

WKOR(FM), WSMS(FM), WMXU(FM), WNMQ(FM) and WSSO(AM)
EEO PUBLIC FILE REPORT
February 1, 2019 – January 31, 2020

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
Digital Sales Manager	3-8, 11-14	12

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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	Mississippi University for Women Eric Harlan (662)329-7254 eeharlan@muw.edu	No	0
2	Mississippi State University Kat Wood katwood@career.msstate.edu	No	0
3	Indeed www.indeed.com	No	5
4	Simply Hired www.simplyhired.com	No	0
5	Glass Door www.glassdoor.com	No	0
6	Link Up www.linkup.com	No	0
7	Monster www.monster.com	No	0
8	ZipRecruiter www.ziprecruiter.com	No	2
9	Mississippi State University Amy Fountain Internship Coordinator (662)325-8938 intern@comm.msstate.edu	No	0
10	All Access www.allaccess.com	No	0
11	CMI Business Managers BM@cumulus.com	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	On-Air Announcements <i>(one or more SEU stations)</i>	No	1
13	Station Website Postings	No	0
14	Cumulus.hrmdirect.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On August 29, 2019, our SEU participated in the Golden Triangle Career Services event at the Columbus Leigh Mall in Columbus. Our Operations and Sales Managers occupied the Cumulus booth and spoke with interested attendees about the company, career opportunities in radio, and job openings within the SEU. Resumes were collected and interviews were scheduled with qualified candidates.
2	Participate in Job Fair	On August 30, 2019, our SEU participated in the Mississippi State University Part-Time Job Fair which took place on its campus. Our Operations Manager and Production Director occupied the Cumulus booth and spoke with interested attendees about the company and career opportunities in radio as well as part-time job openings and internships within the SEU. Resumes were collected and interviews were scheduled with qualified candidates.
3	Participate in Career Fair	On October 15, 2019, our SEU participated in the Jacksonville State University Career Fair, which took place on its campus. Our Operations and Sales Managers occupied the Cumulus booth and spoke with interested attendees about the company and career opportunities in radio as well as job openings and internships within the SEU. Resumes were collected and interviews were scheduled with qualified candidates.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Internship Program	During this reporting period, our SEU hosted two student interns from Mississippi University for Women. These interns were supervised by the Operations Manager and, although they learned about all aspects of the radio business, spent the majority of their time in the Programming Department gaining knowledge about and assisting with programming-related tasks/projects.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, this SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.