

KRMD(AM), KRMD-FM, KMJJ-FM, KVMA-FM, KQHN-FM
EEO PUBLIC FILE REPORT
February 1, 2020-January 31, 2021

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 Hire
Account Executive	2, 4-13,16	4
Account Executive	2, 4-8, 10-14,16	4
VP/Market Manager	2, 5-13, 16	9

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	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
2	Station Website Postings (<i>one or more SEU stations</i>) www.TheTicket1007.com , www.krmd.com , www.997kmjj.com , www.Q973Radio.com , www.magic1029fm.com	No	5
3	SEU Open House/Job Fairs - Sales, Street Team, PT Operations (<i>see Section III</i>)	No	2
4	Word-of-Mouth Referral	No	7
5	Indeed Website www.indeed.com	No	7
6	CareerBuilder Website www.careerbuilder.com	No	0
7	Cumulus Business Managers businessmanager@cumulus.com	No	0
8	Internal Posting	No	1
9	Internal Transfer/Promotion	No	1
10	Cumulus Job Board Cumulus.hrmdirect.com	No	1
11	Adzuna www.adzuna.com	No	0
12	Glassdoor www.glassdoor.com	No	0

KRMD(AM), KRMD-FM, KMJJ-FM, KVMA-FM, KQHN-FM
EEO PUBLIC FILE REPORT
February 1, 2020-January 31, 2021

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	LinkedIn www.Linkedin.com	No	0
14	LinkedUp www.LinkedList.com	No	0
15	GoInHouse www.goinhouse.com	No	0
16	My Job Helper www.myjobhelper.com	No	0
17	The Job Spider www.jobspider.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			24

KRMD(AM), KRMD-FM, KMJJ-FM, KVMA-FM, KQHN-FM
EEO PUBLIC FILE REPORT
February 1, 2020-January 31, 2021

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	On June 4, 2020, our SEU hosted a virtual job fair via Zoom. Our Market Manager, Promotions Director, and Director of Sales spoke with participants about career opportunities in radio as well as job openings, and internships within the SEU. Attendees were instructed on various ways to apply.
2	Participate in Job Fair	On November 20, 2020, our SEU participated in a job fair at Southern Hills School. Our Promotions Director spoke with students and other attendees about careers in radio as well as internships and part-time employment opportunities. Applications were accepted.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.