

**WKKO(FM), WLQR(AM), WTOD(AM), WRQN(FM),
WRWK(FM), WXKR(FM), WWWM-FM, WTWR-FM
EEO PUBLIC FILE REPORT
June 1, 2007-May 31, 2008**

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
1. Account Executive	1-8, 10-11, 16	11
2. Account Executive	13-14, 16	13
3. Account Executive	11, 14	11
4. On-Air Personality	1-8, 10, 14, 16	16
5. Sales Assistant	1-10, 16	9
6. Sales Assistant	1-10, 16	9
7. Account Executive	11, 13-14	13
8. Account Executive	11, 14	11
9. Account Executive	11, 13-14	13
10. General Sales Manager	18, 19	18
11. Account Executive	11, 14	11
12. Account Executive	11, 14	11
13. Account Executive	11, 14, 17	17
14. Account Executive	11, 13-14	13
15. Account Executive	11, 14	11
16. Account Executive	11, 14	11
17. Account Executive	11, 14	11
18. Account Executive	11, 14	11
19. Account Executive	11, 14	11
20. Account Executive	11, 14	11
21. Account Executive	11, 14	11
22. Account Executive	11, 14	11
23. Account Executive	11, 14	11
24. Account Executive	11, 13-14	13
25. Account Executive	11, 14	11
26. Account Executive	11, 14	11
27. Account Executive	11, 14	11

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
28. Account Executive	11, 14	11
29. Account Executive	11, 14	11
30. Account Executive	11, 14	11
31. Account Executive	11, 14	11
32. Account Executive	11, 14	11

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Marygrove College 8425 W. McNichols Road Detroit, MI 48221	Y	0
2	Cuyahogo Community College 700 Carnegie Avenue Cleveland, OH 44115	Y	0
3	Greater Toledo Urban League 608 Madison Avenue Toledo, OH 43604	Y	0
4	Wayne County Community College 801 W. Fort Street Detroit, MI 48226	Y	0
5	NW Ohio Black Media Association P. O. Box 322 Toledo, OH 43697	Y	0
6	Toledo Business Journal 27 Broadway Toledo, OH 43602	Y	0
7	Gary James – Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Y	0
8	The Source 1301 Monroe Street Toledo, OH 43624	Y	2
9	Toledo Blade 541 N. Superior Street Toledo, OH 43660 <u>or</u> www.toledoblade.com	N	10
10	www.oab.org - Ohio Association of Broadcasters	Y	0
11	On-Air Announcements (one or more SEU stations)	N	45
12	CareerBuilder.com	N	0
13	Word-of-Mouth Referral	N	18
14	Station Website Posting (one or more SEU stations)	N	16
15	Walk-in/Self Referral	N	0
16	www.allaccess.com	N	7
17	Casual Job Fair	N	3
18	Inside Radio	N	1
19	MediaRecruiter.com	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			104

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host Job Fair	On September 8, 2007, the SEU hosted a casual job fair at the Clarion Hotel in Toledo, Ohio. Participating personnel included the SEU's Market Manager, three Sales Managers and a Sales Assistant, who spoke with attendees about job and internship opportunities within the SEU and about career opportunities in broadcasting. Approximately 50 individuals attended the casual job fair.
2	Participate in Job Fair	On February 8, 2008, the SEU participated in a job fair hosted by Bowling Green State University in Bowling Green, Ohio. Participating personnel included the SEU's Promotions Director and a Sales Manager, who spoke with attendees about job and internship opportunities within the SEU and about career opportunities in broadcasting.
3	Management level training regarding EEO and preventing discrimination	On April 4, 2008, the SEU's Market and Business Managers attended a telephonic training session presented by Cumulus's outside communications counsel on compliance with the FCC's EEO rules.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	Host Internship Program	During the reporting period, the SEU hosted 11 student interns from Bowling Green State University, John Carroll University, Specs Howard School of Broadcasting, and the University of Toledo. The interns worked in the SEU's Promotions and Programming Departments and were supervised by the SEU's Promotions Director, and a Morning Show Host. The interns assisted with aspects of promotions and programming. Typical assignments included assisting with remotes, reviewing websites, and researching material for morning shows.

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I. VACANCY LIST

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Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
1. Account Executive	1-8, 10, 13, 16	13
2. Receptionist	1-10, 13, 16	13
3. On-Air Personality	1-8, 10, 16	16
4. Account Executive	1-8, 10, 15-16	15
5. Account Executive	1-8, 10, 15-16	15
6. Account Executive	1-8, 10, 13, 16	13
7. Account Executive	1-10, 16	9
8. Morning Show Host	1-8, 10, 16-17	17
9. Sales Manager	1-8, 10, 12, 16	12
10. Traffic Director	1-8, 10, 16, 17	17
11. Account Executive	1-8, 10-11, 16	11
12. Sales Assistant/Graphic Designer	1-10, 16	9
13. Account Executive	1-8, 10-11, 16	11

¹ This Report was revised in May 2008 to address minor reporting errors.

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III. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Marygrove College 8425 W. McNichols Road Detroit, MI 48221	Y	0
2	Cuyahogo Community College 700 Carnegie Avenue Cleveland, OH 44115	Y	0
3	Greater Toledo Urban League 608 Madison Avenue Toledo, OH 43604	Y	0
4	Wayne County Community College 801 W. Fort Street Detroit, MI 48226	Y	0
5	NW Ohio Black Media Association P. O. Box 322 Toledo, OH 43697	Y	0
6	Toledo Business Journal 27 Broadway Toledo, OH 43602	Y	0
7	Gary James – Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125	Y	0
8	The Source 1301 Monroe Street Toledo, OH 43624	Y	1
9	Toledo Blade 541 N. Superior Street Toledo, OH 43660 <u>or</u> www.toledoblade.com	N	23
10	www.oab.org - Ohio Association of Broadcasters	Y	3
11	On-Air Announcements (one or more SEU stations)	N	9
12	CareerBuilder.com	N	3
13	Word-of-Mouth Referral	N	13
14	Station Website Posting (one or more SEU stations)	N	0
15	Walk-in/Self Referral	N	8
16	www.allaccess.com	N	18
17	Employee Referral	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			80

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	In October 2006, the SEU attended a job fair hosted by the Communications Department of Bowling Green State University in Bowling Green, Ohio. The SEU's Promotions Director attended the event and spoke with interested students about internships and job opportunities within the SEU and about career opportunities in the broadcasting industry.
2	Host Job Fair	In February 2007, the SEU hosted the Cumulus Career Expo, which was held at the Westfield Mall in Toledo, Ohio. As the host of this event, the SEU was responsible for securing the location for the Career Expo as well as promoting and staffing the event. The SEU's Marketing and Promotions Manager attended the event and spoke with approximately 150 attendees about internship and job opportunities within the SEU and about career opportunities in the broadcasting industry.
3	Host Internship Program	During the reporting period, the SEU hosted 36 student interns from Bowling Green State University, John Carroll University, Specs Howard School of Broadcasting, and the University of Toledo. The interns worked in the SEU's Promotions and Programming Departments and were supervised by the SEU's Promotions Director and a Morning Show Host. The interns assisted with aspects of promotions and programming. Typical assignments included assisting with remotes, reviewing websites, and researching material for morning shows.