

WRQQ(FM), WXOK(AM), WEMX(FM), KQXL-FM
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023

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
Multi-Media Account Executive	1-29, 32-47	1
Multi-Media Account Executive	1-29, 32-47	1
Multi-Media Account Executive	1-29, 32-47	1
National Sales Coordinator/Sales Assistant	1-30, 32-46	1
Multi-Media Account Executive	1-29, 31-47	31
Digital Sales Manager	1-29, 32-47	1

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	12
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	N	0
9	Glassdoor Website (<i>not directly contacted by SEU</i>) www.glassdoor.com/index.htm	N	0
10	LinkedIn Website (<i>not directly contacted by SEU</i>) www.linkedin.com/jobs/	N	2
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0
16	Diversity in Jobs www.diversityinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	1
31	Internal Transfer/Promotion	N	1
32	Ascension Career Solutions Center 1721 South Burnside Avenue 225-647-5557 bhebert1@lwc.la.gov klynch@lwc.la.gov	N	0
33	East Baton Rouge North Career Solutions Center 4523 Plank Road 225-358-4579 cjenkins@lwc.la.gov cthomas1@lwc.la.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
34	East Baton Rouge South Career Solutions Center 1991 Wooddale Boulevard 225-925-4311 batonrouge@lwc.la.gov cgranger@lwc.la.gov	N	0
35	Jefferson Career Solutions Center - East 1801 Airline Drive 504-838-5678 ereed@lwc.la.gov	N	0
36	Iberville Career Solutions Center 23425 Railroad Avenue, Suite 1 225-687-0969 cjenkins@lwc.la.gov ldalbor@lwia20.org	N	0
37	Lafourche Career Solutions Center 1425 Tiger Drive 985-446-3016 rdomingue@lwc.la.gov	N	0
38	Livingston Career Solutions Center 9384 Florida Boulevard, Suite B 225-667-1874 bhebert1@lwc.la.gov	N	0
39	Pointe Coupee Career Solutions Center 206 Court Street 225-638-6852 vbrown2@lwc.la.gov	N	0
40	Assumption Business & Career Solutions Center 205 Highway 1008 985-369-1810 bhebert@lwc.la.gov lowens@lwc.la.gov	N	0
41	Goodwill Career Services Baton Rouge 647 Main Street 225-308-0220 lwilliams@goodwillno.org	N	0
42	Lighthouse Louisiana 2773 N Flannery Road 225-275-1200 fholland@lhb.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	United Cerebral Palsy 1805 College Drive 225-923-3420 rcraft@mcmainscdc.org	N	0
44	Gisclair & Associates, Inc. (Vocational Rehab Consultants) 9270 Siegan Lane, Suite 604 whitney@gisclair.com	N	0
45	Louisiana State University LSU Manship, 1502 Ceba Building aburns@lsu.edu	N	0
46	Baton Rouge Vocational Services 121 Convention Street 225-923-3196 ieverett@lwc.la.gov rfoil@arcbatonrouge.org	N	0
47	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Business Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained. Our Market Manager was unable to attend the session on May 24, 2022, so he viewed a recording of the presentation on January 17, 2023.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i>. This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.</p>