

KBCY(FM), KCDD(FM), KHXS(FM), KTLT(FM)
EEO PUBLIC FILE REPORT
April 1, 2008 through March 31, 2009¹

I. VACANCY LIST

See Section II, **Master Recruitment Source List (MRSL)**, for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Secretary	1-9, 13-16	14
Account Executive	1-9, 13-16	15
Account Executive	1-9, 13-16	15
Account Executive	1-9, 13-16	14
Account Executive	1-9, 13-16	13
Account Executive	1-9, 13-16	14
Account Executive	1-9, 13-16	14

¹ This Report includes recruitment activity from April 1, 2008 through March 21, 2009.

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II. Master Recruitment Source List (MRSL)

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full- Time Vacancy
1.	Abilene Chamber of Commerce 174 Cypress Street #200 Abilene, Texas 79603 Email: vsmedley@abilenechamber.com	No	0
2.	Texas Workforce Commission (<i>vacancy postings available on-line</i>) 400 Oak Street Abilene, Texas 79601 Email: mickeymcarty@workforcecenter.org	No	3
3.	Texas State Technical College 650 East Highway 80 Abilene, Texas 79601 Email: juliahumphrey@tstc.com	No	1
4.	Abilene Christian University 1600 Campus Court Abilene, Texas 79601 Email: humanresources@edi.com	No	0
5.	League of United Latin American Citizens (LULAC) P.O. Box 2106 Abilene, Texas 79604 Email: Gracy.lemon@hhsc.state.tx.us	No	0
6.	McMurry University 14th & Sayles Blvd. McMurry Station Box 278 Abilene, TX 79697 Email: jgreer@mcm.com	No	0
7.	Cisco Junior College 717 East Industrial Blvd Abilene, Texas 79601 Email: Terri.russell@cjc.edu	No	0
8.	Hardin Simmons University 2200 Hickory Abilene, Texas 79601 Email: jphill@hsutx.edu	No	1
9.	Abilene Hispanic Guide 473 Cypress Street Abilene, Texas 79602 Email: Jessie@ahguide.com	No	0
10.	All Access Music Group 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 <i>allaccess.com</i>	No	0

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS for the Full-Time Vacancy
11.	Inside Radio <i>insideradio.com</i>	No	0
12.	Radio Advertising Bureau <i>rab.com</i>	No	0
13.	Job Fair (<i>as listed in Sec. III</i>)	No	11
14.	Cumulus Jobs <i>cumulusjobs.com</i>	No	6
15.	Cumulus Abilene Open House (<i>as listed in Sec. III</i>)	No	13
16.	On-air announcements (<i>all SEU stations</i>)	No	7
17.	Walk-In/Self-Referral	No	0
18.	Ohio Center For Broadcasting – Columbus Email: Placement.columbus@beonair.com	Yes <i>(as of February 2009)</i>	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			42

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
1.	Host in-house job fair	On October 30, 2008, our SEU hosted an open house. Members of the public were invited to tour our studios and listen to a 15 minute audio/visual presentation on radio and careers in sales. Following the presentation, participants could ask questions of station personnel in a group question and answer session. Participants then had the opportunity to fill-out applications and ask questions of current sales personnel in one on one sessions. Station participants included our Market Manager, General Sales Manager, and Account Executives.
2.	Host job fair	On July 25, 2008, our SEU sponsored the Cumulus Employment Expo at the Abilene Civic Center in Abilene, TX. Our SEU organized the event by soliciting local businesses to participate and advertising the expo on all our stations. We were also a participating employer; expo participants could obtain information about job opportunities at our SEU and submit resumes. Station participants included our Market Manager, General Sales Manager, Account Executives, Announcers, and Engineer.
3.	Host job fair	On January 25, 2009, our SEU sponsored the Cumulus Employment Expo at the Abilene Civic Center in Abilene, TX. We solicited local employers to participate, advertised the event on all our SEU stations, and acted as a participating employer by accepting resumes and answering questions from expo participants on career opportunities at our stations. Station participants included our Market Manager, General Sales Manager, Account Executives, Announcers, and Engineer.
5.	Participate in job fair	On April 8, 2008, our SEU participated in the Texas Workforce Center's job fair at the Abilene Civic Center in Abilene, TX. In addition to collecting resumes we gave fair participants information about our SEU and answered questions relating to broadcasting careers. Station participants included our Market Manager and General Sales Manager.
6.	Participate in job fair	On October 15, 2008, our SEU participated in a job fair hosted by the Abilene Chapter of the Society for Human Resource Directors at the Abilene Civic Center in Abilene, TX. At the fair we answered participants' questions and accepted resumes. Station participants included our Market Manager.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity & Scope of Broadcaster's Participation
7.	Internship program	During the Fall and Winter semesters, our SEU hosted an internship program for two students studying mass communications at Hardin Simmons University in Abilene, TX. During the internship program, students were given first-hand experience in many aspects of broadcasting, including sales, programming, and bookkeeping. Students are also able to seek career advice from station personnel. Students were supervised by our Operations Manager.
8.	Host on-air job fair	Throughout the reporting period, Cumulus Abilene hosts twice-monthly on-air job fairs. Called "Job Marathons," the on-air features broadcast employment recruitment ads from local participating employers along with those from our SEU stations. Each Job Marathon showcases local, regional and national job opportunities as well as tips for job seekers to improve their chances of finding employment. All SEU stations participate.
9.	Participate in event/program for or on behalf of an educational institution relating to careers in broadcasting	On October 8, 2008, our Market Manager attended a meeting in Snyder, Texas to discuss establishing a broadcasting school at Western Texas College in Snyder, TX. The Market Manager currently serves in the capacity of advisor to the broadcasting school, which opened recently. At the October meeting, the Market Manager discussed what most radio employers typically look for when hiring and advised school officials on the creation of their broadcast curriculum (e.g., the lack of engineers available to radio stations at this time and the lack of courses available for students to learn this aspect of the business).
10.	Host event/program for or on behalf of an educational institution relating to careers in broadcasting	On November 16, 2008, our SEU hosted a meeting at our facilities to again discuss the establishment of a broadcasting school at Western Texas College in Snyder, Texas. Our Market Manager presented a video on careers available in radio.
11.	Management-level training regarding methods of ensuring equal employment opportunity and preventing discrimination	On April 4, 2008, SEU managers attended a tele-conference regarding compliance with the FCC's Equal Employment Opportunity rules as presented by our outside communications counsel. Station participants included our Market Managers and Human Resources Directors.
12.	Management-level training regarding methods of ensuring equal employment opportunity and preventing discrimination	On February 5, 2009, SEU managers participated in a tele-conference regarding compliance with the FCC's Equal Employment Opportunity rules as presented by our outside communications counsel. Station participants included our Market Managers and Human Resources Directors.