

**WBLX-FM, WDLT(AM), WDLT-FM, WGOK(AM), and WYOK(FM)
EEO PUBLIC FILE REPORT¹
December 1, 2007 – November 30, 2008²**

I. VACANCY LIST

SEE SECTION II, THE “MASTER RECRUITMENT SOURCE LIST” (“MRSLS”) FOR RECRUITMENT SOURCE DATA

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Local Sales Manager	1, 6, 11, 13-15, 23	6
Account Executive	1-5, 11-14, 23	12
Account Executive	1-5, 11-14, 17-18, 23	13
Account Executive	1-5, 11-13, 17-18, 23	13
Account Executive	1-5, 11-18, 23	16
Account Executive	1-5, 11-14, 17-18, 22-23	13
Account Executive	1-5, 11-14, 17-18, 22-23	13
Account Executive	1-5, 11-18, 22-23	16
Account Executive	1-5, 12-13, 17-18, 22-23	13
Account Executive	1-5, 11-13, 17-18, 22-23	12
Account Executive	1-5, 11-13, 17-18, 22-23	13
Market Manager	6, 8-10	6
Production Manager	11-13, 23	13
Local Sales Manager	6-11, 13, 23	6
Account Executive	1-5, 11-15, 17-18, 23	12
Account Executive	1-5, 11-13, 17-18, 23	13
Account Executive	1-5, 11-15, 17-18, 23	13

¹ This Report was modified in September 2009 to address minor formatting and reporting issues.

² This Report provides recruitment data collected from December 1, 2007 through November 20, 2008.

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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	City Wide Job Fair – Prichard City Hall	No	8
2	Alabama Career Center – Employment Service 515 Springhill Plaza Court Mobile, AL. 36608 Contact: Fay Long (Fay.Long@dir.alabama.gov) Phone 251-461-4450 / Fax 251-461-4443	No	0
3	Faulkner University – Career Service 3943 Airport Blvd Mobile, AL. 36608 Contact: Mr. Fred Hughes (Fhughes@Faulkner.edu) Phone 251-380-9090 / Fax 251-380-9066	No	0
4	University of South Alabama – Career Service Meisler Hall Suite #21 Mobile, AL. 36688 Contact: Rhonda Arnold (ramold@usouthal.edu) Phone 251-460-6188 / Fax 251-460-6091	No	0
5	Springhill College – Career Services 4000 Dauphin Street Mobile, AL. 36606 Contact: Mr. Luttman Phone 251-460-2187 / Fax 251-460-2185	No	0
6	Inside Radio P.O. Box 12533 Cincinnati, OH 45212 Insideradio.com	No	12
7	Mobile Press Register Lock Box 1712 Mobile, AL 36633-1712 advcustservice@press-register.com	No	0
8	RadioRecruiter.com	No	4
9	Radio Advertising Bureau P.O. Box 972036 Dallas, TX 75397-2036 RAB.com	No	2

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Birschbach Media Sales & Marketing 22102 E. Canyon Place Aurora, CO 80016 d/b/a Mediarecruiter.com	No	2
11	Cumulusjobs.com	No	0
12	On-Air Announcements (one or more SEU stations)	No	8
13	Word of Mouth Referral	No	3
14	Cumulus Media Sales Open House	No	11
15	Casual Job Fair	No	3
16	Internal transfer / Promotion	No	2
17	University of Mobile College Student Success Center 5735 College Parkway Mobile, AL. 36613-2842 Contact: Sarah Jane Waite (swaite@mail.umobile.edu) 251-442-2292 / 251-675-5990	No	0
18	Bishop State Community College 414 Stanton Street Mobile, AL. Contact: M. Simis (MSimis@bishop.edu) 251-405-7052	No	0
19	Annual Business Expo – City of Mobile	No	0
20	Radiogrit.com	No	0
21	Intentionally omitted		
22	Blount High School Career Day	No	0
23	Internal Posting	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			55

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in job fair	On December 8, 2007, this SEU participated in a Career Fair hosted by the City of Prichard at Mobile's City Hall. Participating SEU personnel included the Promotions Director and two Sales Managers. These individuals manned the Cumulus booth and presented information about careers in radio as well as job openings within the SEU. This event was promoted over-the-air of one or more of the stations in the SEU.
2	Host job fair	On January 19, 2008 this SEU hosted a job fair at the Cumulus offices in Mobile. Three of the SEU's Sales Managers were present to talk about careers in radio advertising and job openings within the SEU. Literature about career opportunities with Cumulus was handed out to interested attendees and resumes were accepted. Cumulus conducted an on-air campaign to promote this event.
3	Host job fair	On February 23, 2008, this SEU organized and hosted the Gulf Coast Career Fair held at the Springdale Mall in Mobile. Participating SEU personnel included all Account Executives and On-Air Staff as well as the Program Director and two Sales Managers. These individuals presented information about career opportunities in radio as well as job openings within the SEU. Literature about career opportunities with Cumulus was handed out to interested attendees and resumes were accepted. Cumulus promoted this event over-the-air on all stations in the SEU.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Participate in job fair	<p>On May 2, 2008, this SEU participated in the Annual Business Expo organized by the South Alabama Regional Planning Commission (“SARPC”) and The City of Mobile. This Expo was held at the Mobile Civic Center. Three of the SEU’s Sales Managers participated in this event and presented information about careers in radio advertising and job openings within the SEU. Literature about career opportunities with Cumulus was handed out to interested attendees and resumes were accepted. SARPC advertised this event on one or more of the stations in this SEU.</p>
5	Internship Program	<p>From June through August 2008, this SEU hosted four (4) student interns through the Mobile Housing Board’s Sweet-P program. This program matches students, aged 16-21, with local internships. The program is designed to provide basic skills and job training for students in the Mobile area. Interns are paid by the Mobile Housing Board. The interns were supervised by the Promotions Director and assisted on-air personalities with daily duties, helped the traffic and accounting offices with clerical duties, and worked with the promotions department to create flyers, organize community events and prepare for remote broadcasts.</p>
6	Host job fair	<p>On April 5, 2008, this SEU hosted a job fair at the Cumulus offices in Mobile. SEU participants included the Market Manager and the Sales Managers. The Managers were available to answer questions about careers in radio advertising and provide information about job openings within the SEU. Literature about career opportunities with Cumulus was handed out to interested attendees and resumes were accepted. Cumulus promoted this event over-the-air on one or more stations in the SEU.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
7	Management level training regarding equal employment opportunity and preventing discrimination	On April 4, 2008, the Cumulus-Mobile General Manager, Business Manager and Assistant Business Manager attended a telephonic training session conducted by Cumulus' outside communications counsel about how to comply with the FCC's EEO rules.
8	Host job fair	On July 26, 2008, this SEU hosted a job fair at the Cumulus offices in Mobile. Participating SEU personnel included the General Manager, the General Sales Manger and two Sales Managers. These Managers were available to discuss career opportunities in radio advertising as well as job openings within the SEU. Literature about career opportunities with Cumulus was given to interested attendees and resumes were accepted. SEU personnel conducted a tour of the facilities for those that expressed interest. Cumulus promoted this event on one or more stations in the SEU.
9	Host job fair	On November 15, 2008, this SEU hosted a job fair at the Cumulus offices in Mobile. Participating SEU personnel included the General Manager, General Sales Manger and two Sales Manager. These Managers were available to discuss career opportunities in radio advertising as well as job openings within the SEU. Literature about career opportunities with Cumulus was given to interested attendees and resumes were accepted. SEU personnel conducted a tour of the facilities for those that expressed interest. Cumulus promoted this event on one or more stations in the SEU.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
10	Participate in event/program sponsored by or on behalf of educational institution relating to careers in broadcasting	On May 1, 2008, this SEU participated in the Blount High School Career Day held at Blount High School in Mobile. Participating SEU personnel included the SEU's Sales Manager, Promotions Director and one On-Air Personality. These individuals spoke with the students about broadcasting and career opportunities in radio and then conducted a question-and answer session. The On-Air Personality informed listeners over-the-air that he would attend Blount High School Career Day.

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