

**WBRW-FM, WFNR-AM, WNMX-FM, WPSK-FM, WRAD-AM and WWBU-FM  
EEO PUBLIC FILE REPORT  
June 1, 2017 – May 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>
Front Desk/Administrative Assistant	1,6,7,10,11,12,13,18	6
Account Executive	1,4,6,7,10,11,12,13,18	4
Digital Sales Director	1,4,6,7,10,12,13,18	6

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> )	No	0
2	<b>Walk-In/Self-Referral</b>	No	0
3	<b>Word-of-Mouth Referral</b>	No	0
4	<b>Employee Referral</b>	No	1
5	<b>SEU Internship Program</b> ( <i>see Section III</i> )	No	1
6	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> )	No	6
7	<b>Montgomery County Chamber of Commerce</b> (www.montgomerycc.com)	No	1
10	<b>Radford University Career Services Website</b> (www.HireAHighlander.com)	No	0
11	<b>Virginia Tech Career Services Website</b> (www.Hokies4Hire.com)	No	0
12	<b>Virginia Association of Broadcasters Website</b> (www.vabonline.com)		
13	<b>Company Job Board</b> (Cumulus.hrmdirect.com)	No	11
14	<b>Simply Hired</b> (www.simplyhired.com)	No	0
15	<b>Glass Door</b> (www.glassdoor.com)	No	0
16	<b>Link Up</b> (www.linkup.com)	No	0
17	<b>Indeed</b> (www.indeed.com)	No	0
18	<b>All Access</b> (www.allaccess.com)	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>20</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Management level training regarding Talent Acquisition	On December 19, 2017, this SEU participated in a training seminar for management-level personnel on the topic of Talent Acquisition. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager was an active attendee in that seminar.
2	Participate in event /program hosted by community organization relating to Employee Recruitment and Internships	On February 8, 2018, our SEU's Market Manager attended a Lunch seminar, related to education on the topic of Recruitment of Talented Employees and development of a successful Internship Program, hosted by the Montgomery County Chamber of Commerce.
3	Participate in event /program hosted by community organization relating to Talent/Employee Development	On March 1, 2018, our SEU's Market Manager attended a Breakfast Seminar on Talent Development and Retention, hosted by the Montgomery County Chamber of Commerce.
4	Participate in event /program hosted by community organization relating to Employee Retention	On March 8, 2018, our SEU's Market manager attended a Lunch Seminar on Employee Retention hosted by the Montgomery County Chamber of Commerce.
5	Participated in Job Fair	On March 28, 2018, our SEU's Senior AE and Administrative Assistant attended a Job Fair, hosted by Workforce Development and New River Community College.
6	Participated in Job Fair	On April 11, 2018, our SEU's Market Manager and Administrative Assistant participated in a Job Fair at Christiansburg High School that was coordinated by the DECA CTE and Work-Based Learning team at CHS where they shared their experiences and information about other career opportunities in radio and answered their many questions.
7	Internship Program	In the FALL of 2017 the Programing Department hosted (1) intern from Radford University. The intern assisted with production, dubbing, and board-op duties.
8	Internship Program	In the Summer of 2017 the Programing Department hosted (1) intern from Radford University. The interns assisted with production, dubbing, and board-op duties.