



**WRRM(FM), WGRR(FM), WFTK(FM), WOFX-FM & WNNF(FM)**  
**EEO PUBLIC FILE REPORT**  
**June 1st, 2016 through May 31st, 2017**

**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	Internal Posting	N	2
2	Goodwill Industries 320 Garrard Street Covington, KY 41011 859-324-8557 Robert Moses	N	0
3	Cincinnati Herald 3440 Burnett Avenue, Suite 130 Cincinnati, OH 45229 513-961-3331 Gwen Seay	N	1
4	NAACP 4439 Reading Road Cincinnati, OH 45202 513-281-1900 Job Placements	N	0
5	Ohio Association of Broadcasters 88 East Broad Street Columbus, OH 43215 614-228-4052 Job Board	N	0
6	Internal Transfer/Promotion	N	0
7	Cumulus Corporate and Cincinnati Station Websites <a href="http://www.cumulus.clearcompany.com">www.cumulus.clearcompany.com</a> <a href="http://www.warm98.com">www.warm98.com</a> <a href="http://www.wgrr.com">www.wgrr.com</a> <a href="http://www.purerock965.com">www.purerock965.com</a> <a href="http://www.wofx925.com">www.wofx925.com</a> <a href="http://www.nashfm941.com">www.nashfm941.com</a>	N	2
8	Cincinnati Enquirer/Careerbuilder Website <a href="mailto:Jobpostings@mycareerbuilders.com">Jobpostings@mycareerbuilders.com</a> <a href="http://cincinnati.gannetonline.com/careerbuilder/">http://cincinnati.gannetonline.com/careerbuilder/</a>	N	0
9	Employee Referral	N	5

<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>
10	Zip Recruiter Website www.Ziprecruiter.com	N	3
11	Cincinnati Technical College 3520 Central Parkway Cincinnati, OH 45223 Andi Feld-Brockett	N	0
12	One Stop Career Alliance of N. Kentucky Office of Employment and Training 320 Garrard Street Covington, KY 41011 Carla Collier	N	0
13	Jewish Vocational Services 4300 Rossplain Road Cincinnati, OH 45236 Gina Harper	Y	0
14	All Access Website www.allaccess.com	N	2
15	On-Air Announcements ( <i>one or more SEU stations</i> )	N	3
16	Non-Employee Referral	N	0
17	Antonelli College 124 East 7th Street Cincinnati, OH 45202	N	0
18	Antonelli College 9100 West Chester Towne Center Drive West Chester, OH 45063	N	0
19	Great Oaks Institute of Tech & Career Development 3254 East Kemper Road Sharonville, OH 45241	N	0
20	Great Oaks Institute of Tech & Career Development 6375 Harrison Avenue Cincinnati, OH 45247	N	0
21	Miami University 501 East High Street Oxford, OH 45056	N	2
22	Southwestern College 632 Vine Street #200 Cincinnati, OH 45202	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>
23	University of Cincinnati 2600 Clifton Avenue Cincinnati, OH 45221	N	4
24	Xavier University 3800 Victory Parkway Cincinnati, OH 45207	N	0
25	Northern Kentucky University Nunn Drive Highland Heights, KY 41099	N	1
26	Thomas More College 333 Thomas More Parkway Crestview Hills, KY 41017	N	0
27	Eastern Kentucky University 521 Lancaster Avenue Richmond, KY 40475	N	0
28	Morehead State University 150 University Blvd. Morehead, KY 40351	N	0
29	Western Kentucky University 1906 College Heights Blvd. Bowling Green, KY 42101	N	0
30	Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, OH 45229 Stephen Tucker	N	0
31	Wright State University (online website posting) <a href="http://www.wright.edu/admin/career/getconnected/">www.wright.edu/admin/career/getconnected/</a>	N	1
32	Hispanic Chamber of Commerce Cincinnati USA 2637 Erie Avenue, Suite 206 Cincinnati, OH 45208	N	0
33	Greater Cincinnati Women's Chamber of Commerce 1634 Central Parkway #221 Cincinnati, OH 45202	N	0
34	Alliance for Women in Media <a href="mailto:info@allwomeninmedia.org">info@allwomeninmedia.org</a>	N	0



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**III. RECRUITMENT INITIATIVES**

	<b>BRIEF DESCRIPTION OF ACTIVITY</b>	<b>PARTICIPATE IN JOB FAIR</b>
<b>1</b>	<p><b><u>FOUR JOB FAIRS</u></b></p> <p>Miami University Job Fair September 14th, 2016</p> <p>Northern Kentucky University September 28, 2016</p> <p>Miami University Job Fair February 1st, 2017</p>	<p>On September 14th, 2016, the SEU attended the Fall Miami ICE job fair at Miami University in Oxford, Ohio. The SEU’s Market Manager and two Sales Managers attended the fair, where they spoke to attendees about vacancies within the SEU and about career opportunities in the broadcast industry, collected resumes, and distributed applications.</p> <p>On September 28, 2016 the SEU attended the Northern Kentucky University Job Expo. The SEU’s, WRRM Sales Manager and the Promotions Director attended the fair, where they spoke to attendees about vacancies within the SEU and about career opportunities in the broadcast industry, collected resumes, and distributed applications.</p> <p>On February 1st, 2017 the SEU attended the Spring Miami ICE job fair at Miami University in Oxford, Ohio. The SEU’s VP of Sales and two Sales Managers attended the fair, where they spoke to attendees about vacancies within the SEU and about career opportunities in the broadcast industry, collected resumes, and distributed applications.</p>
<b>2</b>	<p>Unpaid Internship Program</p>	<p>During the reporting period, the SEU hosted Eight student interns from the University of Cincinnati, Northern Kentucky University, and the Ohio Center of Broadcasting. The student interns, each of whom received academic credit for their internship, worked in the SEU’s Promotions and Programming departments and were supervised by the SEU’s Promotions Director and a Producer. While working in the SEU, the</p>

		interns were afforded opportunities to learn and experience different aspects of the Promotions and Programming departments. Interns shadowed the Promotion Directors and On-Air Hosts and observed the day-to-day operations of radio stations. In addition, the interns learned how to use tools and programs commonly used in the broadcast industry. Three (3) of the Interns have been hired as part time Remote Techs.
3	Sponsor Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	<p>The Cincinnati chapter of the Michigan State University alumni group visited Cumulus Cincinnati for a tour. It was led by Operations Manager Keith Mitchell, a Michigan State alumni. The visit included a tour of our facility, including all five (5) of our studios and meeting Personalities Steve Mann, Jay Gilbert and Chris Lynn. After touring the station, we had a question and answer session that focused on various aspects of radio – programming, ratings, sales, promotions and contests and the future of radio.</p> <p>The tour was set up through Stephanie Simpson of the MSU Alumni club.</p>
4	Participate in Scholarship Programs Designed to Assist Students Interested in Pursuing a Career in Broadcasting	<p>University of Cincinnati E-Media Excellence Partnership Scholarship. The University of Cincinnati awards one (1) E-Media Senior the E-Media Excellence Award. This award includes a paid Internship to the partnering business. SEU joined partners with the University of Cincinnati and will provide a 14 paid week internship (\$2,000). The student will spend 4 weeks in Production, 4 weeks in Sales, and 2 weeks each in Promotions, Business and Programming. 2017 winner/Kyler Davis</p>
5	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	<p>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, VP/Sales, Sales Manager and Business Manager were active attendees in that seminar.</p>