions Director and Promotions Coordinator attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
7	Participate in Job Fair	On May 23, 2012, our SEU participated in the John Jay Career Fair at John Jay High School in Hopewell Junction, NY from 7 AM – 10 AM. The SEU’s Promotions Director and Promotions Coordinator attended and met with numerous students to talk about careers in broadcasting as well as internships and possible job opportunities within the SEU.
8	Host/Participate in Job Fair	On June 11, 2012, our SEU presented the Putting America Back to Work Job Fair at the Ramada Inn in Fishkill, NY from 2 PM – 7 PM. The SEU’s Promotions Director, Promotions Coordinator, and a Local Sales Manager attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
9	Participate in Job Fair	On September 19, 2012, our SEU participated in (and was the media sponsor for) the Dutchess County Chamber of Commerce Job Fair held at the Poughkeepsie Grand Hotel in Poughkeepsie, NY, from 2 PM – 7 PM. The SEU’s Market Manager, Promotions Director, Promotions Coordinator and a Local Sales Manager attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
10	Participate in Job Fair	On October 4, 2012, our SEU participated in the SUNY New Paltz Career Fair at SUNY New Paltz in New Paltz, NY from 12 PM – 4 PM. The SEU’s Promotions Director and Promotions Coordinator attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
11	Participate in Job Fair	On October 4, 2012, our SEU participated in the Marist College Career Fair at Marist College in Poughkeepsie, NY from 12 PM – 4 PM. The SEU’s Market Manager, Promotions Director and Promotions Coordinator attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
12	Participate in Job Fair	On October 9, 2012, our SEU participated in the HudsonValleyHelpWanted.Com Career Fair at the Grandview in Poughkeepsie, NY from 1 PM – 5 PM. The SEU’s Market Manager, Promotions Director, Promotions Coordinator, and a Local Sales Manager attended and met with attendees to discuss careers in broadcasting as well as internships and job opportunities within the SEU.
13	Participate in Job Fair	On November 9, 2012, our SEU participated in the John Jay Career Fair at John Jay High School in Hopewell Junction, NY from 6:30 AM – 9:30 AM. The SEU’s Promotions Director and Promotions Coordinator attended and met with numerous students to talk about careers in broadcasting as well as internships and possible job opportunities within the SEU.
14	Internship Program	<p>Openings for internships with the Cumulus-Poughkeepsie SEU are advertised over the air on all SEU stations as well as on numerous college websites and job boards.</p> <p>The SEU’s Promotions Director and Promotions Assistant are in contact with internship representatives from Marist College, SUNY Orange, SUNY Dutchess, SUNY Ulster, SUNY Sullivan, SUNY New Paltz, SUNY Oneonta, SUNY Potsdam, College of the Holy Cross and Mount Saint Mary College on a regular basis and work hard to develop these relationships for the benefit of the students as well as the SEU’s internship program.</p> <p>During the period of (2/1/12 – 1/31/13) this SEU hosted 21 interns from SUNY Dutchess, Marist College, College of the Holy Cross and SUNY Orange, Mount Saint Mary College and one special-needs intern from Arlington High School.</p> <p>All interns are required to work 12 hours per week. The interns work in the SEU’s Promotions and Programming Department under the supervision of the SEU’s Promotions Director and Promotions Coordinator. Typical duties include conducting research for stories, assisting with script writing, collecting marketing data, participating in remote promotions/events and interviewing various managers within the SEU to learn more about their specific jobs.</p>