

KRMD(AM), KRMD-FM, KMJJ-FM, KQHN(FM), KVMA-FM
EEO PUBLIC FILE REPORT
February 1, 2007 – January 31, 2008¹

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
01. Account Executive	1-11, 20, 24	24
02. Account Executive	1-11, 20	2
03. Account Executive	1-12, 20	12
04. Account Executive	1-11, 20	2
05. Account Executive	1-11, 20, 26	26
06. Account Executive	1-11, 20, 24	24
07. Account Executive	1-11, 20	7
08. Account Executive	1-11, 20, 23	23
09. Account Executive	1-11, 20, 25	25
10. Account Executive	1-11, 20, 23	23
11. Account Executive	1-11, 20	4
12. Account Executive	1-11, 20	3
13. Account Executive	1-12, 20	12
14. Account Executive	1-11, 20	4
15. Account Executive	1-11, 20, 25	25
16. Account Executive	1-11, 20, 23	23
17. Account Executive	1-12, 20	12
18. Account Executive	1-12, 20	12
19. Account Executive	1-12, 20	12
20. Account Executive	1-11, 20, 25	25
21. Account Executive	1-11, 20, 25	25
22. Sales Manager	14,17,21,23	14
23. Sales Manager	14,17,21,27	27
24. Sales Manager	1-11, 23	23
25. Market Manager	14,17,21,25	25
26. KMJJ On-Air Talent	19*	19
27. KVMA Program Manager	14,17,21,27	27
28. KRMD Program Manager	14,17,21,27	27

¹ This Report includes recruitment activity from February 1, 2007 through January 21, 2008.

*Exigent circumstances

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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	On-Air Announcement: KRMD(AM) 270 Plaza Loop Bossier City, LA 71111 (318) 549-8500	N	0
2	On-Air Announcement: KRMD-FM 270 Plaza Loop Bossier City, LA 71111 (318) 549-8500	N	6
3	On-Air Announcement: KMJJ-FM 270 Plaza Loop Bossier City, LA 71111 (318) 549-8500	N	5
4	On-Air Announcement: KQHN-FM 270 Plaza Loop Bossier City, LA 71111 (318) 549-8500	N	4
5	On-Air Announcement: KVMA-FM 270 Plaza Loop Bossier City, LA 71111 (318) 549-8500	N	2
6	Website posting: KRMD-AM 270 Plaza Loop Bossier City, LA 71111 (318) 549-8500	N	0
7	Website Posting: KRMD-FM 270 Plaza Loop Bossier City, LA 71111 (318) 549-8500	N	3
8	Website Posting: KMJJ-FM 270 Plaza Loop Bossier City, LA 71111 (318) 549-8500	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Website Posting: KQHN-FM 270 Plaza Loop Bossier City, LA 71111 (318) 549-8500	N	2
10	Website Posting: KVMA-FM 270 Plaza Loop Bossier City, LA 71111 (318) 549-8500	N	0
11	Internal Posting 270 Plaza Loop Bossier City, La 71111 (318) 549-8500	N	7
12	Cumulus Broadcasting job fair (and related on-air announcements) (3/20/07, 10/3/07) 270 Plaza Loop Bossier City, LA 71111 (318)549-8500	N	26
13	Texas Association of Broadcasters (TAB) 502 E. 11 th Street, Suite 200 Austin, TX 78701 Craig Bean (512) 322-9944	N	0
14	Radio Advertising Bureau (RAB) Mark Levy (972) 753-6750	N	1
15	Louisiana Association of Broadcasters (LAB) 660 Florida Street Baton Rouge, LA 70801 Candice Armstrong (225) 267-4522	N	0
16	AllAccess.com/All Access Music Group 28955 Pacific Coast Hwy, Suite 210-5 Malibu, CA 90265 (310) 457-6616	N	0
17	MediaRecruiter.com Birschbach Media Sales 2046 E. Orchard Place Centennial, CO 80016	N	0
18	RadioOnline.com 3500 Trip Avenue Amarillo, TX 79121 (806) 352-3677	N	0
19	Urbaninsite.com	N	9

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Louisiana State University One University Place, Room 230 Shreveport, LA 71115 (318) 797-7056	N	0
21	Inside Radio 365 Union St Littleton NH 03561 800 248 4242 www.insideradio.com	N	1
22	Cumulus Broadcasting Corporate Headquarters 3820 Peachtree Rd Ste 2300 Atlanta, GA 30305	N	0
23	Employee Referral	N	4
24	Non-Employee Referral	N	2
25	Former Employee (rehire)	N	5
26	Walk-in/Self-referral	N	1
27	Internal Transfer/Promotion	N	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			81

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On March 6, 2007, our SEU participated in a job fair held at Louisiana State University Shreveport and presented employment opportunities available at Cumulus Broadcasting. Station participants included the General Sales Manager and the Operations Manager.
2	Participate in Job Fair	On May 2, 2007, our SEU participated in a job fair held at Bossier Parish Community College and presented employment opportunities available at Cumulus Broadcasting. Station participants included the General Sales Manager and the Operations Manager.
3	Participate in Job Fair	On October 18, 2007, our SEU participated in a job fair sponsored by the Minority Business Opportunity Expo and they presented employment opportunities available at Cumulus Broadcasting. Station participants included a Sales Manager and an Operations Manager.
4	Attend Career Day	On November 12, 2007, our SEU participated in a career day held at Southern University of Shreveport and they presented employment opportunities available at Cumulus Broadcasting. Station participants included a Promotions Manager and an Operations Manager.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Host Job Fairs (2)	<p>On March 20, 2007 and October 3, 2007, Cumulus hosted job fairs at its offices located at 270 Plaza Loop, Bossier City, Louisiana 71111. Announcements were made on all local Cumulus radio stations inviting the public to the job fairs. This is mainly for sales, but individuals were quickly interviewed by management to be invited back for further interview if interested. All persons were given a tour of the station showing all opportunities for employment with Cumulus. All management and sales persons were available during the job fairs to give tours and answer questions.</p>
6	Host Event/Program for an Educational Institution Regarding Careers in Broadcasting	<p>On February 7, 2006, three students from three local high schools (Doyline High School, Caddo Magnet High School, and Fair Park High School) sat in with on-air talent from stations KRMD-FM, KMJJ-FM and KVMA-FM while the DJs conducted their shows. Students were given tours of the stations and informed of employment opportunities in broadcasting.</p>