

WQQK-FM, WWTN-FM, WSM-FM, WKDF-FM, WGFX-FM, WNFN-FM
EEO PUBLIC FILE REPORT
March 23, 2014-March 30,2015

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
Program Director	1-19,21	4
Executive Producer	1-21	4
Account Executive	1-19,21	18
Account Executive	1-19,21	17
Interactive Sales Manager	1-19,21	17
On-Air Persnality	1-19,21	17
Market Manager		
News Reporter	1-19,21	1
Account Executive	1-19,21	18
On-Air Personality	1-19,21	5
Account Executive	1-19,21	17
News Director	1-19,21	4

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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	All Access www.allaccess.com	No	30
2	Austin Peay State University www.apsu.edu	No	0
3	Belmont University www.belmont.edu	No	0
4	Cumulus Radio – Cumulus Job Board www.cumulusradio.com	No	43
5	Internal Posting (<i>Including all Cumulus owned radio stations – nationwide</i>)	No	4
6	Lane College www.lanecollege.edu	No	0
7	Middle Tennessee State University www.mtsu.edu	No	0
8	NAACP – Nashville info@naacpnashville.org	No	0
9	Nashville Hispanic Chamber nashvillehispanicchamber@yahoo.com	No	0
10	Nashville State Community College www.nsc.edu	No	0
11	Station Website Postings – WQQK, WNFN, WWTN, WSM-FM, WKDF and WGFX	No	4
12	Tennessee Association of Broadcasters www.tabtn.org	No	0
13	Tennessee State University www.tnstate.edu	No	2
14	Promotion	No	2
15	Trevecca Nazarene University www.trevecca.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Urban League of Nashville jmason@urbanleagueofmidtn.org	No	0
17	Referrals	No	6
18	Indeed.com	No	20
19	SimplyHired.com	No	1
20	Sportscasters Talent Agency of America	No	58
21	GlassDoor.com	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			171

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	University	In March, 2015, Kenny Smoov the Program Manager for SEU WQQK, was asked to speak to students enrolled at Tennessee State University about his job as a Program Manager as it relates to the sales, promotion and production department as well as how he interacts with the community. A 90 minute presentation with a Q &A.
2	Career Fair	On August 13, 2014, Cumulus Media participated in the Tennessee Association of Broadcasters Job Fair. This was held at the Embassy Suites in Murfreesboro, TN and was attended by Cumulus Media Sales Mangement (Six SEU). This event had media outlets from across the state of Tennessee talking to more than 250 candidates.
3	Internship Program	Throughout the period, Cumulus Media Nashville (Six SEU) hosted interns from area colleges. The interns were exposed to all facets of broadcast operations and performed various clerical duties and assisted with on and off-site events. During this reporting period we hosted seven interns in programming and promotion. Schools included Tennessee State University, Middle Tennessee State University and Belmont University.