

**KYKZ(FM), KKGB(FM), KBIU(FM), KQLK(FM), KAOK(AM) and
KXZZ(AM)**

**EEO PUBLIC FILE REPORT
February 1, 2021 -January 31, 2022**

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
Director of Sales	2-7, 10, 22, 24-25, 27-32	5
Program Director	2-7, 10, 22, 24-25, 27-32	5

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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	Lake Charles American Press 4900 Highway 90 East Lake Charles, LA 70615 337-491-4000 phone 37-494-4008 fax	No	0
2	Internal Posting 425 Broad Street Lake Charles, LA 70601 337-439-3300 Elizabeth.Blackstock@cumulus.com	No	0
3	On-Air Announcements (<i>all SEU stations</i>) 425 Broad Street Lake Charles, LA 70601 337-439-3300 Elizabeth.Blackstock@cumulus.com	No	0
4	Word-of-Mouth Referral 425 Broad Street Lake Charles, LA 70601 337-439-3300 Elizabeth.Blackstock@cumulus.com	No	2
5	Cumulus Careers Website www.cumulusmediajobs.net	No	12
6	Station Website Postings (<i>one or more SEU stations</i>) 425 Broad Street Lake Charles, LA 70601 337-439-3300 Elizabeth.Blackstock@cumulus.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	McNeese State University P.O Box 90780 Lake Charles, LA 70607 (337) 475-56112 Mary Eason careers@mcneese.edu	No	0
8	Sowela Tech College 3020 J. Bennet Johnson Lake Charles, LA 70601 Christine.collins@sowela.edu	No	0
9	Calcasieu Workforce 4250 5 th Ave. Lake Charles, LA 70607 (337) 478-2936 Gwen Guillory www.laworks.net	No	0
10	Indeed (<i>not directly contacted by SEU</i>) www.indeed.com	No	10
11	SWLA HelpWanted www.swlahelpwanted.com	No	0
12	University of Lafayette PO Box 41730 Lafayette, LA 70504 careerservices@louisiana.edu	No	0
13	Society of Broadcast Engineers www.sbe.org	No	0
14	Louisiana Association of Broadcasters www.broadcasters.org	No	0
15	Texas Association of Broadcasters www.tab.org/	No	0
16	LSU-Eunice Office of Career Services Eunice, LA 70535 awright@lsue.edu	No	0
17	LSU Career Services Baton Rouge, LA 70803 career@lsu.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Lamar University Career & Testing Center www.hireacardinal.org	No	0
19	Salesgravy.com	No	0
20	www.theladders.com	No	0
21	www.craigslist.com	No	0
22	LinkedIn , www.linkedin.com	No	0
23	Inside Radio , www.insideradio.com	No	0
24	Glassdoor (<i>not directly contacted by SEU</i>) www.glassdoor.com	No	0
25	Cumulus Facebook	No	0
26	Internal Transfer / Promotion	No	0
27	Adunza , www.adzuna.com	No	0
28	Job Is Job , www.jobisjob.com	No	0
29	My Job Helper , www.myjobhelper.com	No	0
30	Oodle , www.oodle.com	No	0
31	Trovit , www.trovit.com	No	0
32	The Job Spider , www.jobspider.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			24

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 12, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers – Market Manager, Operations Manager, Business Manager, Local Sales Manager, Digital Sales Manager, and the Program Directors were required to complete courses on line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers-Market Manager, Business Manager, Operations Manager, Program Directors and Chief Engineer—were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.