

**WQQK-FM, WWTN-FM, WSM-FM, WKDF-FM, WGFX-FM, WNFN-FM
EEO PUBLIC FILE REPORT
April 1, 2016-March 31, 2017**

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
Account Executive	4,5,11,17,18,20,19,23,24	4
Account Executive	4,5,11,17,18,20,19,23,24	16
On-Air Talent	4,5,11,17,18,20,19,23,24	4
Account Executive	4,5,11,17,18,20,19,23,24	4
Account Executive	4,5,11,17,18,20,19,23,24	4
Account Executive	4,5,11,17,18,20,19,23,24	17
Account Executive	4,5,11,17,18,20,19,23,24	17
Director of IT	4,5,11,17,18,20,19,23,24	4
Promotions Manager	4,5,11,17,18,20,19,23,24	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	No	0
2	Austin Peay State University	No	0
3	Belmont University	No	0
4	Cumulus Radio – Cumulus Job Board	No	18
5	Internal Posting (<i>Including all Cumulus owned radio stations – nationwide</i>)	No	2
6	Lane College	No	0
7	Middle Tennessee State University	No	0
8	NAACP – Nashville	No	0
9	Nashville Hispanic Chamber	No	0
10	Nashville State Community College	No	0
11	Station Website Postings – WQQK, WNFN, WWTN, WSM-FM, WKDF and WGFX	No	0
12	Tennessee Association of Broadcasters	No	0
13	Tennessee State University	No	0
14	Trevecca Nazarene University	No	0
15	Urban League of Nashville	No	0
16	Referrals	No	1
17	Indeed.com	No	6
18	Linked In	No	8
19	GlassDoor.com	No	0
20	Traffic Directors Guild of America	No	0
21	Career Connector	No	0
22	United Career Centers	No	0
23	Simply Hired	No	0
24	LinkUp	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			35

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Career Fair	In March of 2017, Cumulus Media participated in the NATPE Career Fair at Belmont University. Information about internships and where to find future openings was distributed. Resumes for an Outside Sales position were also collected by Sales Manager Rhonda Rollins.
2	Internship Program	Throughout the period, Cumulus Media Nashville 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 5 interns in programming and promotions. Schools included Trevecca University, Tennessee Tech, Tennessee State University, Middle Tennessee State University and Belmont University.
3	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager Allison Warren and General Sales Manager Hunter Rice were active attendees in that seminar.