



Federal Communications Commission
Washington, D.C. 20554

April 8, 2015

Elizabeth E. Goldin, Esq.
Wiley Rein LLP
1776 K Street NW
Washington, D.C. 20006

Re: KRRF(FM), Oak View, California(Facility ID#10329)
KVEN (AM), Ventura, California (Facility ID#35847)
KHAY(FM), Ventura, California (FacilityID# 35848)
KBBY-FM, Ventura, California (FacilityID# 7745)
KVYB(FM), Santa Barbara, California (FacilityID# 8853)

Dear Ms. Goldin:

We have completed our review of the response of Cumulus Licensing, LLC as licensee of the above-referenced stations, to the June 10, 2014 random audit letter sent to it in accordance with the provisions of Section 73.2080(f)(4) of the Commission's Equal Employment Opportunity (EEO) rules. As a result of our review, we find that no further action is required. In accordance with Section 73.2526(e)(10) of the Commission's rules for commercial stations or Section 73.3527(e)(11), for non-commercial stations, the stations must place copies of this letter, our June 10 audit letter, and their response in each public inspection file. They must maintain these materials in the file until the grant, by final order, of the next renewal application of the license for the station to which the file relates.

Should you have any questions concerning this matter, you may call the EEO staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

A handwritten signature in black ink, appearing to read "Lewis C. Pulley", is written over the typed name.

Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau

June 10, 2014

Dear Licensee:

1. In accordance with 47 C.F.R. § 73.2080(f)(4) of the Commission's rules, the station employment unit (the "Unit") that includes your above-referenced station (the "Station") has been randomly selected for an audit of its Equal Employment Opportunity ("EEO") program. A copy of Section 73.2080 of the Commission's rules is enclosed for your reference.

2. If the Unit is not required under our rules to have an EEO recruitment program due to the nature of its full-time workforce (having fewer than five full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you must still respond to this audit letter. However, in your response, you are required only to provide a list of the Unit's full-time employees, each noted by job title, the number of hours each is regularly assigned to work per week, and a response to Question 3(e) below. Also, in formulating your response, please see Questions 4(a)-(d) below regarding brokers and brokered stations for instructions for situations in which the applicable employment unit has fewer than five full-time employees.

3. **Audit Data Requested.** If the Unit employs five or more full-time employees (and all units, for Question 3(e)), provide the following information, including an explanation regarding any requested information that you are unable to provide:

(a) Copies of the Unit's two most recent EEO public file reports, described in Section 73.2080(c)(6). For any stations in the Unit that have websites, provide each web address. If the Unit's most recent EEO public file report is not included on or linked to on each of these websites, indicate each station involved and provide an explanation of why the report is not so posted or linked, as required by Section 73.2080(c)(6). In accordance with Section 73.2080(c)(5)(vi), provide the date of each full-time hire listed in each report provided. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 2080(c)(6).

(b) For each Unit full-time position filled during the period covered by the above EEO public file reports, or since your acquisition of the Station, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in Section 73.2080(c)(5)(iii). However, to reduce your burden of responding to this audit, if you have sent a job notice to multiple sources, you may send us only one copy of each such notice, along with a list of the sources to which you have sent the notice. In addition, indicate in your response whether you retain copies of all notices sent to all sources used, as required by Section 73.2080(c)(5)(iii). For on-air ads that aired multiple times, you may send us one log sheet indicating when the ad aired and tell us the other times it aired instead of providing multiple log sheets. Also, tell us whether you have retained all the log sheets for each time the ad aired. We may ask for them for verification, but you need not provide them at this time. Include, however, copies of all job announcements sent to any organization (identified separately from other sources) that has notified the Unit that it wants to be notified of Unit job openings, as described in Section 73.2080(c)(1)(ii).

(c) In accordance with Section 73.2080(c)(5)(v), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.

(d) Documentation of Unit recruitment initiatives described in Section 73.2080(c)(2) during the periods covered by the above-noted EEO public file reports, such as participation at job fairs, mentoring programs, and training for staff. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which any station included in the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period, pursuant to Sections 73.2080(c)(2) and (e)(3). If you have performed more than four initiatives, you may provide documentation for only four and summarize the rest instead of providing documentation for all of them. If we believe any of the initiatives you have documented are inadequate, we may ask for more information, but documentation for four is all we need at this time.

(e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the names of the complainant and other persons involved; (3) the date the complaint was filed; (4) the court or agency before which it is pending or by which it was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

(f) In accordance with Section 73.2080(b), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.

(g) In accordance with Section 73.2080(c)(3), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

(h) In accordance with Section 73.2080(c)(4), from the first day of the Station's current license term (or the date the licensee became the owner, if after that date) until the date of this letter, describe the Unit's efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. If the Unit has one or more union agreements, describe how the Unit cooperates with each union to ensure EEO policies are followed for the Unit's union-member employees and job applicants.

(i) If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in Section 73.2080(a) of the rules, so indicate in your response to this letter and provide data as applicable to the Unit's EEO program. For example, for full-time hires subject to a religious qualification, only a record of the hire listed by job title and date filled, the recruitment sources used for the opening, and the source of the hiree must be provided. No other records are required for those hires. If five or more full-time positions are not subject to a religious qualification, the licensee must maintain and provide all records for

such hires and complete the initiatives required under Section 73.2080(c)(2). Otherwise, a religious broadcaster is not required to perform these initiatives.

(j) Among items we do not need in your response to this letter are copies of applicants' resumes, your company training manuals, posters, employee handbooks, or corporate guidebooks. If you believe any of the information in various corporate manuals or posters are relevant to any part of this audit letter, you may summarize what is in them. If you believe this letter requires you to provide an unusually burdensome volume of documentation, you may contact us prior to the response deadline to discuss possible ways of condensing your response.

4. Time Brokerage.

(a) **Licensee of brokered station(s).** If the Unit employs fewer than five full-time employees and any station included in it is subject to a time brokerage agreement, in addition to responding to this letter and providing us a list of the Unit's full-time employees listed by job title (and the number of hours each employee is assigned to work) and a response to Question 3(e) above, you must immediately forward a copy of this letter to the broker under each such agreement, which must respond to Question 4(b) below. If the Unit employs five or more full-time employees, the licensee must respond fully to paragraph 3 above, and also forward the letter to the broker so the broker may respond to Question 4(b) below.

(b) **Broker receiving audit letter from brokered station licensee.** If you are the broker of a station, and the station you are brokering receives an audit letter, the licensee of the brokered station must forward the audit letter to you. You should respond to the audit letter concerning EEO information relating only to your own full-time employees at the brokered station. *See* Section 73.2080(f)(3).

(c) **Broker receiving audit letter directly from Commission.** If you are a broker, but the target station in this audit letter is a station licensed to you, you must submit information requested herein for the EEO program at your station (or employment unit). If you maintain EEO data for a station you are brokering with that for your own station that is the target of this audit letter, and lack the ability to separate the information, you must include in your response the information requested herein pertaining to **your** full-time employees at the station(s) you broker. *See* Section 73.2080(f)(3).

(d) **Broker described under 4(b) or 4(c) above.** If your full-time employees at the station you are brokering, combined with your full-time employees at your owned station(s), total fewer than five, however, you need only respond to this letter by the deadline described below by submitting a list of your Unit's full-time employees (listed by job title and number of hours regularly assigned to work per week) and the same type of list for the full-time employees you employ at the brokered station(s), and a response to Question 3(e) above.

5. Procedures. Direct your response to EEO Staff, Policy Division, Media Bureau, Federal Communications Commission, 445 12th Street, S.W., Washington, DC 20554. The response must be received by the Commission by July 25, 2014. You need only submit your original response; no copies are needed. You should direct your response to the above address, *not* the office of the FCC Secretary. The Secretary does not process responses to EEO audit letters. If you file your response in person and wish to have the filing date-stamped, personnel at the security desk in the 12th Street lobby of the FCC headquarters building can date-stamp the filing. The accuracy and completeness of the response must be certified by an officer, partner or other principal of the Station licensee or broker (as appropriate) or, in the case of a noncommercial educational station, by an officer, member or other principal of the licensee. (*See* Section 1.16.)

The response may be in the form of a CD or other electronic medium, as long as the certification provided refers to the material submitted and is on paper with an original signature. To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; *see also* 47 C.F.R. § 1.17), revocation of any station license or construction permit (47 U.S.C. § 312(a)(1)), and/or forfeiture (47 U.S.C. § 503). Extensions of time must be requested in writing (or sent by e-mail to lewis.pulley@fcc.gov) and will be granted only upon a showing of extraordinary circumstances. Unless and until the EEO Staff grants such a request the original deadline remains in effect. Failure to respond to this audit letter by the deadline is punishable by sanctions in accordance with Section 73.2080(g).

6. In accordance with Sections 73.3526(e)(10) (for commercial stations) and 73.3527(e)(11) (for noncommercial educational stations), copies of which are enclosed, you must place a copy of this letter and your response in the public inspection file of each affected station. Consequently, your response should not include personal information about individuals, such as social security numbers, home addresses, or other personally identifiable information. We do not require that employment units retain such information in their records, or that such information be provided in response to this letter.

7. If our EEO random audits sent in June 2012, or any time in 2013 or 2014 included the Station, or if the Station's most recent license renewal application was granted, by final order, within the past 18 months, you may not have to respond to this letter. If the Station falls within one of these categories, before responding, please tell us the dates of public file reports included in an audit response or the date of the Station's renewal, in an e-mail sent to lewis.pulley@fcc.gov. We will then advise you if a response is necessary. Should you have any questions, please contact the EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau

Enclosures

King, Dawn

From: Lewis Pulley <Lewis.Pulley@fcc.gov>
Sent: Wednesday, July 23, 2014 8:46 AM
To: King, Dawn
Cc: Goldin, Elizabeth; Martin, Jackie; Booth, Kimberly; Cheryl Kornegay-Dow; Lynn Kalagian; Valerie Jones
Subject: RE: Cumulus-Oxnard/Ventura-Req. for Extension of Time to Respond to EEO Audit Letter

The extension is granted as requested below.

Please consider the environment before printing this e-mail.

From: King, Dawn [<mailto:DKing@wileyrein.com>]
Sent: Tuesday, July 22, 2014 2:53 PM
To: Lewis Pulley
Cc: Goldin, Elizabeth; Martin, Jackie; Booth, Kimberly
Subject: Cumulus-Oxnard/Ventura-Req. for Extension of Time to Respond to EEO Audit Letter
Importance: High

Dear Lew,

Per your June 10, 2014, letter targeting randomly selected broadcast licensees for an audit of their EEO program (the "Letter"), Cumulus Licensing LLC's KRRF(FM), Oak View, California (the "Station") was selected for an audit which is part of a larger Oxnard/Ventura, California, station employment unit ("the SEU"). By this e-mail, I respectfully request an extension of time, to and through August 29, 2014, for the SEU to file its response to the Letter as it would facilitate the submission of the SEU's most current EEO Public File Reports, terminating on July 31, 2013 and July 31, 2014.

The makeup of the SEU is as follows:

Station KVEN(AM), Ventura, CA – 35847;
Station KHAY(FM), Ventura, CA – 35848;
Station KBBY-FM, Ventura, CA – 7745;
Station KVYB(FM), Santa Barbara, CA – 8853;
Station KRRF(FM), Oak View, CA – 10329.

I appreciate your consideration of this request.

Warm regards,

Dawn King

Dawn M. King | Senior Communications Specialist | Wiley Rein LLP | 1776 K Street NW | Washington, DC 20006
(Tel) 202.719.3132 | (Fax) 202.719.7049 | DKing@wileyrein.com

NOTICE: This message (including any attachments) from Wiley Rein LLP may constitute an attorney-client communication and may contain information that is PRIVILEGED and CONFIDENTIAL and/or ATTORNEY

WORK PRODUCT. If you are not an intended recipient, you are hereby notified that any dissemination of this message is strictly prohibited. ~~If you have received this message in error, please do not read, copy or forward this message.~~ Please permanently delete all copies and any attachments and notify the sender immediately by sending an e-mail to Information@wileyrein.com. As part of our environmental efforts, the firm is WILEY GREENTM. Please consider the environment before printing this email.

King, Dawn

From: Lewis Pulley <Lewis.Pulley@fcc.gov>
Sent: Wednesday, August 27, 2014 4:05 PM
To: King, Dawn
Cc: Goldin, Elizabeth; Booth, Kimberly; Cheryl Kornegay-Dow; Lynn Kalagian; Valerie Jones
Subject: RE: Cumulus-Oxnard/Ventura - Req. for Extension of Time to Respond to EEO Audit Letter

The extension is granted as requested below.

Lewis C. Pulley
Assistant Chief, Policy Division
Media Bureau
Federal Communications Commission

From: King, Dawn [<mailto:DKing@wileyrein.com>]
Sent: Wednesday, August 27, 2014 4:00 PM
To: Lewis Pulley
Cc: Goldin, Elizabeth; Booth, Kimberly; Cheryl Kornegay-Dow; Lynn Kalagian; Valerie Jones
Subject: Cumulus-Oxnard/Ventura - Req. for Extension of Time to Respond to EEO Audit Letter
Importance: High

Dear Mr. Pulley -

By this e-mail, I respectfully request a further extension of time for this Cumulus station employment unit ("SEU) to file its response to the June 10, 2014 letter selecting Station KRRF(FM), Oak View, California, part of the Oxnard/Ventura, California SEU, for an EEO audit. This SEU has been working diligently to prepare material responsive to the audit letter, however, would appreciate an extension through September 10, 2014 to compile the necessary supporting documentation.

I appreciate your consideration of this request.

Kind regards,

Dawn King

Dawn M. King | Senior Communications Specialist | Wiley Rein LLP | 1776 K Street NW | Washington, DC 20006
(Tel) 202.719.3132 | (Fax) 202.719.7049 | DKing@wileyrein.com

NOTICE: This message (including any attachments) from Wiley Rein LLP may constitute an attorney-client communication and may contain information that is PRIVILEGED and CONFIDENTIAL and/or ATTORNEY WORK PRODUCT. If you are not an intended recipient, you are hereby notified that any dissemination of this message is strictly prohibited. If you have received this message in error, please do not read, copy or forward this message. Please permanently delete all copies and any attachments and notify the sender immediately by sending an e-mail to Information@wileyrein.com. As part of our environmental efforts, the firm is WILEY GREENTM. Please consider the environment before printing this email.

King, Dawn

From: Lewis Pulley <Lewis.Pulley@fcc.gov>
Sent: Tuesday, September 09, 2014 11:52 AM
To: King, Dawn
Cc: Goldin, Elizabeth; Booth, Kimberly; Cheryl Kornegay-Dow; Lynn Kalagian; Valerie Jones
Subject: RE: Cumulus-Oxnard/Ventura, CA - Req. for Extension of Time to Respond to EEO Audit Letter

Dear Ms. King,

The extension is granted. I hope the licensee realizes that we need licensees to respond to audits as quickly as possible by or after a response deadline so we can review audits and clear EEO holds on pending license renewals and carry out other ongoing time-sensitive functions of the EEO staff such as reviewing renewal applications, cable forms and audits, petitions to deny, complaints, and other actions.

Lewis

Please consider the environment before printing this e-mail.

From: King, Dawn [<mailto:DKing@wileyrein.com>]
Sent: Tuesday, September 09, 2014 10:42 AM
To: Lewis Pulley
Cc: Goldin, Elizabeth; Booth, Kimberly; Cheryl Kornegay-Dow; Lynn Kalagian; Valerie Jones
Subject: Cumulus-Oxnard/Ventura, CA - Req. for Extension of Time to Respond to EEO Audit Letter

Dear Mr. Pulley -

By this e-mail, I respectfully request a further extension of time for this Cumulus station employment unit ("SEU) to file its response to the June 10, 2014 letter selecting Station KRRF(FM), Oak View, California, part of the Oxnard/Ventura, California SEU, for an EEO audit. This SEU has been working diligently to prepare material responsive to the audit letter, however, due to the absence of personnel critical to the compilation of documents, we would appreciate an extension through September 17, 2014.

I appreciate your consideration of this request.

Kind regards,

Dawn King

Dawn M. King | Senior Communications Specialist | Wiley Rein LLP | 1776 K Street NW | Washington, DC 20006
(Tel) 202.719.3132 | (Fax) 202.719.7049 | DKing@wileyrein.com

NOTICE: This message (including any attachments) from Wiley Rein LLP may constitute an attorney-client communication and may contain information that is PRIVILEGED and CONFIDENTIAL and/or ATTORNEY WORK PRODUCT. If you are not an intended recipient, you are hereby notified that any dissemination of this message is strictly prohibited. If you have received this message in error, please do not read, copy or forward

this message. Please permanently delete all copies and any attachments and notify the sender immediately by sending an e-mail to Information@wileyrein.com. As part of our environmental efforts, the firm is WILEY GREEN^(TM). Please consider the environment before printing this email.

**KBBY-FM, KHAY(FM), KVYB(FM),
KRRF(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2013-July 31, 2014¹**

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
Account Executive	1-11, 13-14, 16-24	8
Program Director	1-9, 11, 13-14, 16-24	4
Program Director	1-9, 11, 13-24	15
Promotions Director	1-9, 11, 13-14, 16-24	3
Account Executive	1-11, 13-14, 16-24	6
Account Executive	1-9, 11, 13-14, 16-24	20
Account Executive	1-9, 11, 13-14, 16-24	4
Account Executive	1-9, 11, 13-14, 16-24	4
Account Executive	1-9, 11, 13-14, 16-24	8
Account Executive	1-9, 11, 13-14, 16-24	5
Promotions Director	1-9, 11, 13-14, 16-24	3

¹ This Report was revised in September 2014 to address reporting issues.

~~KBBY-FM, KHAY(FM), KVYB(FM),~~
KRRF(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2013-July 31, 2014

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	On-Air Announcements <i>(one or more SEU stations)</i>	No	2
2	Station Website Postings <i>(one or more SEU stations)</i>	No	3
3	All Access Website www.allaccess.com	No	28
4	Word-of-Mouth Referral	No	10
5	Craig’s List http://ventura.craigslist.org/	No	8
6	Cumulus Corporate Website www.cumulus.com	No	3
7	State of California Employment Development Department www.CalJobs.CA.gov	No	0
8	Indeed Website www.indeed.com	No	23
9	Internal Posting	No	2
10	Open House <i>(See Section III)</i>	No	2
11	California State University – Channel Islands Career Services Management System One University Drive Camarillo, California 93012 (805) 437-8400	No	0
12	Society of Broadcast Engineers 9102 North Meridian, Ste. 150 Indianapolis, IN 46260 (317) 846-9000 www.sbe.org	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Southern California Broadcasters Association (SCBA) 915 L Street, Ste. 1150 Sacramento, CA 95814 (916) 444-2237 www.scba.com Contact: Ellen Dostal edostal@scba.com	No	4
14	Cumulus Business Managers BM@cumulus.com	No	0
15	Internal Transfer/Promotion	No	1
16	SEU Job Fairs (<i>see Section III</i>)	No	2
17	Ventura College 4667 Telegraph Road Ventura, CA 93003 (805) 289-6000	No	0
18	Santa Barbara Independent Newspaper 122 West Figueroa Street Santa Barbara, CA 93101 (805) 965-5205	No	0
19	SEU Facebook Page(s)	No	1
20	Linked In Website (<i>not directly contacted by SEU</i>) www.linkedin.com	No	19
21	Linked Up Website www.linkup.com	No	0
22	Glass Door Website www.glassdoor.com	No	0
23	Simply Hired Website www.simplyhired.com	No	6
24	Career Builder Website www.careerbuilder.com	No	15
25	Job Spider Website www.jobspider.com	No	0
26	Entertainment Careers Website www.entertainmentcareers.net	No	0
27	Ventura County Community College District Website www.vcccd.edu	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			129

**KBBY-FM, KHAY(FM), KVYB(FM),
KRRF(FM) and KVEN(AM)
EEO PUBLIC FILE REPORT
August 1, 2013-July 31, 2014**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>Our SEU hosts an ongoing internship program designed to provide interested students with the skills and experience they need to find a job in the broadcast industry while obtaining school credit. During this reporting period, our SEU hosted three (3) student interns as follows:</p> <ul style="list-style-type: none">• one (1) from Moorpark Junior College;• one (1) from California Lutheran University;• one (1) from the University of California-Santa Barbara. <p>These student interns were supervised by our Promotions Director. While duties vary, our interns assisted with live remote broadcasts; the execution of promotional events; and, on-going and special projects. They also participated in team functions and SEU events.</p>
2	Participate in event/program sponsored by an educational institution related to careers in broadcasting	<p>On October 17, 2013, our SEU participated in the Career Fair for Freshmen at Rio Mesa High School. SEU representatives sat at the Cumulus table and spoke with interested students about career opportunities in broadcasting well as internships and job opportunities within the SEU. SEU participants included our Ascertainment Coordinator, Promotions and Marketing Director and Promotions Assistants.</p>
3	Host Job Fair	<p>On January 23, 2014, our SEU hosted an open house at our studios in Ventura, California, promoting the event via on-air announcements. Our SEU made its facilities available for a tour as well as several of its managers for this event.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by an educational institution related to careers in broadcasting	On March 19, 2014, our SEU attended a fair sponsored by California State University-Channel Islands and the Ventura County Office of Education in Camarillo, California, extending its reach to a new area in Ventura county. SEU representatives shared information about career opportunities in radio and job openings within the SEU. Interested attendees were encouraged to schedule a formal interview. SEU participants included our Promotions Director and several Interns.
5	Participate in event/program sponsored by a community organization related to careers in broadcasting	On April 24, 2014, our SEU participated in the Latino Business Expo which was held at the Four Points Sheraton in Ventura, California. SEU representatives occupied the Cumulus booth and spoke with attendees about career opportunities in broadcasting well as job opportunities within the SEU. They also provided those interested with literature about opportunities in radio. SEU participants included our Promotions Director and our Senior Account Executives.
6	Participate in event/program sponsored by a community organization related to careers in broadcasting	On April 25, 2014, our SEU participated in the National Association of Women Business Owners Mega Mixer at the Museum of Ventura County in Ventura, California. SEU representatives spoke with attendees about career opportunities in broadcasting well as job opportunities within the SEU. They also provided those interested with literature about opportunities in radio. SEU participants included our Market Manger and a Senior Account Executive.
7	Participate in event/program sponsored by an community organization related to careers in broadcasting	On May 15, 2014, our SEU participated in the Women's Economic Ventures Empowerment is Priceless Mega Mixer at Crown Plaza in Ventura, California. Our SEU's Market Manager and Program Director were members of a panel that discussed career opportunities in radio, and provided interested attendees with literature about opportunities in radio.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in event/program sponsored by a community organization related to careers in broadcasting	On July 15, 2014, our SEU participated in the job fair sponsored by the California Employment Development Department in cooperation with American Job Center of California held at the West Oxnard Job & Career Center in Oxnard, California. SEU representatives spoke with attendees about career opportunities in radio, what it is like to work at a radio station and job openings within the SEU. They also provided those interested with literature about job opportunities in radio. SEU participants included our Key Account Managers and our Promotions Director.