

**WBRW-FM, WFNR-AM, WNMX-FM, WPSK-FM, WRAD-AM and WWBU-FM
EEO PUBLIC FILE REPORT
June 1, 2017 – May 31, 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
Front Desk/Administrative Assistant	1,6,7,10,11,12,13,18	6
Account Executive	1,4,6,7,10,11,12,13,18	4
Digital Sales Director	1,4,6,7,10,12,13,18	6

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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	Station Website Postings (<i>one or more SEU stations</i>)	No	0
2	Walk-In/Self-Referral	No	0
3	Word-of-Mouth Referral	No	0
4	Employee Referral	No	1
5	SEU Internship Program (<i>see Section III</i>)	No	1
6	On-Air Announcements (<i>one or more SEU stations</i>)	No	6
7	Montgomery County Chamber of Commerce (www.montgomerycc.com)	No	1
10	Radford University Career Services Website (www.HireAHighlander.com)	No	0
11	Virginia Tech Career Services Website (www.Hokies4Hire.com)	No	0
12	Virginia Association of Broadcasters Website (www.vabonline.com)		
13	Company Job Board (Cumulus.hrmdirect.com)	No	11
14	Simply Hired (www.simplyhired.com)	No	0
15	Glass Door (www.glassdoor.com)	No	0
16	Link Up (www.linkup.com)	No	0
17	Indeed (www.indeed.com)	No	0
18	All Access (www.allaccess.com)	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			20

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management level training regarding Talent Acquisition	On December 19, 2017, this SEU participated in a training seminar for management-level personnel on the topic of Talent Acquisition. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager was an active attendee in that seminar.
2	Participate in event /program hosted by community organization relating to Employee Recruitment and Internships	On February 8, 2018, our SEU's Market Manager attended a Lunch seminar, related to education on the topic of Recruitment of Talented Employees and development of a successful Internship Program, hosted by the Montgomery County Chamber of Commerce.
3	Participate in event /program hosted by community organization relating to Talent/Employee Development	On March 1, 2018, our SEU's Market Manager attended a Breakfast Seminar on Talent Development and Retention, hosted by the Montgomery County Chamber of Commerce.
4	Participate in event /program hosted by community organization relating to Employee Retention	On March 8, 2018, our SEU's Market manager attended a Lunch Seminar on Employee Retention hosted by the Montgomery County Chamber of Commerce.
5	Participated in Job Fair	On March 28, 2018, our SEU's Senior AE and Administrative Assistant attended a Job Fair, hosted by Workforce Development and New River Community College.
6	Participated in Job Fair	On April 11, 2018, our SEU's Market Manager and Administrative Assistant participated in a Job Fair at Christiansburg High School that was coordinated by the DECA CTE and Work-Based Learning team at CHS where they shared their experiences and information about other career opportunities in radio and answered their many questions.
7	Internship Program	In the FALL of 2017 the Programing Department hosted (1) intern from Radford University. The intern assisted with production, dubbing, and board-op duties.
8	Internship Program	In the Summer of 2017 the Programing Department hosted (1) intern from Radford University. The interns assisted with production, dubbing, and board-op duties.