

**WKKO(FM), WTOD(FM), WRQN(FM),
WXKR(FM), WQQO(FM), WMIM(FM)
EEO PUBLIC FILE REPORT
June 1, 2017 – May 31, 2018**

RECRUITMENT SOURCE LIST (“MRSL”)

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Owens Community College michael_sander@owens.edu	N	1
2	Ziprecruiter.com	N	2
3	Stautzenberger College	N	0
4	Toledo Blade/Monster.com 541 N. Superior St. Toledo, OH 43660	N	0
5	Ohio Association of Broadcasters oab@oab.org	N	0
6	Indeed.com	N	0
7	Monroe Community College www.collegecentral.com/monroeccc	N	0
8	Davis College dbrunner@daviscollege.edu	N	0
9	Monroe Evening News	N	0
10	Society of Broadcast Engineers	N	0
11	Job Fair/Open House	N	0
12	www.cumulusjobs.com (corporate)	N	0
13	Internal Transfer/Promotion	N	0
14	Facebook	N	0
15	allaccess.com	N	2
16	Cumulus Broadcasting Branch Offices	N	0
17	On-Air Announcements (one or more SEU stations)	N	0
18	Former Intern	N	0
19	Bowling Green State University careerservices@bgsu.edu	N	0
20	Station Website Posting (one or more SEU stations)	N	2
21	Specs Howard School of Broadcasting randyZ@specshoward.ccsend.com	N	0
22	University of Toledo utoledo-csm@symplicity.com	N	0

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23	Personal/Corporate Recommendation	N	6
24	College Central Network www.collegecentral.com/o2yccsa	N	0
25	Current/Former Employee	N	4
26	Michigan Association of Broadcasters mab@michmab.com	N	0
27	www.simplyhired.com	N	0
28	www.glassdoor.com	N	0
29	www.linkup.com	N	0
30	LinkedIn	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

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III. RECRUITMENT INITIATIVES FORM

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	Type of Recruitment Initiative (Menu Selection)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participate in job banks, Internet program, and other programs designed to promote outreach generally	7/12/17	On July 12, 2017, the SEU's Director of Sales participated in a webinar offered by the OAB, entitled "Building and Keeping the Ideal Team". This webinar provided ideas to ramp up new hires and how to retain the ones you want by keeping staff engaged while building a better culture.
2.	Internship Program	6/1/17-5/31/18	During the reporting period, the SEU hosted student interns from The University Toledo, University of Dayton, and Bowling Green State University. The interns worked in the SEU's Promotions Department and were supervised by the SEU's Promotions Director and the Assistant Promotions Director. The interns assisted with all aspects of promotions and typical assignments including attending live remotes and reviewing websites.
3.	Mentoring/Shadowing Program	6/1/17-5/31/18	The Cumulus "New Seller Mentoring" program pairs seasoned and new account executives together to help build leadership skills. The more senior sellers provide a real world perspective to the formal skills being taught to the junior sellers. Each new Account Executive was assigned a primary mentor who is selected based on his/her strengths.