

**WKKO(FM), WRQN(FM), WXKR(FM), WQQO(FM), WMIM(FM)
& WTOD(FM)¹**

EEO PUBLIC FILE REPORT

June 1, 2019 – May 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
Account Executive	2-3, 6, 10, 12, 16, 20	3

¹ Pursuant to a Facilities, Services and Personnel Agreement dated June 4, 2018, the SEU shares employees with The Mainstay Station Trust LLC, licensee of Station WTOD(FM), Delta, Ohio (Facility ID 67275). Accordingly, the employment recruitment for WTOD is included herein.

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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	LinkedIn , www.linkedin.com	N	0
2	ZipRecruiter , www.ziprecruiter.com	N	0
3	Word-of-Mouth Referral	N	3
4	Toledo Blade/Monster.com lberg@toledoblade.com	N	0
5	Ohio Association of Broadcasters oab@oab.com	N	0
6	Indeed , www.indeed.com	N	0
7	College Central Network www.collegecentral.com/o2yccsa	N	0
8	Current/Former Employee	N	0
9	Country Link through Indeed.com	N	0
10	LinkUp , www.linkup.com	N	0
11	Job Fair/Open House	N	0
12	CumulusJob Board www.cumulusjobs.com www.cumulushrmdirect.com	N	0
13	Internal Transfer/Promotion	N	0
14	Facebook	N	0
15	All Access , www.allaccess.com	N	0
16	GlassDoor , www.glassdoor.com	N	0
17	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
18	Former Intern	N	0
19	Bowling Green State University/University of Toledo careerservices@bgsu.edu/utoledo-csm@simplicity.com	N	0
20	Station Website Posting (<i>one or more SEU stations</i>)	N	0
21	Simply Hired , www.simplyhired.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			3

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	During this reporting period, our SEU hosted student interns from the University of Toledo. The interns worked in the SEU’s Promotions Department and were supervised by the SEU’s Promotions and Assistant Promotions Directors. The interns learned about all aspects of promotions as well as marketing, advertising and programming by both working closely with SEU personnel and assisting with Station events and promotions.
2	Mentoring Program	The Cumulus “New Seller Mentoring” program pairs seasoned with new account executives to instill leadership skills. The more senior sellers impart knowledge about the job and the industry based on their years of experience in the business, which enhances the formal training the junior sellers receive. Each new account executive was assigned a primary mentor, selected based on his/her strengths.
3	Participate in March Madness Recruitment Special	During the month of March, 2020, our SEU participated in a March Madness Recruitment Special. Our job postings for sales positions appeared on 40-50 recruitment sites such as Indeed, GlassDoor, Jobs2Careers, Nexxt, ZipRecruiter, The Blade JobFinder, and many other top job sites, along with ten lines in print in the Sunday newspaper. Our SEU was pleased to have such a creative and unique event to take part in during the COVID-19 pandemic.
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	In January 2020, our SEU’s Market Manager, Director of Sales, and Sales Manager participated in Media Staffing Network’s webinar about how ensure equal employment opportunity and prevent discrimination in the workplace, recommended by the Ohio Association of Broadcasters.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Virtual Career Fair	<p>Our SEU is aware that this initiative falls outside of our reporting period, however we want the FCC to know that our SEU is trying, despite the current environment, to conduct general recruitment as required by the FCC's EEO rules. Our SEU plans to participate in a Virtual Career Fair on June 24- June 25, 2020, sponsored by The Toledo Blade. With unemployment at an all-time high and social distancing and safety restrictions in place, finding quality team members is a real challenge. Today's job seekers are looking for ways to connect with employers. Our SEU will receive a virtual booth for 30 days and receive resumes and emails from job seekers. The Toledo Blade will promote the event digitally, in print, on social media, on billboards, and on TV channels.</p>