

WRRM(FM), WGRR(FM), WFTK(FM), WOFX-FM & WNNF(FM)
EEO PUBLIC FILE REPORT
June 1st, 2019 through May 31st, 2020

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
Business Office Admin	1-4, 8-10, 14-25, 27-32, 34-35	8
Program Director	1, 3-4, 11, 14-25, 27-32, 34-35	34
Receptionist/AR Clerk/Continuity	1, 3-4, 11, 14-25, 27-32, 34-35	29
On Air Talent (Mid Day)	1-4, 8-10, 14-25, 27-32, 34-35	11

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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	Internal Posting	N	0
2	Cincinnati Herald 3440 Burnett Avenue, Suite 130 Cincinnati, OH 45229 513-961-3331 Gwen Seay	N	2
3	NAACP 3494 Reading Road Cincinnati, OH 45229 513-281-1900 Job Placements	N	0
4	Ohio Association of Broadcasters 88 East Broad Street Columbus, OH 43215 614-228-4052 Job Board	N	0
5	Internal Transfer/Promotion	N	0
6	Cumulus Cincinnati Station Websites www.warm98.com www.wgrr.com www.purerock965.com www.wofx925.com www.nashfm941.com	N	0
7	Cincinnati Enquirer/Careerbuilder.com	N	0
8	Employee Referral	N	5
9	ZipRecruiter Website www.Ziprecruiter.com	N	2
10	Cincinnati State Technical Community College 3520 Central Parkway Cincinnati, OH 45223 cstatecareerlink@cincinnatiastate.edu	N	0
11	All Access Website www.allaccess.com	N	7

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
12	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
13	Non-Employee Referral	N	0
14	Miami University 501 East High Street Oxford, OH 45056	N	0
15	University of Cincinnati 2600 Clifton Avenue Cincinnati, OH 45221	N	0
16	Xavier University 3800 Victory Parkway Cincinnati, OH 45207	N	0
17	Northern Kentucky University Nunn Drive Highland Heights, KY 41099	N	0
18	Thomas More College 333 Thomas More Parkway Crestview Hills, KY 41017	N	0
19	Eastern Kentucky University 521 Lancaster Avenue Richmond, KY 40475	N	0
20	Morehead State University 150 University Blvd. Morehead, KY 40351	N	0
21	Western Kentucky University 1906 College Heights Blvd. Bowling Green, KY 42101	N	0
22	Urban League of Greater Cincinnati 3458 Reading Road Cincinnati, OH 45229 Stephen Tucker	N	0
23	Wright State University (online website posting) www.wright.edu/admin/career/getconnected/	N	0
24	Hispanic Chamber of Commerce Cincinnati USA 2637 Erie Avenue, Suite 206 Cincinnati, OH 45208	N	0
25	Alliance for Women in Media info@allwomeninmedia.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
26	Ohio Media School 9885 Rockside Road #160 Valley View, OH 44125 Employment Opportunity	N	0
27	Cumulus Business Managers bm@cumulus.com	N	0
28	College of Mt. St. Joseph 5701 Delhi Avenue Cincinnati, OH 45233	N	0
29	Indeed, www.indeed.com	N	5
30	Monster, www.monster.com	N	0
31	Glass Door, www.glassdoor.com	N	0
32	Link Up, www.linkup.com	N	0
33	SEU Facebook, www.facebook.com	N	0
34	Cumulus Corporate Websites www.cumulusmedia.com/careers/ www.cumulus.clearcompany.com www.careerbuilder.com	N	2
35	Jewish Vocational Services 4300 Rossplain Road Cincinnati, OH 45236 Gina Harper	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
	<u>FOUR (4) JOB FAIRS</u>	
1	Miami University Fall Fair	On September 11th, 2019, our SEU participated in the Miami University Fall Career Fair which took place on its Miami campus. Our VP of Sales and two Sales Managers attended and spoke to attendees about vacancies within the SEU and career opportunities in the broadcast industry. They also distributed applications to and collected resumes from interested attendees.
2	University of Dayton Career Fair	On September 16th, 2019, our SEU participated in the University of Dayton Career Fair which took place on its main campus. Our VP of Sales and one Sales Manager attended and spoke to attendees about vacancies within the SEU as well as career opportunities in the broadcast industry. They also distributed applications to and collected resumes from interested attendees.
3	Miami University Spring Fair	On February 12th, 2020, our SEU attended the Miami University Spring Career Fair which took place on its Miami campus. Our VP/Market Manager and two Sales Managers attended and spoke to attendees about vacancies within the SEU and career opportunities in the broadcast industry. They also distributed applications to and collected resumes from interested attendees.
4	Northern Kentucky University Job Expo	On February 26th, 2020, our SEU participated in the Northern Kentucky University Job Expo. Our Promotions and Sales Managers attended and spoke to attendees about vacancies within the SEU and career opportunities in the broadcast industry. They also distributed applications to and collected resumes from interested attendees.

	Type of Recruitment Initiative	Brief Description of Activity
5	Internship Program	During this reporting period, our SEU hosted six (6) 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, spent their time in the SEU's Promotions and Programming departments supervised by our SEU's Promotions Director and a Producer. The interns learned about promotions, marketing, advertising and programming by both working closely with SEU personnel and assisting with Station events and promotions. In addition, the interns were taught how to use tools and programs commonly employed in the broadcast industry. Following their internships, our SEU hired four (4) of the interns as part-time Remote Techs/On Air.
6	Host event/program designed to educate the public about career opportunities in broadcasting	Our SEU established a program for graduating seniors from area high schools to "job shadow" a staff member from one of our departments, based on the particular interest of each student. Our intention is that this experience will provide each participant with a better understanding of what the chosen "job" entails and aid them in determining if they would like to pursue a career in broadcasting. A candidate was chosen and scheduled to "job shadow" a staff member from March 30th through April 3 rd , however, due to COVID-19 pandemic, the visit was cancelled. We plan to re-schedule this activity prior to June 30 th , if possible.
7	Host event/program for or on behalf of a community organization relating to career opportunities in broadcasting	On April 6, 2020, our SEU planned to host the Youth Mentorship Program from the Talbert House for its annual station tour. Unfortunately, this event was cancelled due to the COVID-19 pandemic.