

**WRRM(FM), WGRR(FM), WFTK(FM), WOFX(FM), WNNF-FM
EEO PUBLIC FILE REPORT**

June 1, 2010 – May 31, 2011

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 Cincinnati Break Room	N	3
2	1 st Baptist Church 6201 Redbank Road Cinti, Ohio 45213 Job Bulletin Board 513-793-5642	Y	0
3	Goodwill Industries 320 Garrard Street Covington, Ky 41011 859-324-8557 Robert Moses	N	0
4	Jobs Plus 1625 Vine Street Cincinnati, Ohio 45210 Regina Bourne	N	0
5	Life Skills Center 2612 Gilbert Ave Cincinnati, Ohio 45206 513-475-0222 Linda Hazzard	Y	0
6	Southern Ohio College 309 Buttermilk Pike Ft Mitchell, Ky 41017 859-341-5627 Jennifer Haridson	Y	0
7	Cincinnati Herald 3440 Burnett Ave Suite 130 Cincinnati, Ohio 45229 513-961-3331 Gwen Seay	N	3
8	NAACP 4439 Reading Road Cincinnati, Ohio 45202 513-281-1900 Job Placements	N	0
9	Ohio Assoc B'casters 88 East Broad Street Columbus, Ohio 43215 Job Board 614-228-4052	N	0
10	Internal Transfer/Promotion	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Brown Mackie College 1011 Glendale Milford Road Cincinnati, Ohio 45215	N	0
12	Internat'l College of Broadcasting 6 South Smithfield Road Dayton, Ohio 45403	N	0
13	Cumulus Cincinnati station Web Sites www.warm98.com www.wgrr.com www.purerock965.com www.wofx925.com www.frequencie.com	N	12
14	Cincinnati Enquirer/Careerbuilders Jobpostings@mycareerbuilders.com	N	11
15	Employee Referral	N	10
16	Goodwill Industries General Office, Placement Department 10600 Springfield Pike Cincinnati, Ohio 45215	N	0
17	Cincinnati Technical College 3520 Central Parkway Cincinnati, Ohio 45223 Andi Feld-Brockett	N	0
18	One Stop Career Alliance of N. Kentucky Office of Employment and Training 320 Garrard Street Covington, KY 41011 Carla Collier	N	0
19	Jewish Vocational Services 4300 Rossplain Road Cincinnati, OH 45236 Gina Harper	Y	0
20	ALL ACCESS (Online Broadcast Trade Publication)	N	0
21	On Air Announcements (on one or more SEU stations)	N	16
22	Word-of-mouth referral	N	8
23	National College of Business and Technology	N	0
24	Antonelli College 124 East 7 th St Cincinnati, Oh 45202	N	0
25	Antonelli College 9100 West Chester Towne Center Dr West Chester, Oh 45063	N	0
26	Great Oaks Institute of Tech & Career Development 3254 East Kemper Road Sharonville, Ohio 45241	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Great Oaks Institute of Tech & Career Development 6375 Harrison Ave Cincinnati, Ohio 45247	N	0
28	Miami University 501 East High Street Oxford, Ohio 45056	N	1
29	National College 3871 Steger Drive Cincinnati, Ohio 45237	N	0
30	North Central University 2441 Kenwood Circle Mansfield, Ohio 44906	N	0
31	Southwestern College 632 Vine Street #200 Cincinnati, Ohio 45202	N	0
32	Strayer University 2135 Dana Ave #300 Cincinnati, Ohio 45207	N	1
33	Union Institute & University 440 E McMillan Street Cincinnati, Ohio 45206	N	0
34	University of Cincinnati 2600 Clifton Avenue Cincinnati, Ohio 45221	N	4
35	University of Phoenix (Cinti) 9050 Centre Pointe Drive Suite 250 West Chester, Ohio 45069	N	0
36	Xavier University 3800 Victory Parkway Cincinnati, Ohio 45207	N	1
37	Gateway Community & Technical College 1025 Amsterdam Road Covington, Ky 41011	N	2
38	Northern Kentucky University Nunn Drive Highland Heights, Ky 41099	N	2
39	Thomas More College 333 Thomas More Parkway Crestview Hills, Ky 41017	N	1
40	Eastern Kentucky University 521 Lancaster Ave Richmond, Ky 40475	N	0
41	Morehead State University 150 University Blvd Morehead, Ky 40351	N	0
42	Western Kentucky University 1906 College Heights Blvd Bowling Green, Ky 42101	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, Ohio 45229 Stephen Tucker	N	0
44	Wright State University Online website post www.wright.edu/admin/career/getconnected/	N	0
45	Hispanic Chamber of Commerce Cincinnati USA 2637 Erie Avenue Suite 206 Cincinnati, Ohio 45208	N	0
46	Greater Cincinnati Women's Chamber of Commerce 1634 Central Parkway #221 Cincinnati, Ohio 45202	N	0
47	AWRT info@alwomeninmedia.org	N	0
48	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, Ohio 44125 Employment Opportunity	N	0
49	Ohio Center for Broadcasting 9885 Rockside Road Cleveland, Ohio 44125 Employment Opportunity	Y	2
50	Cumulus Business Managers bm@cumulus.com	Y	0
51	College of Mt. St Joseph 5701 Delhi Ave Cincinnati, Ohio 45233	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			77

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in 5 Job/Business Expo/Fair	<p>On August 25th, 2009 the SEU participated in the DAYMAR College Job Fair. The SEU's Market Controller, Sales Manager and Promotions Director attended the fairs, 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 January 25th, 2010, July 20th, 2010 and October 12th, 2010 the SEU participated in National Career Job Fairs. This was a new partnership for the SEU. The SEU was the event's primary media sponsor and promoted the event in on air announcements, email blasts and Website Banner exposure. The SEU's Market Controller, 2 Sales Manager and a Promotions Director attended the fairs, 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 April 16th, 2010 the SEU participated in the Northern Kentucky Job Services Job Fair. The SEU was the event's primary media sponsor and promoted the event in on air announcements, email blasts and Website Banner exposure. The SEU's Asst. Business Manager, Marketing Director, 1 Sales Manager and a Promotions Director attended the fairs, where they spoke to attendees about vacancies within the SEU and about career opportunities in the broadcast industry. Collected resumes and distributed applications.</p>
2	Host Broadcasting Internship Program.	<p>During the reporting period, the SEU hosted thirteen student interns from the University of Cincinnati, Miami University, Northern Kentucky University, University of West Virginia 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 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.</p>
3	Management Training	<p>January 20, 2011 Company wide EEOC training took place via conference call. Richard Denning (Cumulus legal) led the meeting. Elizabeth Goldin with Wiley Rein LLP conducted the powerpoint training session. Tina Klemann Market Controller and Karrie Sudbrack Market Manager were on the call.</p>

4	Station Open House (2)	<p>December 2010 and March 2011 we held 2 separate station open houses. Inviting participants to attend via on air announcements, mailings to ALL schools on our MRSL and Station Websites. Leading the open house was Karrie Sudbrack, Market Manager. The SEU Sales Management team Joe Wickman, Mike Jamison and Mike Combs spoke to each group as a whole, giving an overview of open positions in each department. The participants were broken up into 4 people groups and spent time with the Market Manager and each of the sales manager's. Each attendee was given the opportunity to apply and be interviewed. We hired 2 Sales Representatives from the process. We plan on holding 2 open houses a year.</p>
5	Station/Department College Class Tours (2)	<p>On March 25th, 2010 and April 21st, 2011 Barbara Thul, NKU Professor brought the Communications Broadcasting class for a departmental tour. Students toured the facility, spending time in each department receiving an overview of its daily operation. The students were also educated on our Internship program and hiring processes.</p>