

**KBBM(FM), KBXR(FM), KFRU(AM), KJMO(FM), KLIK(AM), KOQL(FM), and KPLA(FM)
EEO PUBLIC FILE REPORT
October 1, 2017 to September 30, 2018**

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 10/16/17	1, 2, 4, 5, 6, 7, 8, 10,13, 14, 15, 16, 17, 18, 19,22	19
Account Executive # 2 8/6/18	1, 2, 3, 4, 5, 6, 7, 8, 10,13, 14, 15, 16, 17, 18, 19, 22	19
Promotions Director 12/18/17	1, 2, 4, 5, 6, 7, 8, 10,13, 14, 15, 16, 17, 18, 19, 20, 22	20

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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	Columbia College Attn: Reyhan Jamerson 1001 Rogers Street Columbia, MO 65216 (ph) 573-875-7421	No	0
2	Lincoln University Counseling & Career Services Attn: Ronald Nelson 820 Chestnut Street Jefferson City, MO 65101	No	0
3	Missouri Broadcasters Association Attn: Don Hicks P. O. Box 104445 Jefferson City, MO 65110-4445 (ph) 573-636-6692	No	0
4	University of Missouri-Columbia Department of Communication Attn: Cathy Ehrhardt 115 Switzler Hall Columbia, MO 65211-2310	No	0
5	University of Missouri-St. Louis Career Services Attn: Emily McEneny / Lois Dockins 308 Woods Hall 8001 Natural Bridge Road St. Louis, MO 63121	No	0
6	Central Methodist University 411 Central Methodist Square Fayette, MO 65248	No	0
7	Zip Recruiters http://www.Ziprecruiters.com	No	0
8	Monster http://www.monsters.com	No	0
9	Internal Transfer/Promotion	No	0
10	On-Air Announcements (all SEU stations)	No	0
11	Walk-In/Self-Referral	No	2
12	Word-of-Mouth Referral	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Job Inventory http://www.Jobinventory.com	No	0
14	Glassdoor http://www.glassdoor.com	No	0
15	Indeed http://www.indeed.com	No	7
16	Simply Hired http://www.simplyhired.com	No	0
17	LinkedIn http://www.linkedin.com	No	1
18	Lensa http://www.Lensa.com	No	0
19	Cumulus Corporate Website http://www.cumulus.com/careers/	No	10
20	Employee Referral	No	1
21	Internship Program-Spring Semester January 2018- May 2018	No	0
22	LinkUp	No	0
23	Internship Program-Summer Semester June 2018- July 2018	No	0
24	Internship Program Fall Semester August 2018- December 2018	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			21

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
	Sponsor Events in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	During the period from August – December 2017, a student from the University of Missouri shadowed the SEU's production and on-air staff. An on-air host provided information and working knowledge of sports broadcasting and local programming to the student.
	Internship Program – Spring Semester (January – May 2018)	During the period from January through May of this year, the SEU hosted one student intern from the University of Missouri. The intern worked in the Promotions Department where she was encouraged to participate in a diverse array of promotions-related activities, such as preparing for remote events and proposing future promotions activities. The intern was supervised by the SEU Promotions Director.
	Internship Program – Summer Semester (June – August 2018)	During the period from June through August of this year, the SEU hosted four students for the University of Missouri. One intern worked in the Sales Department and the other three interns worked in the Promotions Department where they were encouraged to participate in a diverse array of promotions-related activities, such as preparing for remote events and proposing future promotions activities. The interns were supervised by the SEU Promotions Director.
	Internship Program – Fall Semester (August – December 2018)	During the period from August through December of this year, the SEU is hosting one student intern from the University of Missouri. The intern will be working in the Promotions Department, where she will be encouraged to participate in a diverse array of promotions-related activities, such as preparing for remote events and proposing future promotions activities. The intern will be supervised by the SEU Program Director.

	Type of Recruitment Initiative	Brief Description of Activity
	<p>Sponsor Events in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting</p>	<p>During the period from February through April 2018, the SEU hosted ten (10) kids from three different School Districts for the Classroom Super Star Awards program. The Program Manager of KOQL spoke to the students concerning the broadcast operation of a radio station and how the SEU's stations serve their local communities. The students were given a tour of the SEU's stations and provided an opportunity to observe how on-air commercials are produced.</p>
	<p>Sponsor Events in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting</p>	<p>In January 2018, the SEU's on-air staff gave Our Lady of Lourdes students a tour of the SEU's stations as part of the Partners in Education Program with KPLA. The SEU's Production Manager provided information to the students about radio operations and broadcasting careers. The students observed how on-air commercial are produced.</p>
	<p>Participate in Event or Program Sponsored by Educational Institution Relating to Career Opportunity in Broadcasting</p>	<p>In April 2018, the SEU's Market Manager spoke to a class at the University of Missouri Journalism School about broadcasting careers.</p>