

**WGKX(FM), WRBO(FM), WXXM(FM), WKIM(FM)  
EEO PUBLIC FILE REPORT  
April 1, 2017-March 31, 2018**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive (Roberson)	1-15, 21	9
Announcer (Wiggs)	1-15, 21	9
Account Executive (Cox)	1-15, 21	9

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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	<b>WGKX-FM Website</b> www.kix106.com 5629 Murray Road Memphis, TN 38119	N	0
2	<b>WGKX-FM On-Air Recruitment</b> 5629 Murray Road Memphis, TN 38119 (901) 682-1106	N	0
3	<b>WXXM-FM Website</b> www.981themax.com 5629 Murray Road Memphis, TN 38119	N	0
4	<b>WXXM-FM On-Air Recruitment</b> 5629 Murray Road, Memphis, TN 38119 (901) 682-1106	N	0
5	<b>WRBO-FM Website</b> www.soulclassics1035.com 5629 Murray Road Memphis, TN 38119	N	0
6	<b>WRBO-FM On-Air Recruitment</b> 5629 Murray Road, Memphis, TN 38119 (901) 682-1106	N	0
7	<b>WKIM-FM Website</b> www.newstalk989fm.com 5629 Murray Road Memphis, TN 38119	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	<b>WKIM-FM On-Air Recruitment</b> 5629 Murray Road Memphis, TN 38119 (901) 682-1106	N	0
9	<b>Indeed</b>	N	14
10	<b>Glassdoor</b> www.glassdoor.com	N	0
11	<b>LinkUp</b> www.linkup.com	N	0
12	<b>Zip Recruiter</b>	N	1
13	<b>Monster</b> www.monster.com	N	0
14	<b>Cumulus Career Website</b>	N	62
15	<b>Word-of-Mouth Referral</b>	N	4
16	<b>Cumulus Business Managers</b> BM@cumulus.com	N	0
17	<b>LeMoyne-Owen College Career Services</b>	N	0
18	<b>University of Memphis Career &amp; Development Office</b>	N	0
19	<b>Southwest Tennessee Community College</b>	N	0
20	<b>Rust College</b>	N	0
21	<b>Cumulus Facebook</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>81</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	<b>Participate in Employment Fair National Career Fair (i)</b>	On March 9, 2017 our Sales Manager participated in the National Career Fair held at Hilton Hotel Memphis, 939 Ridge Lake Blvd, to recruit for open sales positions. We spoke with approximately 150 applicants and 1,000 people attended the event.
<b>2</b>	<b>Citadel Memphis Radio Group Radio Scholarship (vii)</b>	Cumulus Media Memphis awarded a scholarship to Ryan Glover of Lakeland, Tennessee. He is a senior at the University of Memphis majoring in broadcast journalism within the College of Communication and Fine Arts. He will be graduating in 2017. It is Ryan's goal to be a sports radio personality who connects with every race and gender.
<b>3</b>	<b>Participate in Black Market Strategies Block Party for Peace</b>	On September 23-24, 2017 our Sales Team, Marketing Team with the Promotions Director participated in the Block Party for Peace held at the Ed Rice Community Center which included a job fair.
<b>4</b>	<b>Participate in Employment Fair Multicultural &amp; International Career Expo 5<sup>th</sup> Edition (i)</b>	On March 19, 2018 the SEU's Market Manager and Sales Manager attended the National Career Fair held at Hilton Hotel Memphis to recruit for open sales positions. The career fair was attended by over 1,000 people. The SEU personnel spoke with approximately 200 applicants who were interested in a broadcast sales position.